

CORPORATE SOCIAL & ENVIRONMENTAL COMMITMENT





This report is aligned with the sustainability management of the Axpo group, which also publishes an annual CSR report for the entire group and its subsidiaries (including Urbasolar).

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EDITORIAL

Dear employees, Dear partners,

I am pleased to have you back for the second edition of our corporate social and environmental commitment report.

This year has been one of first achievements for us.

After consulting our stakeholders, defining our challenges through our double-materiality matrix, and creating our roadmaps, we have started rolling out our corporate social responsibility action plans.

We are proud to be able to present a positive 24-25 record in terms of CSR, with tangible progress on the social, environmental and governance fronts, as well as the start of transformation projects whose effects we will see in the longer term. This year's significant highlights include the signing of a company agreement on professional equality and quality of life and working conditions, and the successful completion of in-depth work to strengthen our understanding of the impact of photovoltaics on biodiversity.

Also, this report aims to explain how we can contribute to a more sustainable society through our work as a renewable energy producer.

At the time of writing this editorial, Europe is undergoing an unprecedented heatwave, with heat records reached in many countries in the south, but also in the north.

Global warming is there for all to see and we are experiencing its effects head-on.

The energy transition appears more than ever to be essential and solar photovoltaic energy will play a key role in decarbonising and securing

energy in Europe. For this, we will have to face many challenges, such as grid stability, flexibility of production and demand, as well as storage capacity.

Within Urbasolar, and throughout the Axpo Group, we have the chance to participate in this tremendous transformation of the European energy landscape. Our ambitions are clear: develop sustainable energy solutions and respond effectively to current climate and energy challenges.

Our solar power plant projects already demonstrate our commitment to generating low-emission energy.

Antoine MILLIOUD
CEO, Urbasolar

A photograph of a wind turbine and solar panels under a blue sky. The wind turbine is white and stands prominently in the background. In the foreground, there are rows of solar panels, their blue surfaces reflecting the light. The sky is a clear, vibrant blue with some light, wispy clouds. The overall scene conveys a sense of clean, renewable energy.

CSR ACTIONS & AMBITIONS

Our CSR impact in 24-25



New certification
Great Place to Work®



+390
employees aware of CRS issues



+24 %
increase in sales with companies in
the adapted sector



signature of a **company agreement**
on professional equality and QWL



96 800
tonnes of CO₂ avoided, due to the
electricity generated by our power
stations



New methodology for **calculating our
greenhouse gas emissions**



140
kilos of honey harvested from our
hives



Elimination of cups from coffee
machines:
-25 000
cups thrown away/year



1 800
modules donated to schools to support
apprenticeships and ENR training
courses



500
hours of social integration on a initial
project



2
associations supported through our
Solidarity program



Awarded the **ECOVADIS silver medal**

Our roadmap for 25-26

This year, we aim to step up our initiatives in the areas identified as strategic to our business, as well as those that reflect our Corporate Social Responsibility (CSR) commitments.

ENVIRONMENT

Continue to reduce our carbon footprint

- Confirm the Urbasolar climate transition plan and formalize our decarbonation plan for scopes I, II, and III
- Have our BEGES balance sheet certified by a third party
- Subscribe to a green electricity offer for our premises
- Obtain the OEPV Label (Pro-Bike Employer)

Integrating biodiversity into our activity

- Prepare the certification of Standard X32-001 (Biodiversity of organizations)
- Formalize our Biodiversity policy
- Start the decompaction of soils at the end of the construction site on our power plants

Reuse resources and reduce our waste

- Set up a think tank around waste reduction on our power plants
- Install rainwater recovery bins at the headquarters

SOCIAL

Promoting diversity through disability

- Continue raising awareness among our stakeholders about disability
- Increase the number of employees with a disability
- Create a unit for job retention and monitoring at-risk situations
- Develop the turnover with companies from the adapted sector

Maintain the company's attractiveness

- New agreement on remote work

Facilitate the integration of new employees

- Deploy the program « Transversal Sponsors »

Strengthen the skills of our managers on discrimination and harassment issues

GOVERNANCE

Minimize the environmental and societal impacts of our purchases

- Formalize our Responsible Purchasing Charter
- Carry out an ESG audit on site at a major supplier
- Get 100% of our major suppliers to sign the Partner Code of Conduct

Strengthen Urbasolar's foothold in the regions

- Set up a working group to optimise our involvement in the territories
- Increase the number of projects that include social integration clauses

Strengthening our cyber security system

- Deploying the 'Passwordless' system
- Ensuring compliance with NIS2 regulations

Anchoring CSR in the corporate culture



We have set ourselves ambitious goals in terms of corporate social responsibility. Our role within the Steering Committee is to ensure that the roadmaps are properly implemented and that we are on the right track. We meet quarterly to review our progress and correct any discrepancies. Our ambition is to anchor CSR at the very heart of our business and to prove that it is possible to reconcile economic performance and sustainable development.

Laure de ROMANET

Executive Director - Corporate - Member of the CSR Steering Committee



CSR AT THE HEART OF OUR DEVELOPMENT

Mission, Values, CSR commitments

Our growth cannot be obtained without respect for the environment, social equity and corporate social responsibility. Our CSR approach relies on these foundations and defines the nature of the relationships we build with our stakeholders. These principles are at the heart of our strategy and guide our teams every day in the accomplishment of their missions.

We intend to drive our development with a sustainable and responsible approach.

Our mission

«Actively contribute to energy transition by dynamically adding new photovoltaic capacity in Europe.»

Our values

BE A LEADER

- Lead by example
- Take ownership
- Add value

CREATE THE FUTURE

- Focus on impact
- Experiment and innovate
- Exceed customer expectations

MAKE IT HAPPEN

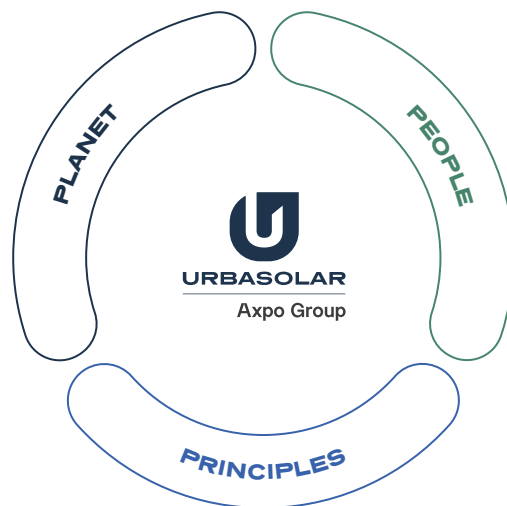
- Work as a team
- Create solutions and opportunities
- Act entrepreneurially and deliver results

CARE ABOUT PEOPLE

- Communicate proactively, openly and respectfully
- Embrace feedback to grow
- Lead with empathy

Our CSR commitments

Our commitments to corporate social and environmental responsibility are based on three main pillars, reflecting our determination to base our growth on sustainable development principles.



Act for the protection of planetary resources



Care about people



Work ethically and according to the principles of sustainable development

Commitments to collective initiative

Urbasolar participates in various collective initiatives, with the ambition of contributing to the implementation of innovative and responsible practices.

First, through the Syndicat des Energies Renouvelables (SER), of which Urbasolar has been a member since the company's inception. The company demonstrates its commitment through concrete actions during discussions with the government, thus helping to build a solid European industry.

More recently, we joined the France Renouvelables association that represents renewable electrical energy in France.

Urbasolar also adheres to La Plateforme Verte and participates in several working groups to promote the best environmental practices within the sector.

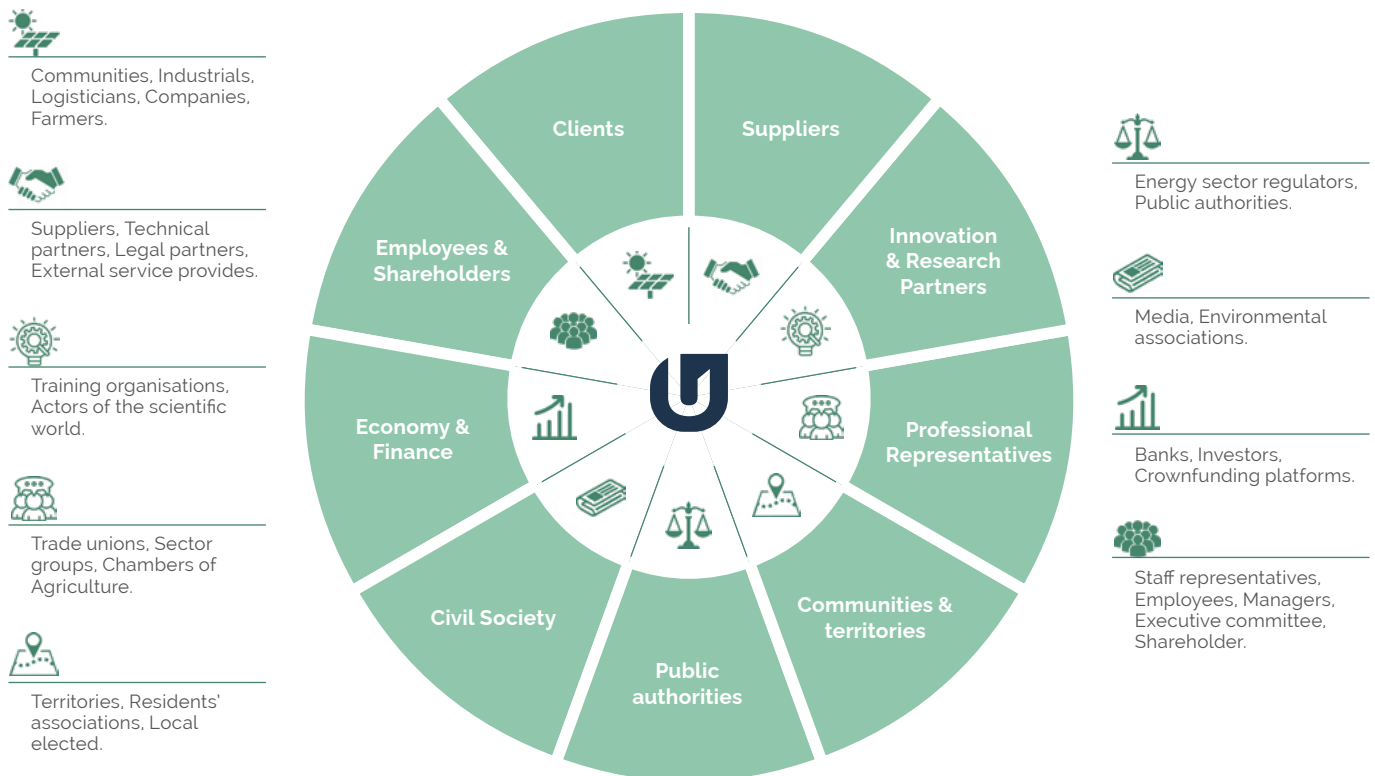
We also participate in the AQPV certification committee; this certification guarantees the implementation of best practices in quality.

Lastly, the company is one of the founding members of Soren (French eco-organisation in charge of the treatment of end-of-life photovoltaic modules) and has been one of its directors since then.

Our stakeholders

The stakeholders that surround Urbasolar have an interest in or influence over the company's activities and results. Given the variety of business sectors in which the company operates, they are diverse in nature and constitute a very heterogeneous panorama that must be considered in its specificity.

Urbasolar strives to engage with its stakeholders, seek their input on its initiatives, address their needs, and generate shared value with them.



Double materiality matrix

The objective of the materiality assessment was to identify the most crucial issues for Urbasolar and its stakeholders, accounting for the environmental, social and governance impacts as well as their economic repercussions.

With the support of an external consulting firm, a participatory approach was conducted, combining several data sources and analysis methods.

Methods for the dialogue with stakeholders on impact materiality :

- A survey of all employees, where more than 250 responses were collected, representing a participation rate of more than 50.0 %;
- Individual interviews with internal experts who represent Urbasolar's different departments and business lines;
- Individual interviews with external stakeholders, covering the different typologies (large groups, companies, farmers, suppliers, etc.), as well as institutional, associative or academic stakeholders (professional unions, chambers of agriculture, etc.);

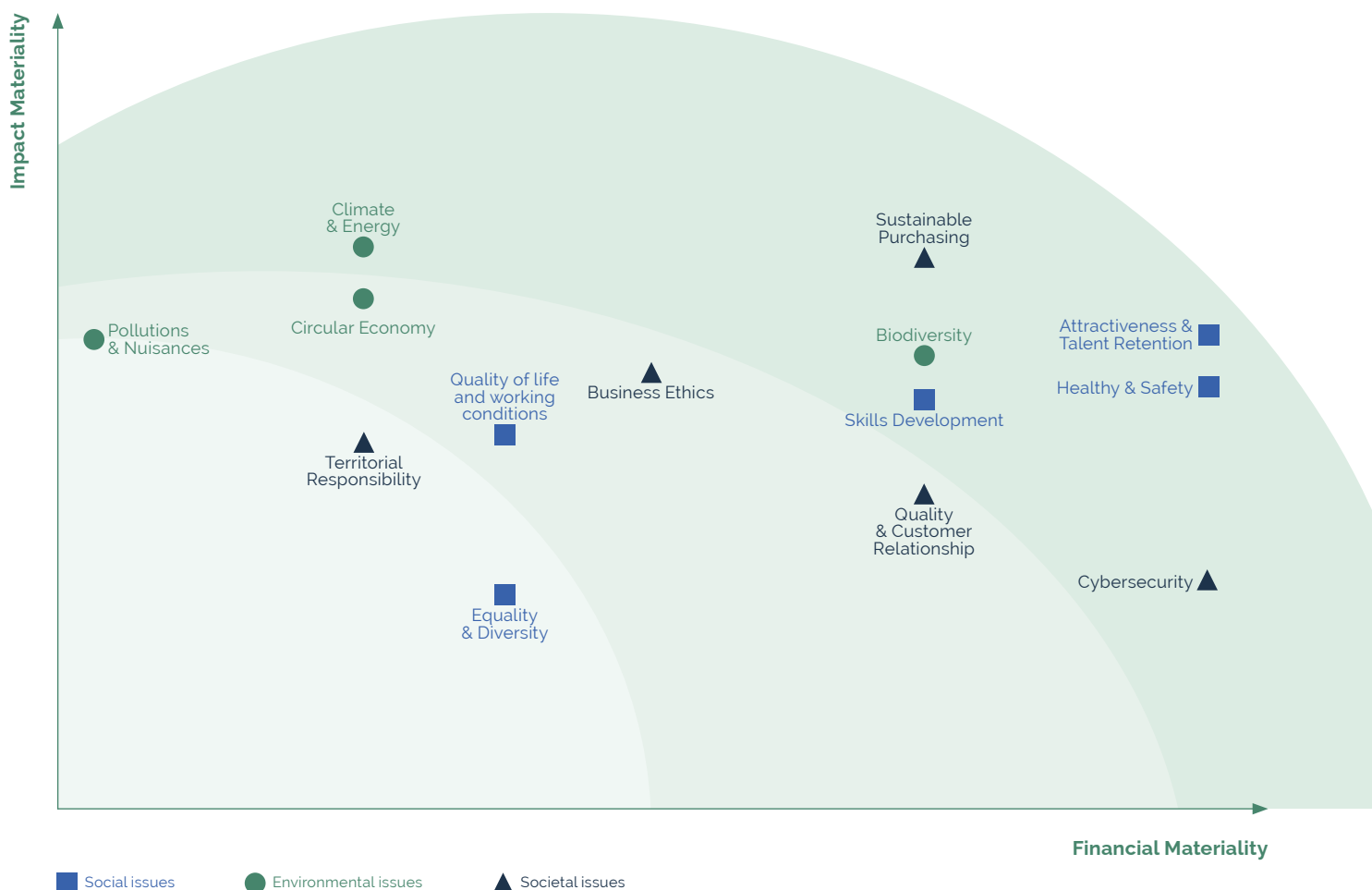
- A sectoral benchmark, based on the analysis of the annual and non-financial reports of Urbasolar's main competitors and partners.

For financial materiality :

- Working group including the CSR steering committee and the Chief Financial Officer has been set up to assess the economic impacts of each challenge on Urbasolar's activity.

The results of this process made it possible to identify 14 material issues and to build a double materiality matrix, which now constitutes a strategic tool to guide Urbasolar's actions and priorities in terms of corporate social responsibility.

This year for the first time, the Axpo Group has conducted a Double Materiality Assessment on Group level in line with the European Sustainability Reporting Standards. Urbasolar was also considered in this assessment besides other subsidiaries of the Group.



Contribution to SDGs

Urbasolar makes commitments to contribute at its own level, to the achievement of the Sustainable Development Goals (SDGs). These commitments are detailed later in this report.

URBASOLAR COMMITMENTS	MATERIAL ISSUES	SDGS
Take action alongside the regions and communities	Territorial Responsibility	   
Ensure the physical and mental health of our employees and stakeholders, and guarantee their safety	Health & Safety	
Preserve, restore and sustainably exploit biodiversity	Biodiversity	 
Massively develop solar energy	Climate & Energy	 
Be an attractive and responsible employer	Attractiveness & Talent Retention	
Make diversity an asset, inclusion a strength, and equality a requirement	Equality & Diversity	
Promote the repurposing, reuse and recycling of our resources	Circular Economy	 
Guarantee the protection of our partners'/employees' data	Cybersecurity	
Minimize the environmental and societal impacts of our purchases, and promote good practices in terms of ethics and human rights	Sustainable Purchasing	      
Propose working conditions that promote the development and performance of employees	Quality of life and working conditions	
Offer quality services and products	Quality & Customer Relationship	
Share our values with all our stakeholders	Business Ethics	
Enable everyone to develop their skills and employability, promote talent	Skills Development	 
Reduce our footprint, protect our planet	Climate & Energy	  

CSR governance

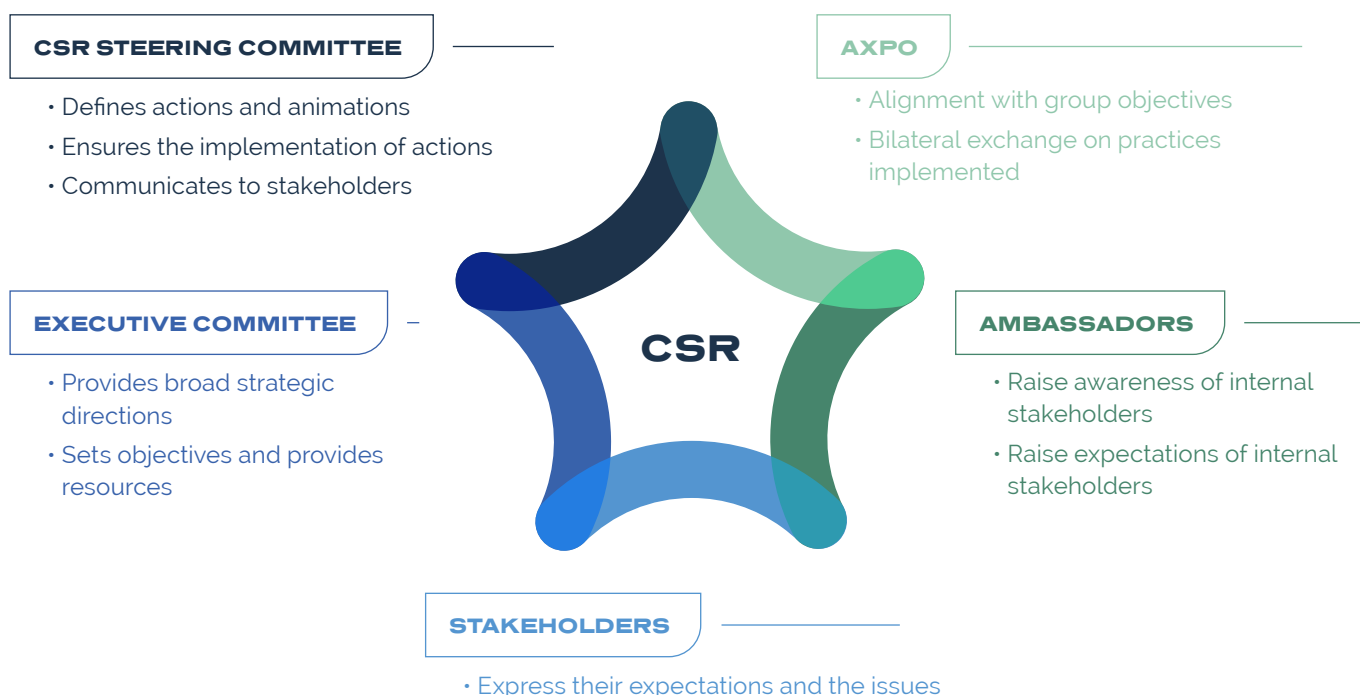
CSR is managed by a dedicated team composed of a CSR Director who reports to the QHSE Director, and two CSR officers. The CSR Director defines the CSR policy, prepares and manages the roadmaps. The CSR officers implement the actions and facilitate the CSR approach in the different departments of Urbasolar.

Our organisation relies on :

- The Executive Committee;
- The CSR Steering Committee, composed of the QHSE

Director, the CSR Director and two members of the Executive Committee. The CSR Steering Committee meets four times a year;

- Ambassadors, spread across the different departments of the company. The working group meets at least four times a year;
- The Sustainability team of the Axpo group. Dialogues take place six times a year.



The roadmaps were presented in detail to the group's collaborators as well as to the CSE (Social and Economic Committee) during dedicated webinars. In addition, we aim to consult with our internal stakeholders each year to know their expectations and gauge their satisfaction with the company's CSR policy.



Marion, why did you want to become a CSR Ambassador?

I believe that the ambassador's role is key to communicating Urbasolar's commitment to CSR. We are committed to making employees aware of our objectives and our challenges, to encouraging them to engage with us, but also to listening to them. We are here to report their expectations and needs, and ensure that they are taken into account in the company's CSR strategy.

But above all, I am convinced that we must integrate the principles of sustainable development into our organisations to leave a more equitable world behind for future generations.

Marion KNOCKAERT
Training Officer - CSR Ambassador



Expert in photovoltaics

Urbasolar is a subsidiary of the Axpo group since 2019.

Axpo Holding AG has more than 100 years of experience in the generation and supply of energy. Today, Axpo provides products and services to approximately three million people and thousands of corporate clients in more than 30 countries in Europe, Asia and the United States, through the commitment of more than 7 000 people.

As Switzerland's largest producer of renewable energy, Axpo offers a comprehensive range of green electricity products from different renewable energy sources. With a diverse portfolio of technologies, including hydropower, biomass, wind, and solar power, the company enables regional and individual renewable energy solutions for energy suppliers.

Today, Urbasolar is the reference photovoltaic energy development platform for Axpo.

We generate carbon-free electricity and, for this, we develop, build and operate very high power photovoltaic power plants, on the ground, over bodies of water, on car park canopies, on rooftops, and on greenhouses, in France and in Europe.

We aim to strengthen our presence in Germany, Spain, Italy and Poland. To achieve this, we are engaged in a process of business transformation to meet the challenges of this expansion, structuring our operations in countries where we plan a long-term presence

Urbasolar has been dedicated to the large-scale deployment of photovoltaic solar energy for nearly 20 years.

STATE OF PLAY OF SOLAR ENERGY IN 2024

In 2024, solar energy accounted for 81% of all new renewable capacity that have been added worldwide. This technology is now an important part of the climate political and energy strategies of countries around the world. Installed solar capacity has thus exceeded the 2 TW mark.

The European Union installed 65.5 GW of solar in 2024, marking the fourth consecutive year of record annual additions, as technological advances have helped make it one of the cheapest sources of energy for both businesses and households.

However, the year 2024 also highlighted a slowdown in the progress of the solar sector in Europe, at only +4%, well below previous years.

Solar will face major challenges in the coming years. In particular, the lack of flexibility of the European energy system is identified as a limiting factor, likely to affect the achievement of the objectives set under REPowerEU. It will therefore be necessary to adapt the electricity grids, as well as to ensure regulatory stability in order to support investments and enable the EU to achieve its decarbonisation objectives. Let's not forget that solar energy played a crucial role in Europe when it needed it most, enabling a quick and affordable resolution of the energy crisis for European businesses and citizens.

Source : SolarPower Europe

Urbasolar is ISO 9001 and 14001 certified in France.

We have adopted a Quality and Environmental Management System (QEMS), with the objective of pursuing a continuous improvement and client-oriented policy in the company, which places environmental issues at the heart of our development.

As an AQPV-certified General Contractor Manufacturer, we oversee the performance of all the tasks necessary for the successful completion of the photovoltaic power plant, from design studies to acceptance and implementation of the manufacturer's guarantees.

With our Quality Assurance Plan, we are committed to delivering infrastructures that meet the highest quality requirements, according to internationally recognized standards.



Governance

The Axpo Group is the shareholder of Urbasolar. It is structured around three main Business Areas:

Generation & Distribution

The Generation & Distribution business area operates Axpo's portfolio of power plants (nuclear power, hydroelectric power, gas, new energies) and distribution grids. It is also in charge of the continued optimisation of the power plant portfolio and targeted investments in new power plant and grid capacities, as well as the expansion of hydrogen and battery storage activities.

Trading & Sales

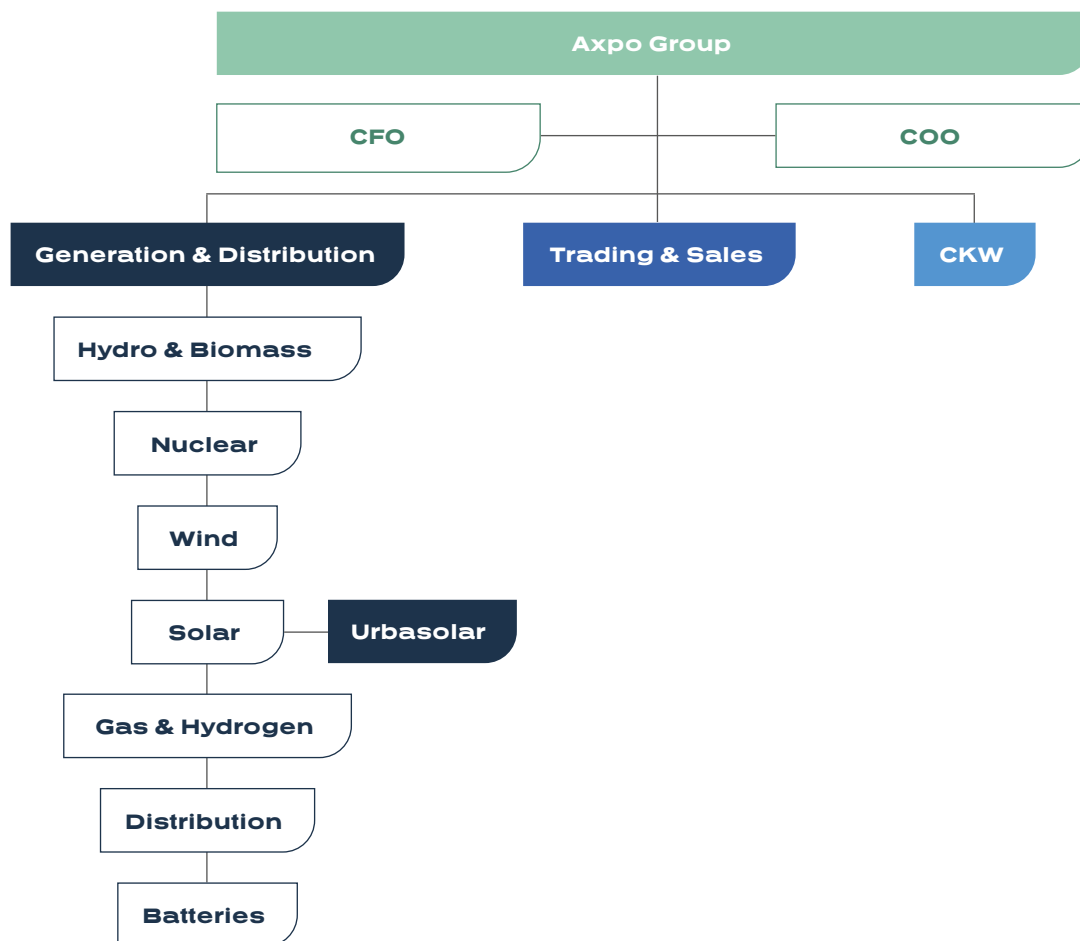
The Trading & Sales business area handles the energy trading through its international subsidiaries. It trades physical energy volumes and energy-related financial

products on all major European energy markets. As a leading independent provider of origination services, it develops tailor-made energy products and solutions for its clients - from individuals and SMEs to large industrial clients - and for electricity producers, especially from renewable energy sources.

CKW

CKW, a subsidiary of Axpo, is the main energy service provider in Central Switzerland. It offers individuals, companies and the public sector comprehensive services throughout the value creation chain, from the turbine to the power socket.

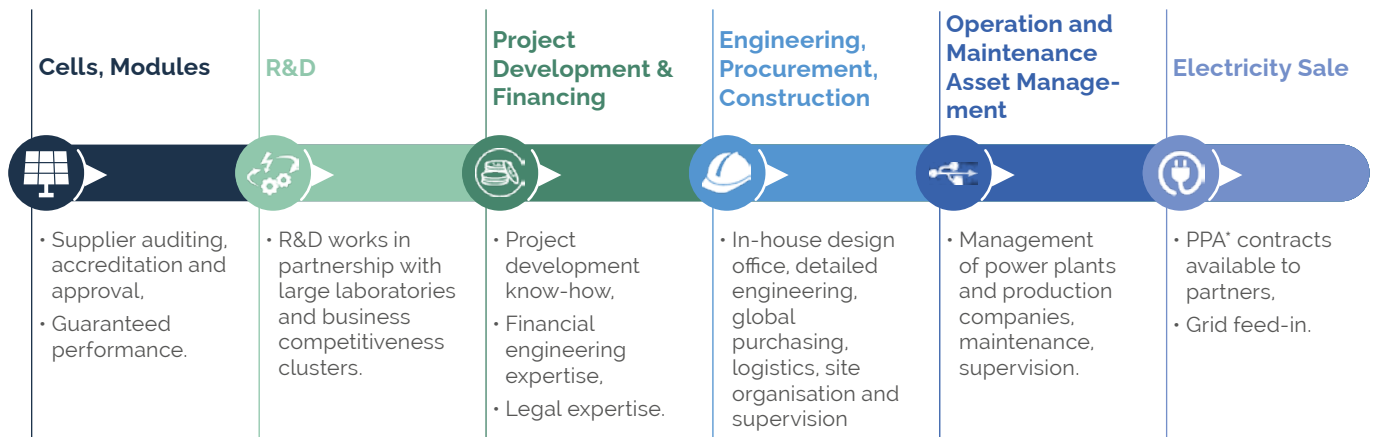
Urbasolar is an integral part of the Generation & Distribution division, and represents the solar sub-division; Antoine Millioud is its president.



Our presence in the value chain

Urbasolar started its activity with photovoltaic installations on rooftops. The company gradually diversified by offering large-scale ground-mounted photovoltaic power plants, floating photovoltaic facilities, agrivoltaic plants, car park canopies and photovoltaic greenhouses. Originally an

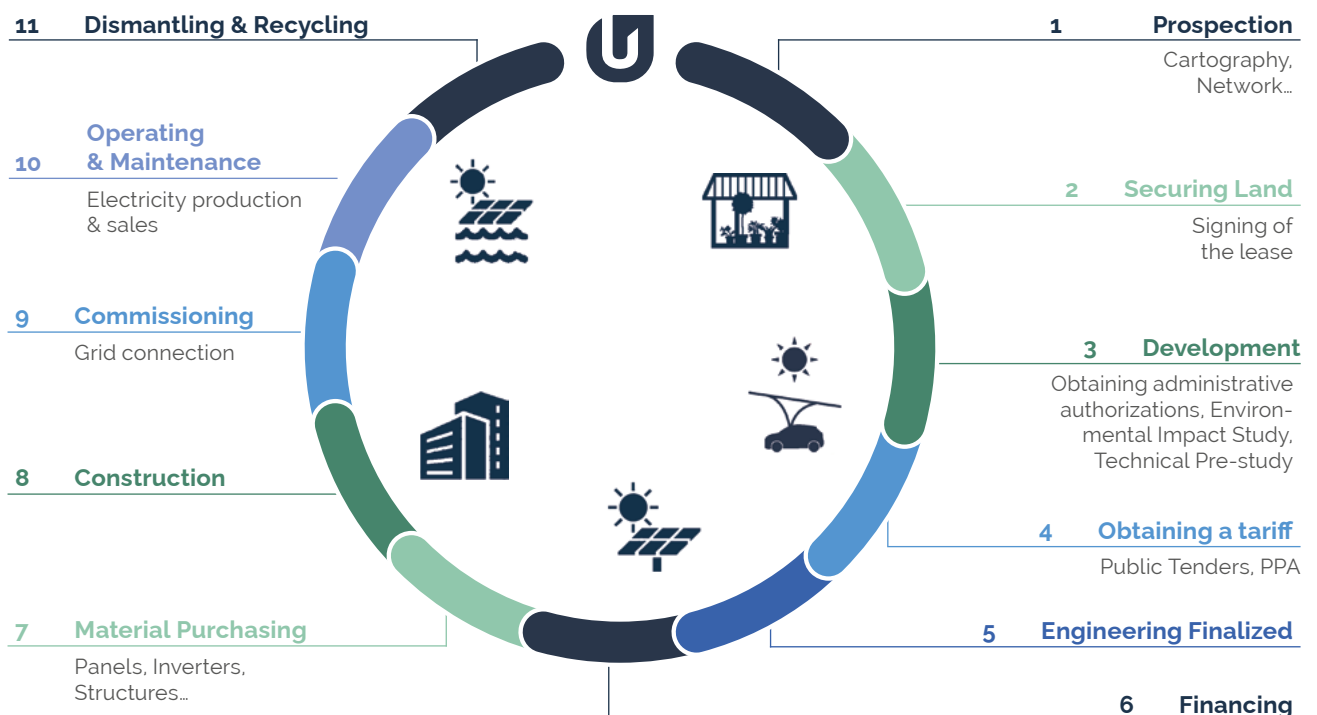
EPC company, Urbasolar has transformed to include project development, financing as well as operation and maintenance. Today, Urbasolar is involved in a large part of the value chain.



Project life cycle

The development of a solar photovoltaic project is complex and calls for many skills. Urbasolar's organisation covers all the stages using its own teams and recycles the power

plant components to approved organisations, such as Soren for photovoltaic modules.



Business model

OUR RESSOURCES



Teams

- **530** employees;
- **35** areas of competence.



Expertise

- **18 years** of expertise;
- Solar specialist;
- **•700** plants built;
- **1,3 GW** commissioned.



Financial capacity

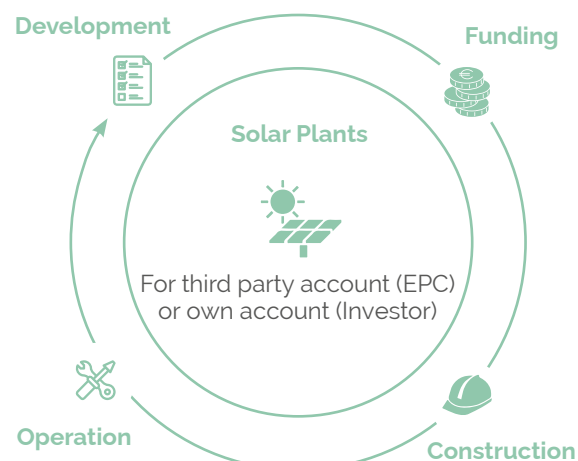
- Part of the Axpo Group.



CSR Pillars

- Planet;
- People;
- Principles.

OUR BUSINESS MODEL



Electricity sale

- Spot market;
- PPA;
- Public tenders.

OUR VALUE CREATION



For the planet

- **96 800 tons** of CO₂ avoided;
- **94,4%** of recovered waste;
- **40%** of our French employees commute to work using sustainable modes of transport;
- **1/3** of our vehicle fleet consists of hybrid and/or electric vehicles;
- **5** R&D partnerships on biodiversity;
- **395 MW** of new solar power plants built.



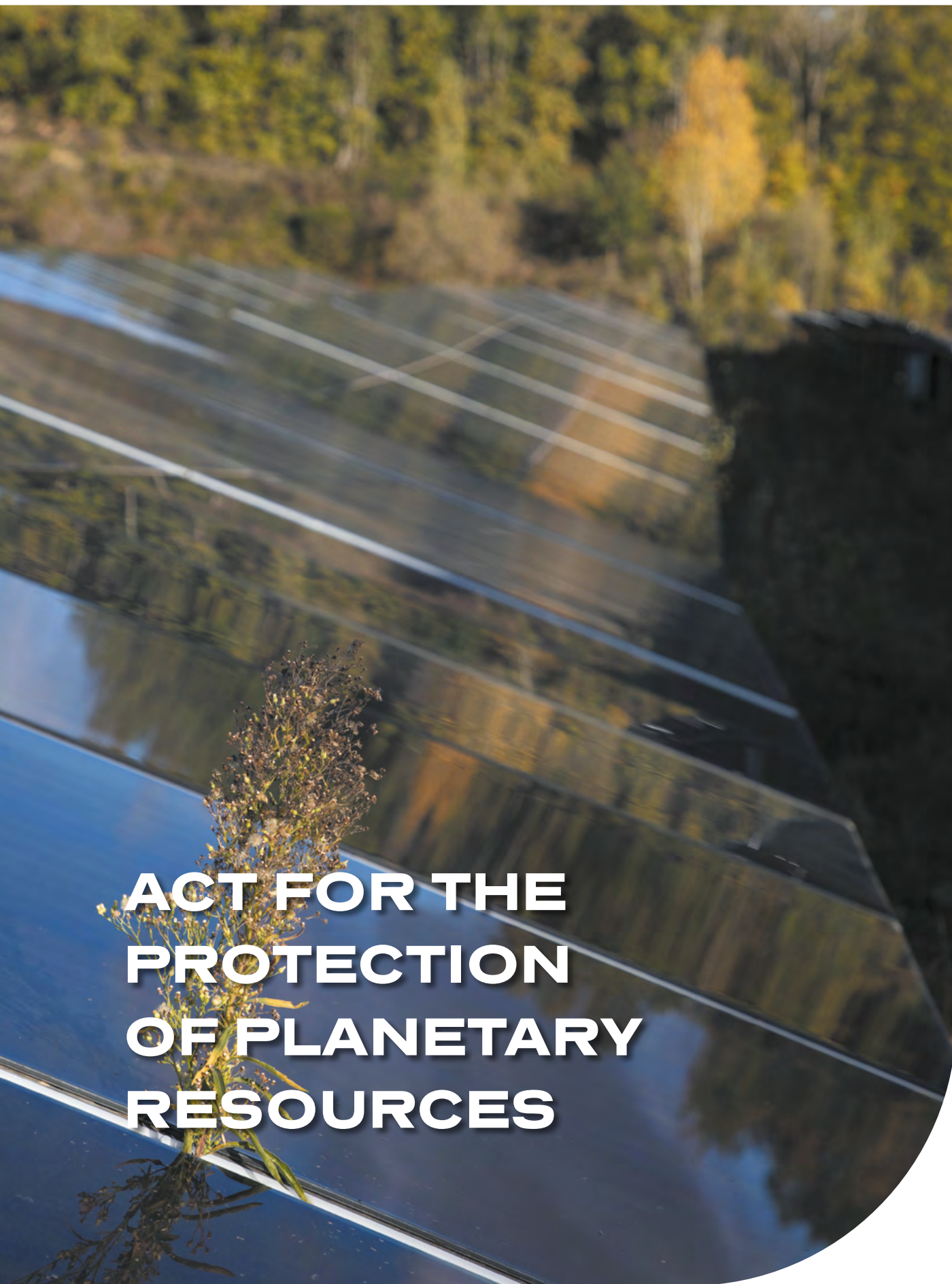
For people

- **94.0%** of permanent contracts;
- **17 296** hours of training (or which mandatory training);
- **98%** of employees covered by a Collective Agreement or Collective Bargaining Agreement;
- **32,7%** women managers;
- **1 849 000 €** paid to employees for profitmaking.



For society

- **500** hours of social integration on an initial project;
- **36** projects financed through crowdfunding;
- **10** associations supported through sponsorship.



ACT FOR THE PROTECTION OF PLANETARY RESOURCES

Know biodiversity, safeguard it and restore it sustainably

The development of any solar power plant calls for the exemplary respect for biodiversity, natural resources, heritage and landscapes of the territory in which it is located.

Urbasolar conducts an impact study on all sites eligible for the construction of a solar park, based on the Avoid, Reduce and Compensate (ARC) doctrine. This study allows the contracting authority to:

- design an environmentally friendly project by providing it with information likely to improve the quality of its project and better integrate it in the environment;
- inform the authority responsible for examining the application for authorisation of the decision to be taken;
- inform the public and facilitate their participation in decision-making.

Among other themes, it provides information on the fauna and flora present on the site and how the territory is used by these species.

We rely on the ARC doctrine for every one of our projects. Here are the goals it fulfils.

- **Avoid** : avoidance is the main goal in the development of our projects. From the selection of implementation sites ahead of the projects up to the operation of our power plants, we ensure the integrity of the identified sensitive areas.
- **Reduce** : when an area of ecological concern cannot be avoided, we limit our impact on it as much as possible through environmental monitoring of the worksite and by taking precautionary measures.
- **Compensate** : if we are unable to avoid or reduce our impact on the project environment, we must compensate by promoting biodiversity on an environment similar to that impacted. Ecological compensation aims to generate biodiversity gains in excess of losses that could not be avoided or reduced.

All of Urbasolar's operational ground-mounted solar installations have been enhanced with ecological landscaping designed to support local wildlife habitats and biodiversity, including::

- Pollinator-friendly wildflower plantings;
- Wildlife corridors with hedgerows and nesting infrastructure for birds, bats, and mammals;
- Reptile habitat features including shelter and breeding sites;
- Water features such as ponds and wetland areas.

Currently, 100% of our Ground Mounted PV plants have implemented at least one of the actions listed.

Thanks to our annual ecological monitoring and the related recommendations, we aim for the continuous ecological improvement of our power plants.

These actions are led by our Environment division, which includes two ecologists whose missions are to ensure that biodiversity issues are taken into account in the design phase, to monitor the planned developments in the construction phase, and to maintain the ecological functionalities of our power plants by analysing and compiling the annual ecological reports in the operation phase.

Our actions

Company Committed to Nature

At the end of 2023, Urbasolar joined the Companies Committed to Nature programme launched by the Ministry for Ecological Transition. It is run by the French Biodiversity Agency. By joining this programme, we make the following commitments:



- Take concrete action in our value chain, our production process or in our investment decisions to reduce our impacts and pressures on biodiversity;
- Unite, raise awareness and train our employees, clients, suppliers and partners to promote awareness of the dangers to biodiversity;
- Inspire and spread by sharing our experience and best practices.

Urbasolar presented a comprehensive plan, including various biodiversity initiatives, spanning a four-year period (2024 to 2027). This programme was approved by FBA in April 2024. A working group has been created in-house to carry out these commitments.

Scientific partnerships

We have established several scientific collaborations, both public and private, aimed at better understanding the interactions between photovoltaics and biodiversity and taking them into consideration. These studies aim to enlighten us on the possible impacts, positive or negative, to open new avenues for action, and participate in the shared efforts of the entire ENR branch for safeguarding the environment..

In particular, they analyse the impacts on:

- avifauna;
- bats;
- wild pollinators.

We are also participating in a research programme with the Mediterranean Institute of Biodiversity and Ecology that includes a study on two of our power plants, and which analyses the impact of management methods on soil biodiversity, in particular micro-organisms. We are also participating in the CNRS Solake research program on floating power plants, which aims to assess biotic and abiotic (living and non-living) impacts.

All these partnerships aim to improve our knowledge of the environments in which we operate. By adopting a continuous improvement approach, we want to deepen our understanding of the ecosystems potentially affected by our activities and identify innovative solutions to minimize our ecological footprint. With this approach, we continue to make progress in our mission of protecting biodiversity, integrating the results of our research to adapt our practices and strengthen our environmental commitments.

Participation in collective working groups

Urbasolar is part of several working groups on biodiversity, including that of France Renouvelables, which led to the drafting of the guide «Photovoltaics & Biodiversity: Reconciling acceleration and preservation».

Under the impetus of France Agrivoltaïsme, within the AgriPV/Biodiversity working group, we also participated in the drafting of a guide to good practices to reconcile agricultural activity, soil protection and biodiversity. It has been available since July 2025.

By actively participating in these working groups, Urbasolar aspires to advance and spread knowledge of biodiversity integration in solar parks. This involvement reflects our determination to intensify our actions and commitments for the protection of biodiversity.

Our commitments

- Change our organisation to better take into account the biodiversity issue, in particular by setting up a steering committee on the subject;
- Continue our collaboration with the scientific community to understand and reduce our impact on biodiversity;
- Support the restoration of biodiversity through voluntary and sponsorship actions;
- Conduct awareness-raising activities with all our employees and partners.



URBASOLAR, PATRON OF BIODIVERSITY

Urbasolar is committed to the Etablissement Public Territorial du Bassin du Lez (EPTB LEZ) to promote a programme to diversify the habitats

of Chabot du Lez and contribute to its conservation.

The Natura 2000 «Lez» site is the only habitat for the Lez sculpin (*Cottus petiti*), an endemic species threatened because of its range being limited to the first 6 kilometres of the river and the various human activities impacting its habitat. The project aims, initially, to study the degraded stretches of river, restore them by restoring stony beds and ultimately establish the effects of this restoration on the sculpin..

The experiment is scheduled for a period of 2 years.



The Lez sculpin

Develop solar energy massively

By generating renewable solar energy, Urbasolar actively participates in the fight against climate change and contributes to the decarbonisation of energy.

By developing, building and operating solar power plants in Europe, we are reducing the use of fossil fuels and have avoided the emission of 96 800 tonnes of CO₂ this year. This amount represents the difference between the emissions produced during the construction and operation

of our power plants and those of the carbon intensity of the electricity mix of the country of installation, over the life of the plant.

We are working to promote solar energy to accelerate the energy transition. To achieve this ambitious goal, we must focus on several strategic areas, and ensure the financial profitability of our projects.

First of all, we must reduce the environmental impacts of our projects through optimisation, right from the design phase of our power plants. This includes the choice of high-performance technologies that not only increase energy efficiency, but also minimise CO₂ emissions and

the ecological footprint per kilowatt hour generated. This involves Research and Development by our in-house teams, as well as the implementation of rigorous action plans based on environmental assessments and the management of greenhouse gases.

We manage environmental challenges within our company, conduct regular audits and implement corrective solutions as needed. Our ISO 14001 certification endorses the robustness of all these procedures.

In addition, we apply our Environmental Management System (EMS) to all of our projects, so as to ensure a responsible and sustainable approach to our development.

Lastly, all these procedures are accompanied by awareness-raising actions among our employees, which we wish to expand to include all our stakeholders.

Urbasolar places environmental issues at the heart of the group's development and sees each project as an opportunity to implement an action for the environment.



*ECN: Environmental Compliance Notice • **ECP: Environmental Compliance Plan

Our actions

Reducing our carbon footprint

As part of our commitment to reducing our GHG emissions, we at Urbasolar conduct an annual assessment of our emissions on scopes I, II and III.

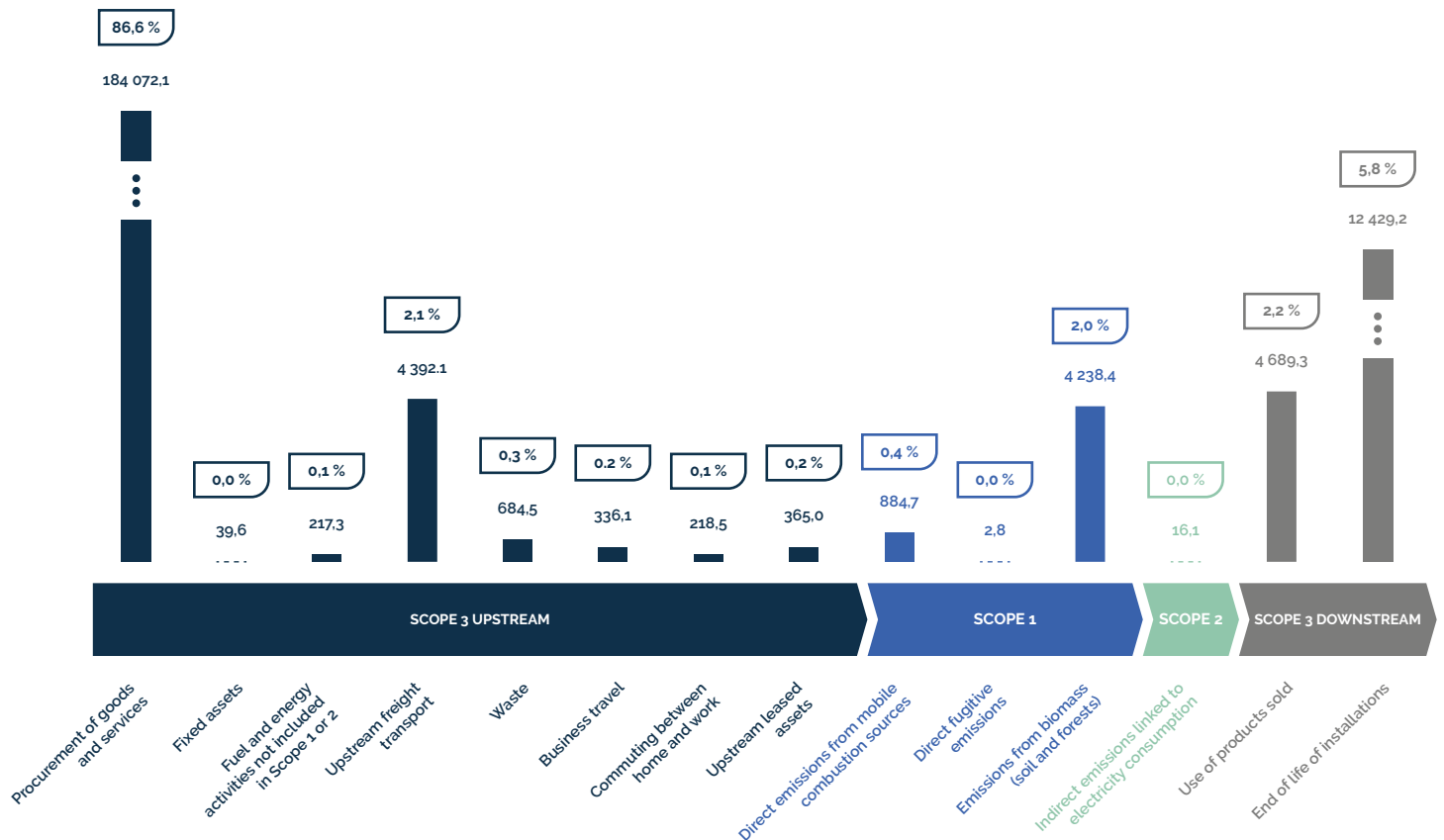
This year, we made the decision to evolve our methodology to comply with the international standard of the GHG Protocol*. This required reprocessing of past data, to be able to measure our evolution.

Our new carbon footprint will be certified by the audit firm KPMG.

In parallel with this work, we analyse the carbon emissions of the different solar power plant technologies. It allows us to shine a light particularly on our core activity and to objectively compare the types of projects with each other.

Our ambition is to achieve net zero emissions for scopes 1 and 2 by 2040. To achieve this, we have an action plan in place, and we regularly assess our GHG emission reduction initiatives to verify their impact and compliance with our trajectory.

Urbasolar's greenhouse gas emissions report



	In T CO ₂ e	2023/2024	2024/2025
Total gross GHG emissions Scope 1		1 490.5	5 125.9
Total gross GHG emissions Scope 2		22.3	16.1
Total gross GHG emissions Scope 3		159 292.8	207 443.7
Total gross GHG emissions Scope 3 downstream		11 936.5	17 118.5
Total gross GHG emissions Scope 3 upstream		147 356.3	190 325.2
Total emissions		160 805,6	212 585,7
Total emissions avoided		76 560,62	96 827,53

*The GHG Protocol (or Greenhouse Gas Protocol) is an international protocol aimed at formalising a standardised framework for the measurement and management of greenhouse gas (GHG) emissions.

Evolving our projects

Although we produce low-carbon energy, we are aware of the impact that the plants we build can have. We therefore work on various fronts to reduce their carbon footprint:

- Use of low-carbon concrete and steel;
- Solarisation of living facilities on construction sites.

For example, the Mer ground-mounted solar power plant, in the Loir-et-Cher, was built with ultra-low carbon concrete tie beam foundations, avoiding the emission of 151 tonnes of CO₂.

Our R&D teams are mobilised on these subjects and study all the opportunities that allow us to reduce the carbon footprint of our structures. The actions tested this year are likely to multiply in the short term.

Supporting low-carbon projects

In parallel with the actions we are conducting to reduce our emissions, we have chosen to finance greenhouse gas sequestration and emission reduction projects, having obtained the Low Carbon label. This year we supported Printemps des Terres and their programme of afforestation of agricultural land, reforestation of certain forest plots and improvement of coppice, in the commune of Saint-Amandin in Cantal (France). On more than 33 ha, different species will be planted, depending on the nature of the soils, and will contribute to carbon capture over the next 30 years.

Fostering soft mobility

Soft mobility is critical to our decarbonisation initiatives. We encourage cycling, scootering and walking in addition to transforming our vehicle fleet into less-polluting options. In Montpellier, 40% of our employees come to work on bicycles, far exceeding the national average of 9%. We continue to promote this practice through initiatives like the Sustainable Mobility Package and the "Pro-bicycle Employer" programme, with the goal of obtaining certification in autumn 2025. This includes safety training, bike maintenance services, and the setting up of bike sharing. Lastly, for employees living further away, charging stations for electric vehicles are available on all our sites where it is possible.

Ensure regulatory compliance of our business

We rigorously monitor the changes in climate-related regulations as part of our ISO 14001 certification, so that we can correct and adjust our standards on an ongoing basis.

Our commitments

- Massively develop solar energy;
- Reduce the carbon footprint of our business and our support functions: Net zero carbon for scopes 1 and 2 by 2040;
- Continue our R&D efforts aimed at reducing our ecological footprint;
- Decarbonise our vehicle fleet, with a target of 100.0% electric vehicles in 2030;
- Continue to raise awareness among our employees, in particular through The Climate Fresk.



SUPPORT REFORESTATION OF OUR PLANET

In 2025, we supported Reforest'Action in the reforestation project of Espinosilla de San Bartolome, a former abandoned agricultural area in northern Spain (Castilla y Leon). The project aims to restore this sloping land by preserving existing vegetation and planting tree saplings in randomly dug holes. In the coming years, clearing works will be carried out to contain competing vegetation and encourage natural regeneration. No logging is planned on this project, except for management operations and pruning for the purposes of fire prevention.

Since 2010, Reforest'Action has been working to restore terrestrial ecosystems on a large scale. They design and develop projects with multiple benefits for the environment and communities, over the long term. Today, more than 1 500 reforestation and agroforestry projects have been carried out and deployed across 45 countries, thanks to the support of more than 3 500 companies.



*of our new employees participated
in the Climate Fresk.*

Promote the repurposing, reuse and recycling of our resources

Photovoltaics generates waste, but in smaller quantities compared to conventional sources of energy generation.

Resource preservation is integrated into our QSE management system and has been the subject of an in-depth materiality analysis. Our ISO 14001 certification in France attests to the fact that this issue is taken into consideration in our continuous improvement plan, with the aim of ensuring exemplary management of the social and environmental impacts of our activities. Thus, specific objectives are included in the action plan, and QSE audits in the field (works & maintenance) are carried out on a regular basis to ensure compliance with best practices. The feedback is analysed to readjust our processes if necessary and thus guarantee that our objectives are met.

Our actions

Manage our waste

We have a «Clean Worksite» policy. Waste management is handled by subcontractors, under Urbasolar's responsibility. Through the GACB (General Administrative Clauses Book), the welcome booklet or the environmental compliance notice and plan (ECN and ECP), we remind everyone of their duties in terms of waste management. Skip bins for collection and sorting are set up on each site, in accordance with the applicable regulations. Awareness-raising actions are conducted on a regular basis to ensure the proper implementation of our processes.

With regard to tertiary waste, a selective sorting system is being used at our various sites in Montpellier, Toulouse and Paris. It covers eight streams (paper/cardboard, plastic bottles, metal packaging, cardboard cups, coffee pods, glass, ink cartridges, waste from electrical and electronic equipment (WEEE), small batteries and batteries from power tools) to which a ninth stream has been added this year: bio-waste.

Reuse/recycle our photovoltaic waste

Our solar power plants are designed to last for decades. In order to plan ahead for their end of life, Urbasolar participated early on in 2014 in the creation of Soren, an eco-organisation approved by the public authorities for the collection and treatment of used photovoltaic panels in France. We have been one of its directors since and are actively involved in building a waste recovery sector and structuring a circular photovoltaic sector.

Today, the lifespan of a photovoltaic panel is about 30 years with an average recovery rate of up to 94.0% (for a crystalline silicon module with an aluminium frame).

Raising awareness among our employees

In addition to our actions, we raise awareness among our collaborators to be more conscious and change behaviours, both at work and at home.

Our commitments

- Improve our waste management in our maintenance activities;
- Increase the recovery of our waste;
- Raise our stakeholders' awareness of waste sorting;
- Collect rainwater in our head office for watering green spaces.

DONATIONS OF 4,700 PV MODULES TO ELECTRICIENS SANS FRONTIÈRES

In a circular economy approach, we gave 4,700 unused modules to Electriciens Sans Frontières (ESF) to support them in their fight against inequalities in access to electricity and water around the world.

The first project resulted in the installation of 130 kWp on the roof of the hospital in Zaporizhia, Ukraine where ESF has been working to maintain access to electricity to ensure the continuity of essential services since the beginning of the conflict.

This approach is doubly virtuous, since it allows the reuse of goods, and in this particular case, improves energy infrastructure in areas affected by conflicts or humanitarian crises.





CARE ABOUT PEOPLE

Ensure the health and safety of our employees and stakeholders

Ensuring the safety of employees, partners and subcontractors is a priority for the company. Occupational risks may be present during the construction, maintenance and operation of power plants, but also in Urbasolar's offices. To ensure the safety of our employees, we comply with regulatory requirements and prevent occupational risks via the Single Occupational Risk Assessment Document. We educate, train and inform our employees about the risks and the measures to be taken, and encourage our service providers to do the same. We are committed to continuous improvement, analyse hazardous situations, incidents and accidents, and take into account new risks inherent to our activities.

Our Health & Safety policy details these measures and aims to establish a culture of health & safety in the company, thus encouraging all our stakeholders to embrace these principles.

Our actions

Manage Health/Safety

Our Health/Safety department defines our policy and monitors the corresponding indicators, allowing us to measure and evaluate our performance in this area. Every incident, whether reported by an employee or a contractor/subcontractor, is analysed in depth, which provides us with valuable information to improve our procedures and ensure a safer and healthier work environment for all. To support this initiative, Health/Safety coordinators have been appointed in the most exposed activities (Construction and Maintenance) and meet monthly to discuss safety matters. A Safety Committee dedicated to maintenance complements this system to evaluate current practices and strategies.

Conduct on-site audits

In order to ensure the implementation and proper understanding of our Health/Safety processes, we conduct on-site audits regularly, whether on worksites or on plants in operation during maintenance operations. We use a checklist drawn up by our department to measure the extent of application of safety rules, make corrections when necessary, or take awareness-raising measures. These checks are intended to minimise risks and protect people.

Train managers on Health/Safety issues

In order to anchor our Health/Safety culture, we will launch our «Health and Safety for Leaders» training course this year. A full day dedicated to this issue, for all operational managers, to strengthen their knowledge, raise their

awareness, and engage them to be the vectors of Health and Safety within the company. In total, more than 30 managers will be involved in this program.

Our commitments

- Keep up 0 serious and fatal accidents;
- Limit the number of lost-time or non-lost-time accidents;
- Raise awareness of Road Risks;
- Train and raise awareness among employees who are most exposed to occupational risks;
- Ensure an organisation that allows the safety of all.



TRAIN IN LIFE-SAVING TECHNIQUES

The development of a common culture of safety also requires awareness and initiation into first aid and life-saving actions.

This year, we organised a webinar on life-saving techniques and set up introductory sessions on cardiac massage, as well as the use of a defibrillator. These workshops were intended to show our employees how to preserve the bodily integrity of a victim and perform basic first aid while waiting for emergency services to arrive.

Given their success, these workshops will be organised again next year.



safety inspections were carried out this year on our sites

Be a responsible and attractive employer

Our success and the sustainability of our business rely on the commitment of our employees and their support towards our goals. Urbasolar aims to step up its attractiveness and the retention of its committed employees, which is essential to make our commitments a reality.

Our actions

Ensure fair compensation

In 2023, we re-evaluated all positions according to an objective, fair and employment-focused system, and then compared our salaries to those of the profession. This work has resulted in a new minimum salary grid, clearer and more adapted to the current environment as well as to the evolution of our professions. This grid is accessible on the company's intranet.

Take the pulse of the company

We listen to our employees and for several years, we have been questioning them regularly to gather their impressions and opinions. These surveys are now conducted twice a year and allow us to better understand our strengths, identify our sources of improvement, and implement appropriate actions. The results are then shared transparently within the teams.

Focus on social dialogue

We believe that constructive social dialogue is essential to ensure the balance and performance of the company, and that it promotes employee fulfilment. Also, in accordance with legal and regulatory requirements, Urbasolar's management and employee representative bodies meet regularly to discuss the company's economic and social issues.

Encourage referrals

We prioritise high-quality recruitment to support the growth of the company. As we are convinced that our employees are our best ambassadors, in 2024, we introduced a referral policy offering bonuses to employees who help recruit new talent.

Our commitments

- Give employees an opportunity to speak up;
- Ensure equal pay for equivalent job position, profile, seniority and performance;
- Share the fruits of sustainable business performance;
- Offer attractive benefits and services to our employees;
- Engage employees in the CSR strategy.

A KEY MOMENT FOR COHESION AND COMMITMENT

The biennial seminar plays an essential role in the community life of the company. It helps strengthen team cohesion, promote informal discussions and build relationships beyond the strictly professional framework. This meeting is also an opportunity to reflect collectively on the strategy, to share successes, and to bring out new ideas. With its workshops, fun activities and unforgettable evenings, our 2024 seminar made an impression, reinforcing Urbasolar's commitment and collective dynamics.



Our employees hard at work !



of our employees have a permanent work contract.

Offer working conditions that allow employees to thrive and perform well

Well-being at work is one of the important stakes for Urbasolar. We know that good working conditions, leading to work-life balance, encourage employees to give their best and thus promote the performance of the company. We are also committed to putting in place various mechanisms for the personal and professional development of our employees.

Our actions

Allow teleworking and offer the possibility of adjusting working hours

We implement a teleworking charter that allows us to work from home two days a week. Each new hire can collect a «teleworking pack», consisting of a screen and a keyboard, in order to work remotely in the best conditions. In addition, employees whose working time is calculated on an hourly basis have the option of organising their work week in 4 or 4.5 days. 14% of eligible employees opted for this system, up 4 points compared to the previous year.

Support parenting

The average age at Urbasolar is 35, including several parents of young children. To support them, we are working with «Ma Place en Crèche» (My Place in the Crib) to find them places in establishments close to their home. 20 cots are available each year. A dedicated application, «Les Parents Zen» (Zen Parents), can be used to find resources and inspiring content on various themes, as well as all the services available: childcare, homework help, support and coaching, etc.

Develop conviviality

We are committed to creating a bond and helping employees to meet outside the office to share moments of pure conviviality. We participate in many sporting events, such as the renewable cycling world championships, or the Montpellier Beach Masters, where surpassing oneself and team spirit are important. Conviviality budgets are earmarked each year within the departments in order to organise team-building events, or simply to

meet for a drink. Finally, we regularly organise mystery lunches (MealStery) or interdepartmental afterworks (Chill&Cheers) where participants can meet and get to know people from other departments or sectors.

Our commitments

- Enable work-life balance;
- Provide good working conditions;
- Support employees in difficult situations;
- Encourage the solidarity commitment of our employees.



GREAT PLACE TO WORK® CERTIFICATION

We were certified Great Place to Work® in the autumn of 2024.

This global benchmark in terms of quality of life and working conditions measures the credibility, respect, fairness, pride and friendliness of the company through its employees.



Our team at the Renewable Energies Worlds Race - 2025

Develop skills and employability, promote talent

The development of our employees is a key component of our human resources policy. We are convinced that each of our employees has potential that we must contribute to making it grow. Working towards the development of our employees means allowing everyone to expand their career according to their abilities and their aspirations for development. Our Training & Skills Development policy contributes to this commitment and also allows us to retain talent within the group.

Our actions

Welcome new hires

The onboarding journey, which was set up in 2022, is an important step in the arrival of the new employee. This programme includes a common part, as well as a personalised part, the meeting with the other departments, as well as an e-learning module. It ends with a two-day seminar that includes a general presentation of the company's business lines, a Climate Mural and a visit to a solar power plant.

Train our employees

Our HR policy prioritises the continued development of the expertise and versatility of our employees in our various countries and businesses. Our training proposals revolve around several areas covering the needs and aspirations of our employees:

- Development of digital learning;
- Safety training;
- Technical training (PV and non-PV);
- Soft-skills training.

We also have an online platform for everyone to design their own educational path and explore various topics.

Assess performance

The annual interview is a privileged moment of dialogue between the manager and the employee. It serves to take stock of the year's events (analyse the missions carried out and difficulties if any, for example), to set the goals and the means to be implemented for the coming period. But most importantly, it offers the chance to assess performance and progress made during the year, and to define development opportunities.

In 2024-2025, 93.9% of our eligible employees took advantage of the annual appraisal interview.

Encourage knowledge sharing

Within Urbasolar, several initiatives have been put in place to promote employee engagement and skills development. Among them are «Les Fous du Clavier» (The Keyboard Maniacs), bimonthly webinars organized by the IT department, which offer short 15-minute sessions on optimising the use of available IT tools. There are also, the «Tech Talks» organised by the Engineering Department, which are held every month and aim to popularise and delve deeper into technical topics, thus allowing a wide audience to broaden their knowledge in various technological fields.

Our commitments

- Support skills development;
- Facilitate the integration of new employees;
- Encourage internal mobility in France and abroad;
- Support employees in their career development;
- Establish a feedback culture.

DEVELOP A FEEDBACK CULTURE

As part of our commitment to skills development, this year, we trained our employees and managers in constructive feedback. This initiative aimed to give everyone the tools and methods to give accurate, caring and effective feedback, thereby fostering open communication, continuous improvement and collective performance. Thanks to this training, every Urbasolar employee and manager is now encouraged to give and receive feedback proactively, helping to strengthen cohesion and value individual and collective successes within the company.



of training per employee per year.

Make diversity an asset, inclusion a strength, and equality a requirement

The diversity of our teams is a key factor in the success of our organisation. We strongly believe that diversity and difference are an opportunity and a driver for the Group's creativity and performance. They offer multiple points of view, enrich ideas and promote paradigm shifts. Our employees - and the richness they bring - are our most valuable asset.

That's why we cultivate a corporate culture based on mutual respect, dignity, inclusion and belonging. We celebrate the uniqueness of each individual and empower all Urbasolar employees to do their best.

Urbasolar strives to prevent any form of discrimination and to guarantee equal treatment by focusing on competence and performance.

Our actions

Implement a Diversity & Inclusion policy Equality: Diversity & Quality of life and working conditions agreement

Equal opportunities in the hiring and professional development of each employee, equity in remuneration, training, access to management positions for women, promotion of quality of life at work, diversity, and the inclusion of people with disabilities are an integral part of Urbasolar's HR policy.

These commitments resulted in the signing of a company agreement on professional equality and quality of life and working conditions (QLWC) this year.

Welcome all talent

In order to promote the inclusion of employees with disabilities, Urbasolar has undertaken a thorough diagnosis of its practices and needs. By doing so, it could build a coherent and structured policy aimed at supporting employees from the time they are hired and throughout their professional career. In this approach, we carry out personalised monitoring of the employees concerned (workstation adaptation, etc.) and deploy training or

awareness-raising actions for all teams. Our commitment extends beyond the company's borders, in particular through sponsorship actions.

Promote scientific professions among women

The professions in Urbasolar, where the engineering profile predominates, are historically male-dominated, and are representative of the headcount in the training sectors. We therefore want to raise awareness among young women in order to encourage them to turn to scientific careers. Over two years now, we have been creating the portraits of female employees from a technical and scientific background, in which they talk about their career path and the difficulties they may have faced, and testify to their successful development in their careers, as well as the opportunities such training can offer. These portraits were posted on our social media on 11th February, the International Day of Women in Science.

Our commitments

- Prevent all forms of discrimination and guarantee equal treatment by focusing on competence and performance;
- Promote access to and retention in employment of people with disabilities;
- Expand our collaborations with adapted companies in the sector;
- Maintain and if possible, increase the percentage of women in Urbasolar.



COMMITTED TO DIVERSITY

For the second year in a row, we are signatories to the National Diversity Charter (France).
www.charte-diversite.com



**WORK ETHICALLY
ACCORDING TO
THE PRINCIPLES
OF SUSTAINABLE
DEVELOPMENT**

Take action alongside the regions and communities

A solar power plant project is above all a regional project. Urbasolar pays particular attention to the local objectives of sustainable development and energy transition, with the aim of participating in the development of these territories. In addition, the lifespan of our projects (several decades) requires the collaboration of all actors in society, elected officials, citizens and companies. We are committed to carrying out projects that are perfectly integrated into the landscape and the local economic fabric.

Our actions

Dialogue with stakeholders

We firmly believe that a good understanding of the project and its stakes is essential to its success and that the installation of solar power plants finds favour when the project is shared with residents and local communities. We therefore attach great importance to dialogue with elected officials and administrations, so as to start by developing a project that meets local challenges. And when necessary, we organise information days for the population, in addition to the regulatory public inquiry.

Strengthen the local dimension of our projects

Allowing citizens and communities to be an actor in the creation of our power plants contributes to the acceptability of the projects and participates in the energy transition of the territories. More than 47.0 % of our projects built in France over 2024-2025 were crowdfunded, and one community invested with us for the creation of a power plants, by taking an equity stake in SPVs.



Visit of the students of the Ecole des Mines - Gardanne (France)

Open the doors of our power plants to one and all

After building the power plants, we like to share our work with the general public. Inaugurations, site visits and school trips are all opportunities to explain how they work and raise awareness of energy transition. Educational panels, environmental sheets, sometimes even lookouts complete these initiatives.

Our commitments

- Involve local communities in our projects;
- Enable citizens to be actors of energy transition on their territory;
- Contribute to local development and respond to general societal challenges;
- Inform/Raise awareness about the benefits of solar energy.

SUPPORT INTEGRATION WITHIN REGIONS AND COMMUNITIES

Building a solar power plant represents a great opportunity to act locally to promote employment. By choosing to incorporate social integration clauses on our sites, we help vulnerable people take the first steps towards returning to work.

This system can combat unemployment and exclusion, while benefiting from a local workforce, and supports sustainable and inclusive employment.

With the help of local structures, we were able to set up this system on a first site this year, the Sommières ground-mounted solar power plant in the Gard (France), for earthmoving and cleaning work.

Following the success of this first operation, we decided to extend this system to 10 % of our farms to be built for 2025-2026.

NB: A social integration clause is a condition for the execution of a contract, public or private, which makes it possible to reserve part of the working hours for people in a vulnerable situation and unemployed: people with disabilities, young people without qualifications, recipients of minimum income benefits, long-term job seekers, etc.



Minimise the environmental and societal impacts of our purchases and promote good practices in terms of ethics and human rights

We are committed to working with partners who share our values, respect the law, human rights, the environment, and the health and safety of people. For this, we pay particular attention to the selection of our suppliers and set different standards for meeting these objectives.

Our actions

Assess our major suppliers

All our suppliers go through a qualification process.

This allows us to work with partners who share our values and commitment to sustainable and ethical development and aims to ensure that they meet the sustainability and social responsibility criteria that we value within the company. In addition, within the framework of the directives carried out by the AXPO Group, the duty of vigilance is applied to each collaboration and alerts are sent to us in the event of non-compliance with ESG requirements.

We can also supplement these rigorous assessments with inspections of production sites, especially module and inverter manufacturers, and worksite inspections. In the event of significant breaches of our principles, and without the implementation of corrective actions, we may go so far as to terminate the business relationship.

Engage our partners to uphold our values

In order to build long-term partnerships based on equity and mutual trust, we require our major suppliers to fully commit to upholding our guiding principles. To this end, we ask them for a written commitment to comply with our Code of Conduct for Business Partners, as well as our Child Labour Policy. These documents are included in our partner referral process and are required as part of that process.

Implement a Responsible Purchasing policy

A working group is currently working within Urbasolar to establish our Responsible Purchasing Policy. This approach aims to formally define our commitments and structure our purchasing strategy, by including ESG

criteria in our selection process. It will be supplemented with a CSR risk mapping across our entire value chain.

The result of this work is expected in 2026.

Our commitments

- Finalise our Responsible Purchasing policy;
- Make supply chain due diligence systematic;
- Collaborate with partners who are aware of CSR matters;
- Make our suppliers aware of ESG criteria.



ESAT Envol, in charge of
the maintenance of the
gardens of our head office

PROMOTE THE PROTECTED AND ADAPTED SECTOR

Where possible, we opt for collaborations with companies in the protected and adapted sector, in particular for the maintenance of our gardens, the sorting of our waste or even the editing of this report. By supporting the employment of people with disabilities, we affirm our commitment to inclusion and diversity within our value chain.



increase in our turnover with the sheltered-employment sector, in 2024-2025.

Share our values with all our stakeholders

We act with integrity, accountability and transparency, always adhering to these principles everywhere and at all times, and we expect our stakeholders to do the same. Compliance (with law, integrity and ethics) is non-negotiable and cannot be delegated. Therefore, each collaborator and each organisation of the company has a responsibility to ensure that their actions do not violate the law, ethical principles or internal rules of Urbasolar and the group.

Our Compliance Manager ensures that these commitments are kept and relies on the various directives and mechanisms that we have put in place within the company.

Our actions

Act ethically and with integrity

The following principles are an integral part of our code of conduct and demonstrate Urbasolar group's commitment to respect for the law, integrity and ethics. These fundamental rules must be observed by all Urbasolar group employees in their daily work. These building blocks include:

- Safety and protection of persons;
- Confidentiality;
- Fight against corruption;
- Integrity;
- Protection of privacy;
- Avoidance of conflicts of interest;
- Compliance with free competition rules.

This document is annexed to our rules of procedure and is accessible by all our employees on our intranet.

Set high standards with regard to our partners

Our requirements for compliance with laws, ethics and integrity are not limited to our employees. In the same way, we expect our partners to commit, share our values, and apply the same principles as Urbasolar in terms of compliance and ethics. Our code of conduct for business partners details these expectations. It is complemented by a policy on child labour. These two documents are included in the referencing process for major suppliers.

Listen to whistleblowers

In accordance with the Sapin II law, our whistleblowing system has been completely revised this year. It allows to report incidents such as corruption, fraud, influence

peddling, insider trading, or any proven or suspected violation of the law, the code of conduct or other internal rules.

Our commitments

- Strengthen the assessment of our partners through Due Diligence procedures;
- Continue the training/awareness-raising of our employees on ethics;
- Ensure the security and data protection of our employees and partners.

PROTECT DATA, MAKE DATA EXCHANGES SECURE

Cybersecurity is a major challenge for Urbasolar; our business entails the circulation of large quantities of data, whether from our support functions, from our operating plants or to energy regulators. Our IT department has a unit dedicated to fighting cyberattacks. Its role is to protect our information systems, to guarantee the security of our data, and for this, our experts deploy a whole gamut of innovative solutions for us to fight against potential cyberattacks. This unit also ensures the compliance of our mechanisms with official directives, and in particular the European NIS2 directive.

Lastly, over the past two years, we have been regularly raising awareness among our employees on these subjects, through conferences or online training.



*of our employees have so far attended
a cybersecurity awareness session
organised by the DGSI (Directorate
General of Internal Security).
Goal: 50 % in 2028.*



KPIS

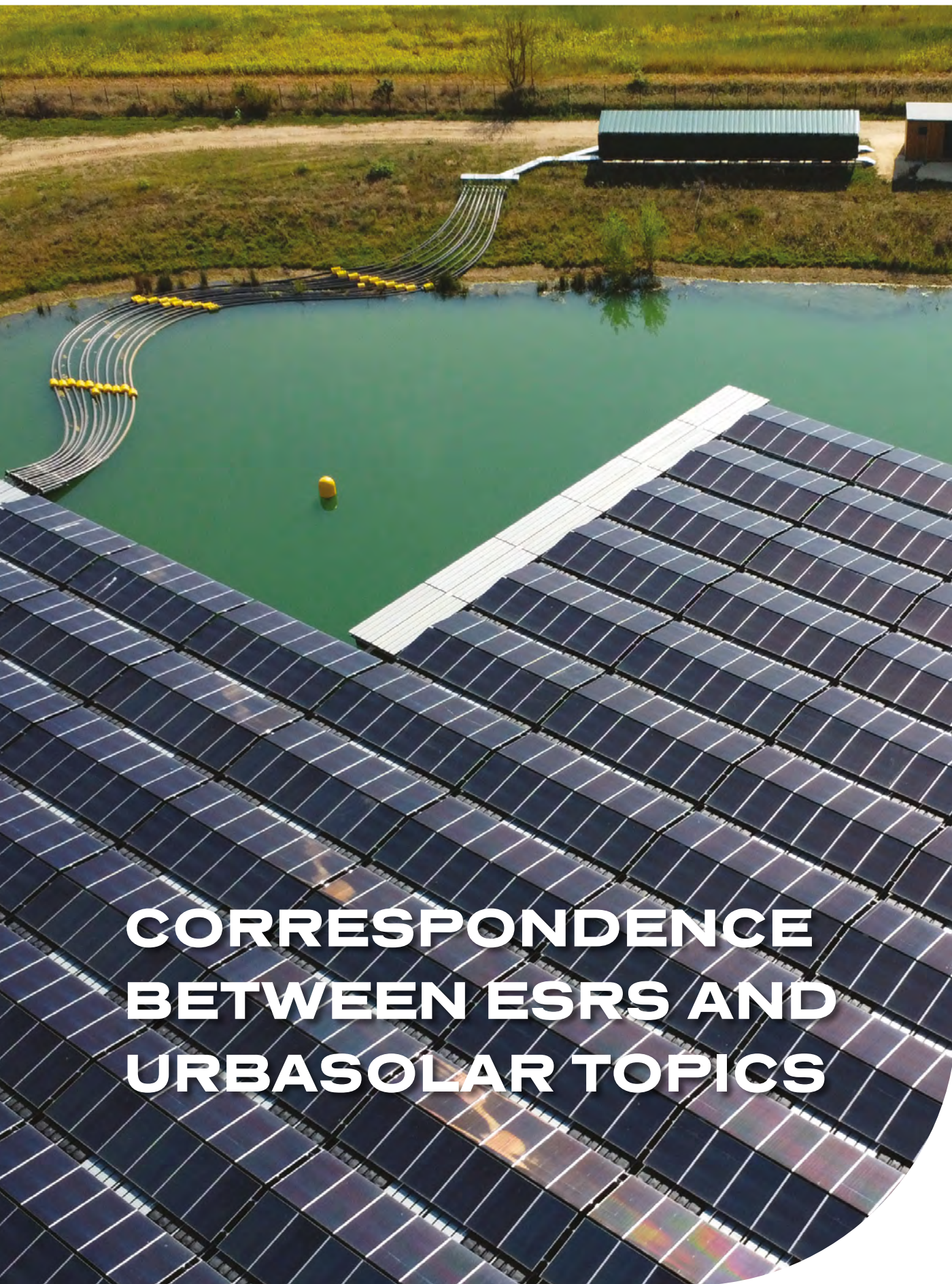
KIPs (fiscal year of 30/06)

SOCIAL	Unit	Scope	2022/23	2023/24	2024/25	Goal
Workforce						
Total workforce	No. of people	Group	495	526	530	-
Full-time contract %	%	Group	98,0 %	96,5 %	98,5 %	-
Part-time contract %	%	Group	2,0 %	3,5 %	1,5 %	-
Average age of employees	Years	Group	34	34	35	-
Skills development						
Average number of training hours per employee	Hours	France	17,7	17,3	20,5	-
Diversity, Equality, Inclusion						
Employees < 30 years	%	Group	38,6 %	35,0 %	33,0 %	-
Workforce 30-50 years	%	Group	51,5 %	55,1 %	55,9 %	-
Employees > 50 years	%	Group	9,9 %	9,9 %	11,2 %	-
MALE workforce	No. of people	Group	322	332	338	-
FEMALE workforce	No. of people	Group	173	194	192	-
% of women in the organisation	%	Group	35,0 %	37,0 %	36,3 %	2025-2030 : > 35,0 %
% of women on the Executive Committee (Comex)	%	Group	0,0 %	16,6 %	16,6 %	-
Number of women in Management (Comex + N-1 Comex)	No. of people	Group	17	16	11	-
% of women in Management (Comex + N-1 Comex)	%	Group	57,0 %	47,0 %	32,0 %	-
Number of women in Middle Management (N-2 Comex)	No. of people	Group	19	25	24	-
% of women in Middle Management (N-2 Comex)	%	Group	27,0 %	35,0 %	33,0 %	-
Gender equality index - France	-	France	87	90	85	2025-2030 : > 90
Number of nationalities within the group	Number	Group	15	23	25	-
Disability						
% of employees with recognised disability	%	France	1,5 %	2,6 %	2,3 %	2030 : 5,0 % de l'effectif
Number of measures taken to adapt the workstation to the disability	Number	France	0	6	2	-
Revenue with protected sector companies	€	France	28 387	52 215	68 469	2025-2030 : > N-1
Social Dialogue						
% of employees who responded to the biannual satisfaction surveys	%	France	46,0 %	50,0 %	64,0 %	2028 : 80,0 %
% of employees covered by a collective agreement or collective bargaining agreement	%	Groupe	99,0 %	97,0 %	98,0 %	-
Remuneration						
Ratio of the annual total remuneration of the person with the highest pay to the median annual total remuneration of all employees	multiplier	France	x 4,9	x 4,3	x 4,4	-
Unadjusted average gender pay gap (M/F)	%	France	8,4 %	7,0 %	6,9 %	-
HEALTH & SAFETY						
Number of hours worked	Number	Group	713 072	741 950	846 000	-
Number of deaths	Number	Group	0	0	0	Maintien du 0
Workplace accidents	Number	Group	4	5	15	-
Other accidents	Number	Group	0	0	9	-
Frequency rate 1 - Number of accidents with work stoppage/ number of hours worked x 1,000,000	Number	Group	4,550	3,700	3,660	-
Frequency rate 2 - (number of accidents with and without lost time/number of hours worked) x 1,000,000	Number	Group	10,540	9,440	9,200	-
Severity rate - (number of days lost: number of hours worked) x 1,000	Number	Group	0,044	0,036	0,083	2025-2030 : < N-1
Frequency rate of accidents with lost time for temporary employees	%	Group	0,0 %	0,0 %	0,0 %	-
Severity rate of accidents with lost time for temporary employees	%	Group	0,0 %	0,0 %	0,0 %	-

KIPs (fiscal year of 30/06)

ENVIRONMENTAL	Unit	Scope	2022/23	2023/24	2024/25	Goal
Solar installed base built in the year	MW	Group	176	266	395	-
Annual production of the solar installed base owned - in proportion to the holdings	MWh	Group	423 466	505 470	504 976	-
Waste management						
Total non-hazardous waste Urbasolar	Tonnes	Group	1 722	1 640	3 686	-
Total hazardous waste Urbasolar	Tonnes	Group	1,77	15,88	441,00	-
Total hazardous waste + non-hazardous waste	Tonnes	Group	1 723,69	1 655,88	4 126,60	-
Total weight of recovered waste	Tonnes	Group	1 384,94	1 312,24	3 895,40	-
Percentage of recovered waste	%	Group	80,4%	79,3%	94,4%	2028 : 80,0%
Total weight of radioactive waste	Tonnes	Group	0	0	0	-
Total weight of air pollutants*	Metric tons	Group	3,3	3,3	3,7	-
Energy consumption						
Total water consumption	m³	France	3 073,7	2 235,8	3 821,4	-
Total quantity of recycled and reused water	Mega L	France	0	0	0	-
Total weights of pollutants released to water	kg	Groupe	0	0	0	-
Total power consumption	kWh	Group	316 411	307 425	334 924	-
Total renewable energy consumption	kWh	Group	-	-	6 879	-
GHG - Carbon accounting			New calculation methodology: GHG Protocol			
Total gross GHG emissions Scope 1	T CO ₂	Group	-	1 490,5	5 125,9	2040 : Net zéro
Total gross GHG emissions Scope 2	T CO ₂	Group	-	22,3	16,1	2040 : Net zéro
Total gross GHG emissions Scope 3	T CO ₂	Group	-	159 292,8	207 443,7	-
Total gross GHG emissions Scope 3 downstream	T CO ₂	Group	-	11 936,5	17 118,5	-
Total gross GHG emissions Scope 3 upstream	T CO ₂	Group	-	147 356,3	190 325,2	-
Total gross emissions	T CO₂	Group	-	160 805,6	212 585,7	-
Total emissions avoided	T CO₂	Group	-	76 560,62	96 827,53	-
CORPORATE SOCIAL	Unit	Scope	2022/23	2023/24	2024/25	Goal
Responsible purchasing						
Share of major suppliers certified ISO 14001	%	Group	37,0%	23,3%	36,0%	2028 : 100,0%
Share of major suppliers certified ISO 9001	%	Group	40,7%	30,1%	45,0%	2028 : 100,0%
Share of major suppliers assessed on ECOVADIS IQ	%	Group	0,0%	100,0%	100,0%	2028 : 100,0%
Share of major suppliers who have accepted the supplier code of conduct	%	Group	0,0%	0,0%	16,0%	2028 : 100,0%
Share of buyers who have received training in responsible purchasing	%	Group	0,0%	10,0%	10,0%	-
GOVERNANCE/COMPLIANCE	Unit	Scope	2022/23	2023/24	2024/25	Goal
Ethics						
Confirmed corruption incidents and actions taken	Number	Group	0	0	0	-
Percentage of employees trained in ethics and corruption matters	%	Group	80,0%	92,7%	91,0%	2028 : 100,0%
Incidents relating to child labour, forced labour and human trafficking	Number	Group	0	0	0	-
Number of incidents reported through the whistleblower procedure	Number	Group	0	0	1	-
Number of incidents related to conforming information security	Number	Group	0	0	0	-

* estimate



CORRESPONDENCE BETWEEN ESRS AND URBASOLAR TOPICS

Correspondence between ESRS and Urbasolar topics

URBASOLAR TOPICS	ESRS
Biodiversity	ESRS E4 - Biodiversity and Ecosystems <ul style="list-style-type: none"> • Direct impact vectors of biodiversity loss, • Impacts on the condition of species, • Impacts on the extent and condition of ecosystem
Climate and Energy	ESRS E1 - Climate Change <ul style="list-style-type: none"> • Climate change adaptation, Climate change mitigation, Energy
Circular Economy	ESRS E5 - Circular Economy <ul style="list-style-type: none"> • Incoming resources, including the use of resources, Outgoing resources related to products and services, Waste
Health & Safety	ESRS S1 - Company's Workforce <ul style="list-style-type: none"> • Working conditions - Health and safety
Attracting and Retaining Talent	ESRS S1 - Company's Workforce
Quality of Life and Working Conditions	ESRS S1 - Company's Workforce <ul style="list-style-type: none"> • Working conditions
Skills Development	ESRS S1 - Company's Workforce <ul style="list-style-type: none"> • Training and skills development
Diversity & Inclusion	ESRS S1 - Company's Workforce <ul style="list-style-type: none"> • Equal treatment and equal opportunities for all • Gender equality, and equal pay for work of equal value • Employment and inclusion of persons with disabilities • Measures to combat violence and harassment in the workplace • Diversity
Business Ethics	ESRS G1 - Business Conduct <ul style="list-style-type: none"> • Corporate culture, Whistleblower protection, Anti-corruption and anti-bribery
Responsible Purchasing	ESRS G1 - Business Conduct <ul style="list-style-type: none"> • Managing supplier relationships, including payment practices
Responsibility Towards Regions and Communities	ESRS S3 - Affected Communities <ul style="list-style-type: none"> • Economic, social and cultural rights of communities • Land-related impacts • Security-related impacts



Axpo Group