



SUSTAINABLE
GENERATIONS

2024



CSR report

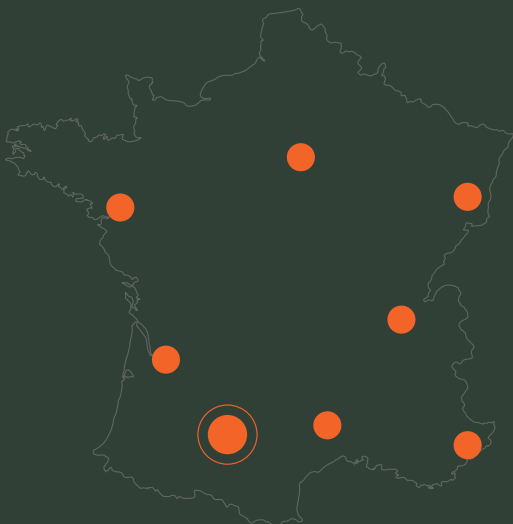


Positioning

Solveo Energies, a company **on a mission** for energy transition.

Solveo Energies is a company «walking the talk». Far from idealistic rhetoric, we advocate a pragmatic and committed stance at our own level, to promote energy transition.

Regional and international footprint



- Head office in Toulouse
- Bordeaux branch
- Lyon branch
- Nantes branch
- Nice branch
- Montpellier branch
- Paris branch
- Strasbourg branch
- Bucarest branch
- Zagreb branch

Jean-Marc Matéos,
Chairman and founder of
Solveo Energies



« Dear partners,

2024 was a year full of achievements and real progress towards a sustainable and responsible energy future.

Solveo Energies continues to play a key role in energy transition, with a conviction that is stronger than ever: to produce local renewable energy, respecting environmental constraints.

Thanks to our committed teams and loyal partners, we have achieved new milestones: launch of innovative agrivoltaic projects, development of solutions tailored to our regions, and strengthening of our policy on safety and well-being in the workplace.

Our independence continues to be a strength, enabling us to co-develop tailor-made energy solutions with communities, farmers and citizens.

This year's results are a perfect illustration of our determination to further reduce our carbon footprint, preserve biodiversity and boost the local economy.

Our ISO certifications and the renewal of our ECOVADIS silver-medal status underline our ongoing commitment to operational excellence and corporate social responsibility.

Together, let's continue this positive momentum and reaffirm our shared ambition: to build tomorrow's sustainable and equitable energy today. »



Our key figures as of the end of 2024

17 years

of expertise in renewable energies

290 MW

under construction and in operation

137

employees

10 245+

of CO2 avoided in total since 2011

320

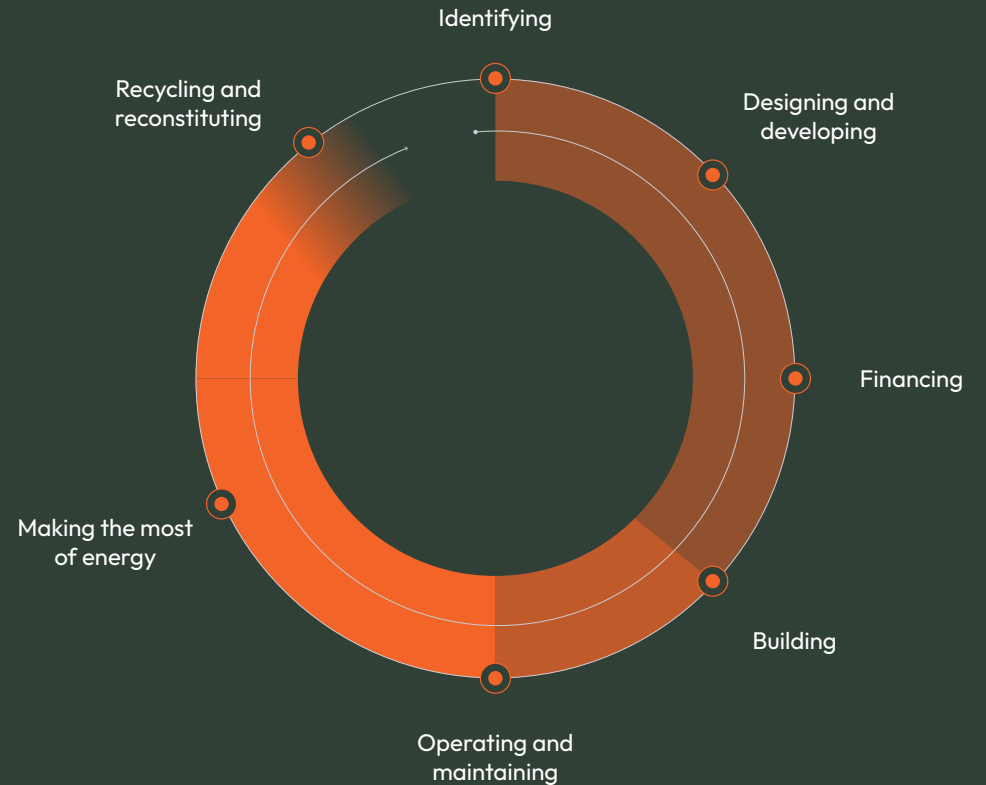
Solar (PV) power plants and wind farms

2,5 GW

of renewable energy projects in development by the end of 2024

A fully integrated and controlled value chain.

Solveo Energies is a unique partner in the energy transition of its stakeholders.



Our certifications – a guarantee of our expertise



Environmental management



Quality management



Occupational health and safety management



Solveo Energies subscribed to the ECOVADIS label in 2020 and has held the silver medal since 2022, rewarding our company for its exemplary commitment in the environmental, social, ethical, human rights and responsible purchasing fields.



Our key figures for 2024

31^{MWp}
commissioned

0

accidents involving our teams or those of our partners on site

31%

of our employees have undergone training

€4.9^M

raised by crowdfunding



9

crowdfunding campaigns

98^{MWh}

produced

Our values

We're technicians first. It's in our DNA!

Producing energy YES, but also the design, financing and operation of renewable energy solutions.

With our specialist knowledge of wind and solar energy, we can provide our partners with integrated expertise, a rigorous response to all their energy issues, and support over the (very) long term!

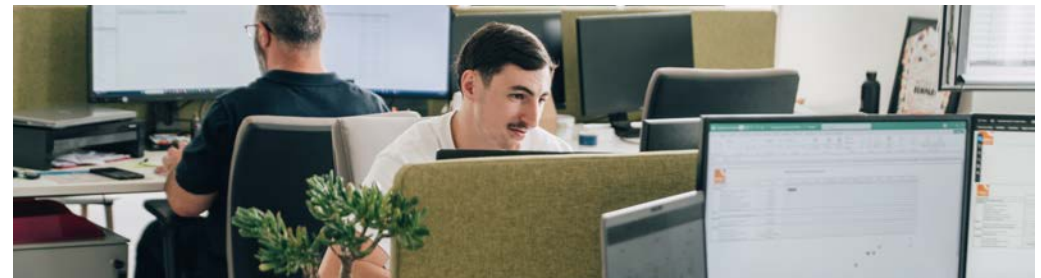


We put innovation to use in all our partnerships.

Innovation is our best ally when it comes to creating tailor-made solutions meeting the challenges faced by our stakeholders.

For us, this means collective intelligence, agility and precision in the solutions we develop.

Innovation is at the heart of the way we work, from design to project operation.



Our values

We love our regions and want to show it.

We want to create a positive impact locally. We are committed to involve all stakeholders: citizens, communities, businesses, farmers...

The aim? Producing energy, local benefits, and protecting landscapes and biodiversity.



We're free to make our own choices.

Who better than a renewable energy expert to understand the importance of energy sovereignty?

We are an independent company, putting ethics and corporate social values in our day to day work.

Our relationships with stakeholders are based on trust and transparency. And this makes Solveo Energies different!



Our CSR commitments

01

Setting an example and innovating for our stakeholders

- Contributing to energy transition as an independent renewable energy producer in France and on a global scale
- Strengthening our ethical practises

03

Protecting the environment

- Preserving sites under construction and in operation
- Reducing our environmental footprint
- Taking action for increased biodiversity

02

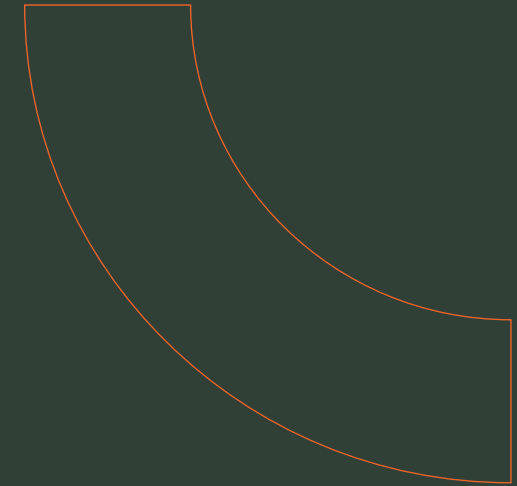
Protecting and enhancing human resources

- Protecting the health and safety of our employees and those working on our sites
- Promoting well-being at work
- Promoting our employees' professional development

04

Participating in regional development

- Helping with regional economic development
- Taking action for synergy with agriculture



Closer to the regions

With key accounts

Commissioning 13 projects for key accounts:

- Including 3 for self-consumption (1.25 MW)
- 10 grid connected (2.9 MW)

Wind farm commissioning:

- 15 MWp
- Equivalent to the consumption of 7000 homes/year

With agrivoltaics

- Completion and commissioning of 2 Cultivo Dynamique agrivoltaic projects:**
- 1.85 MWp
 - Equivalent to the consumption of 629 homes/year



With municipalities

Commissioning a solar park:

- 10 t CO2e of emissions avoided/year
- Equivalent to the consumption of 57 homes/year

Commissioning two solar carports:

- 1.1 MW
- 5 346 m² of panels

* In comparison with the ADEME Carbon Base:
Average French electricity mix 2023 – Average electricity consumption of a French household in 2023: 4246 kWh
(Source: CRE (French energy regulatory authority) – Report – Electricity and natural gas retail markets – 2nd quarter 2023).

What's new in our orchards?

Encouraging initial results from Clémentine's thesis, related to the growth and quality improvements on apricot trees, using Solveo Energies «Cultiveo Dynamique» system.

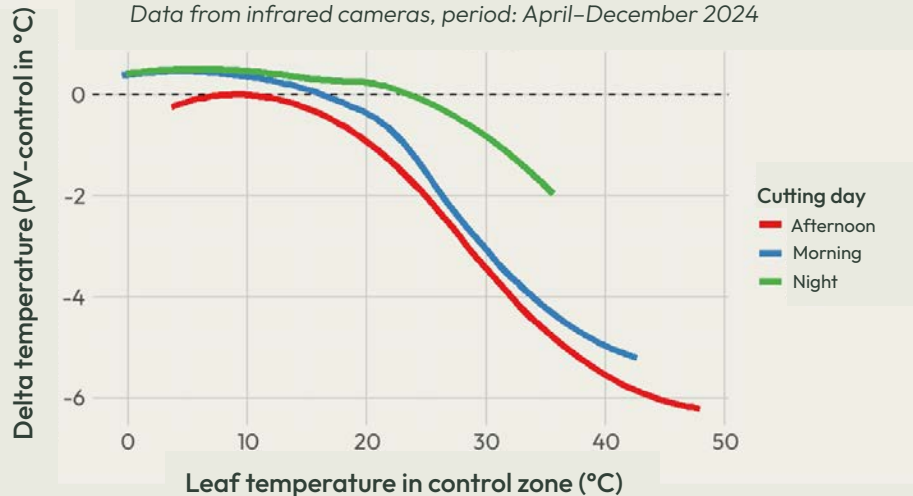
Clémentine Jardon,
Agricultural engineer



« I came to Solveo Energies in January 2021 on a internship as an agricultural engineer. My job was to support the development of agrivoltaic projects. Since 2023, I've been using data from agrivoltaics projects developed by Solveo Energies supporting my thesis.»

Focus on climate data

Difference in leaf temperatures between control and PV zones
Data from infrared cameras, period: April–December 2024



- At night, 1 to 2°C temperature increase under the PV panels.
- In the afternoon, when above 30°C, 2°C less under the PV panels and at 40°C, 6°C less under the PV panels.
- «Cultiveo Dynamique», a management tool developed by Solveo Energies, protects trees from adverse meteorological conditions such as frost at night and high temperatures during the day, and improves the fruit quality.





Encouraging the involvement and consultation with the local stakeholders

PaCS: a partnership between municipalities and Solveo Energies

A wind-power project co-developed with the elected representatives and residents of La Chapelle-Bâton (Vienne department)

In November 2024, Solveo signed a partnership agreement with the municipality of La Chapelle-Bâton to develop a four-turbine wind farm, capable of supplying the equivalent of 9000 homes with renewable electricity.

The project also involved **the active involvement of local residents**, asking them to consider how the financial benefits from the project could contribute to the local development. The participants agreed on the idea of converting the old village school to a combined school, craft and cultural center.

Key figures

4 wind turbines 200 metres high 9000 homes



« Above all, we wanted to develop our project in cooperation with a company that was like us, a family business. Related to our wind-farm project, we'll be able to renovate the old village school and combine it to new families activities. This project is close to my heart as this school was created by my grand-father and now I am teaching myself.»

Jean-Michel Mercier,
Mayor of La Chapelle Bâton

« What makes this project unique is that it's a joint development involving the entire local community. We have built up a strong relationship of trust with the co-partners, elected representatives and residents, who are regularly participating at the work meetings. »

Adeline Mancel,
Regional Manager, Solveo Energies



A project developpement run as a family business





Attracting and retaining talents to build our team

In a constantly changing environment, talent management is a key driver of performance, commitment and resilience. Because everyone has a unique background, energy and aspirations, we take care to provide a working environment that encourages personal development.

Recruitment

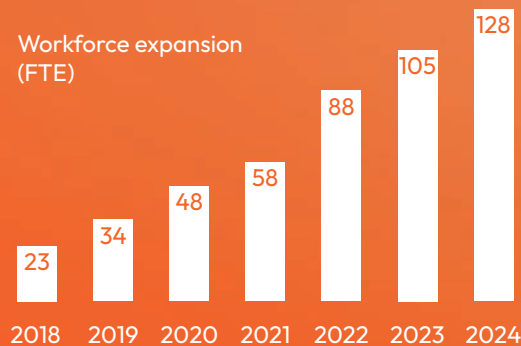
Since its creation, supporting the integration of young people through internships has always been part of Solveo's DNA. We are committed to developing partnerships with schools, universities and training organisations, to integrate the talents of tomorrow and making our contribution to the renewable energy ecosystem.

In 2024

15% of our workforce was made up of students on internships

59% of our recruits are under the age of 30

95% of employees are recruited on permanent contracts





Career development transparency and fairness

At Solveo Energies, employees are encouraged to grow by developing their technical expertise and management skills. Our career development guarantees fair recognition based on actual impact and performance.

Training and career development

Solveo Energies promotes a “learning-by-doing culture” combined with personalized trainings. Solveo Energies also encourages internal mobility to grow within the company.

Anti-corruption training

Solveo Energies as a strong commitment to corporate social responsibilities values including compulsory training to fight corruption

In 2024

137
employees

- 55 Women, 82 men
- 128 permanent contracts
- 1 temporary contract
- 8 interships

66% senior position

12% employees benefited from internal mobility: promotion or change of position, branch or geographical location



Day to day life at the company

Encouraging green mobility

32 employees took advantage of the sustainable mobility package in 2024.



Taking part in the Allons-y à vélo (AYAV) (Let's go by bike) challenge

Occupational safety

Solveo Energies is committed to risk prevention.

ISO 45001
Occupational health and safety management

0
accidents or occupational illnesses for over 10 years



Road safety week

Diversity

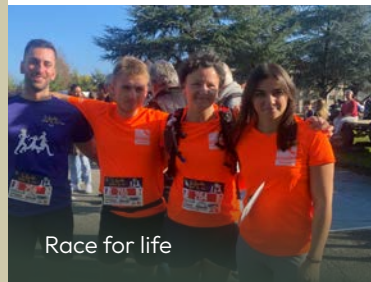
Solveo Energies is committed to combating all forms of discrimination:

78 gender equality index in 2024*

65% of female employees are at senior position

* according to the French Labour Code

Health and sporting challenges



Race for life

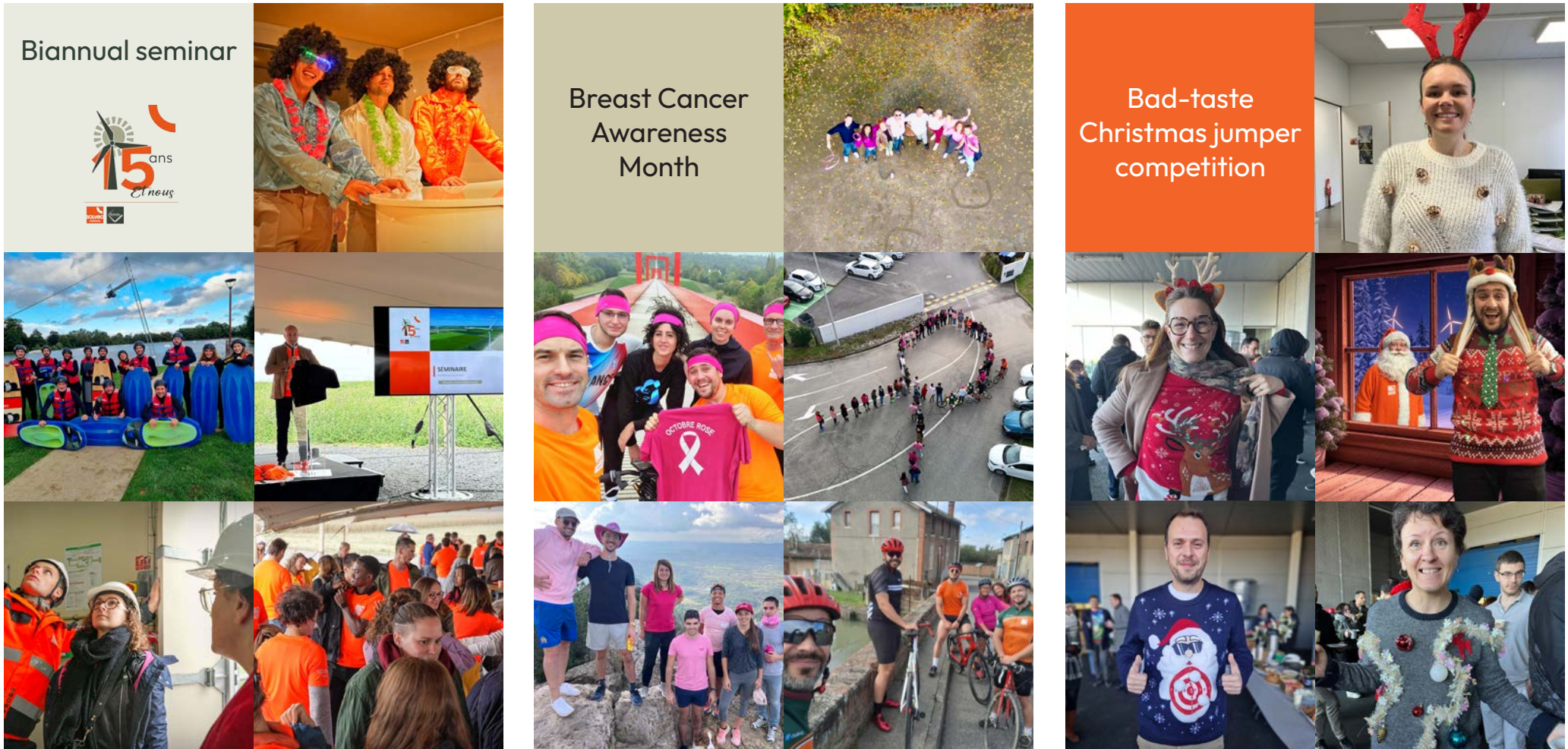


Solar football tournament



Renewable Energies World Championship

Strengthening our sense of belonging



Taking action for the environment

Head office

To continue the Carbon Footprint initiative launched in 2023 with the Climate Fresk du climat organisation and the négaWatt scenario, Solveo Energies has created an Ecological Renaissance Fresco*.

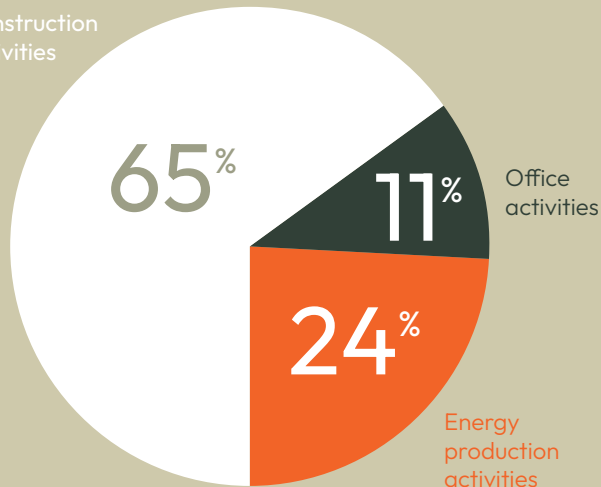
The aim of this Fresk is to create solutions for ecological and social transition based on collective intelligence; for example, by setting up a community partnership with Jardins du Ricotier, who is proposing ecological fruits and vegetables delivered in baskets, for our employees.



Carbon Footprint for 2023 on the basis of which Solveo Energies set its emission reduction targets.

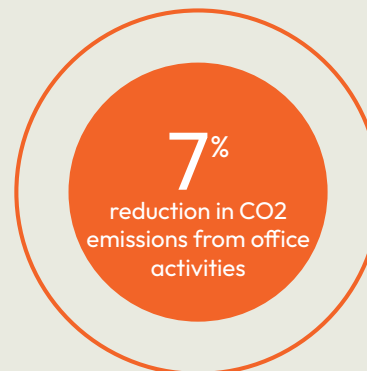
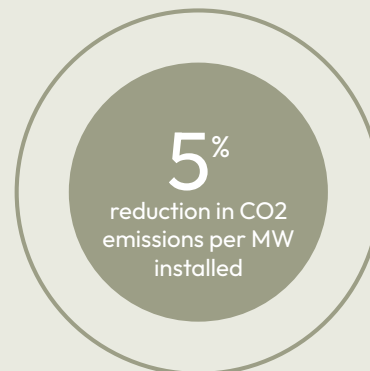
17,600 t CO2 emitted in 2023

Construction activities



Overall emission reduction targets for 2030

In order to reduce its impact and contribute to carbon neutrality, Solveo Energies is committed to:



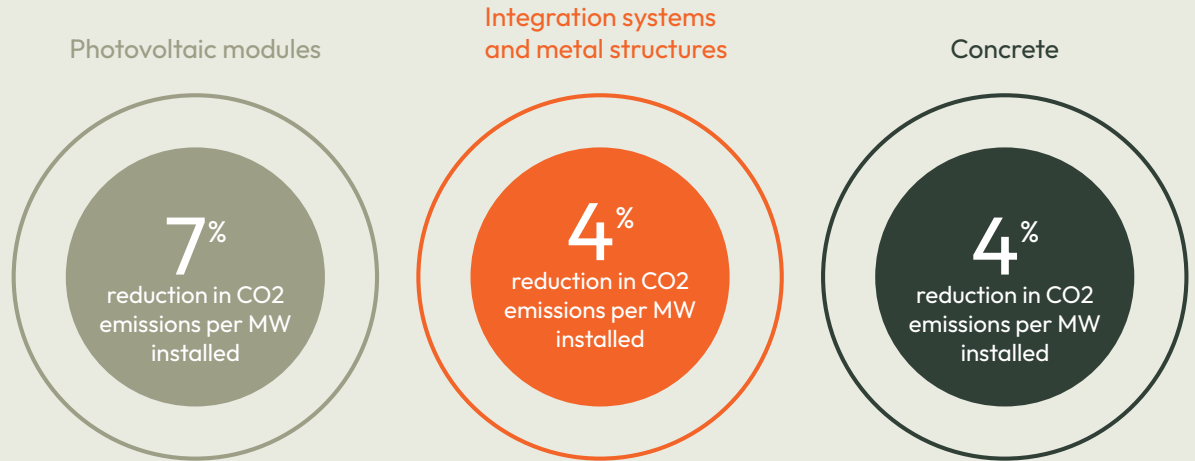
Taking action for the environment

Our projects



On sites under construction

Commitments by Solveo Energies to reduce its emissions on projects under construction by 2030.



In 2024

320 production sites

1293 tonnes of CO₂ avoided*

*Compared with the French electricity mix in 2024 (source: ADEME Base Empreinte)

Promoting biodiversity

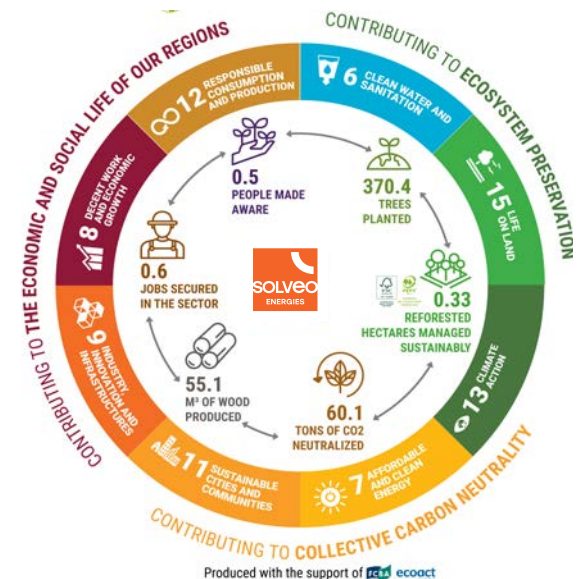
Over 600 linear metres of hedge planting

Plantons pour l'avenir (Planting for the future) sponsorship*

*Plantons pour l'avenir is a public-interest organisation that helps to protect the natural environment by supporting reforestation as part of sustainable forest management.

Our circle of contributions to SDGs

Thanks to donations from Solveo Energies in 2024, projects supported by Plantons pour l'avenir contribute to Sustainable Development Goals.





Working together to develop our CSR approach



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