

# CSR Strategy of the InnoVent Group



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# GROUP PRESENTATION

Please note that in this document, all references to employees and colleagues include female employees and colleagues.

Sustainable development is at the heart of InnoVent's activities as an independent producer of 100% renewable energy:

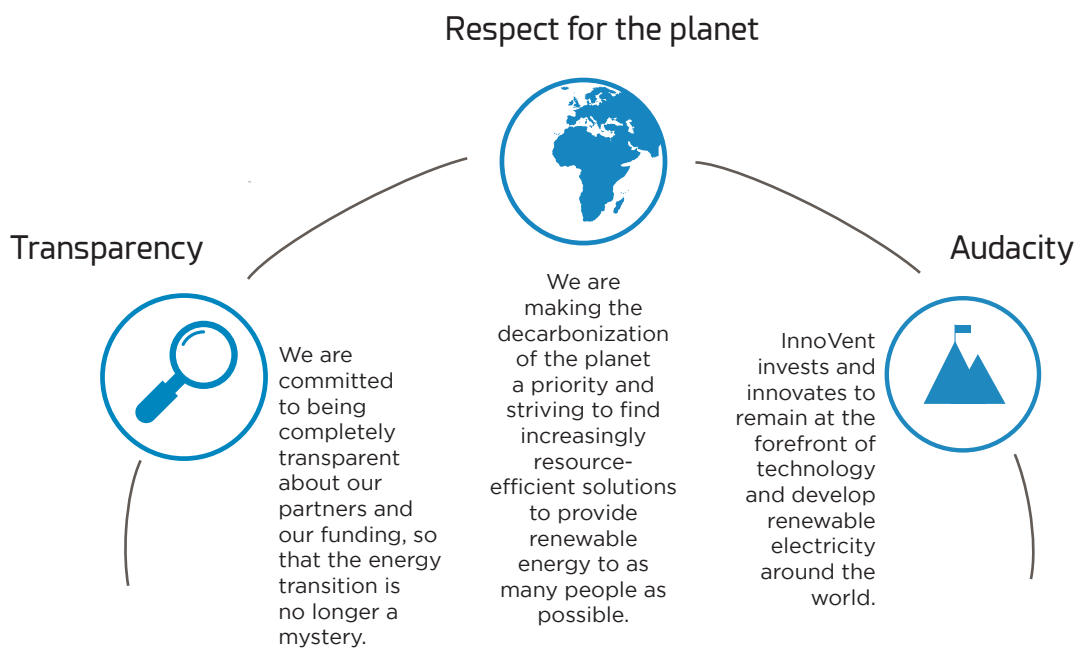
**« Zero emissions are profitable »**

InnoVent is a French group specialising in the development, construction and operation of wind and solar farms. The company was founded by Grégoire Verhaeghe, a textile manufacturer from northern France. In his quest for a cleaner industry, he installed his first 80 kW wind turbine in 1993 at the Verhaeghe Industries textile dyeing plant.

He then founded InnoVent in 2001 with the aim of building wind farms. The aim was to develop this renewable energy and limit the environmental damage caused by traditional energy sources, such as fossil fuels and nuclear power.

Today, with over 20 years of experience, the InnoVent group has set itself apart through its innovative approach and has become a key player in the market. InnoVent has conquered the African market thanks to its attractive prices and its higher climate impact than in France.

InnoVent is guided by strong values that shape its relationships and actions with all its partners.



# REDUCING OUR GREENHOUSE GAS EMISSIONS

InnoVent's CSR commitments are simple:

- Preserve the environment during and after the operation of the parks
- Communicate on the CO2 avoided per park enable citizens to contribute to the energy transition through crowdfunding
- Promote renewable energies and the company's energy independence
- Build close relationships with local partners

Through its business, InnoVent contributes substantially to the achievement of two UN Sustainable Development Goals:



**Promoting access to affordable and clean energy**



**Providing green energy to reduce emissions**

InnoVent also contributes to the other Goals:



InnoVent operates in many African countries and always promotes local job creation, as demonstrated by our employment rate of local people, which is close to 100%. Thanks to its geographical positioning, InnoVent provides access to electricity to many African households, thereby enabling economic development in these areas.



InnoVent builds renewable energy parks with lifespans of over 25 years, utilizing the latest technologies such as heterojunction panels on trackers. In Africa, InnoVent sells the energy produced at very competitive prices compared to fossil fuels, making green energy more accessible.



InnoVent benefits from a fleet of 100% electric vehicles and self-sufficient buildings. InnoVent's emissions are therefore limited to air travel, which is necessary to assist our teams on site with important issues. At InnoVent, we promote recycling and reuse of machinery whenever possible. The materials used for solar panels are very easily recyclable, and those used in wind turbines are either easily recyclable as well, or in high demand and easily reusable in other industries.

InnoVent has also decided to integrate its financing methods into its CSR strategy. For example, InnoVent SAS's largest lender is Lendosphere, a crowdfunding company, reflecting the desire to enable citizens to actively participate in saving our planet. The latest "second opinion score" carried out by Ethifinance dates from 2021 and was 3.3/5, which corresponds to the "Advanced" level. InnoVent intends to exceed this score in its next assessment, which will take place during a Sustainability-Linked Bond.

## ETHICAL AND RESPONSIBLE PRACTICES

Through its electricity generation activities, InnoVent provides clean, sustainable energy to communities. This energy enables local populations to improve their living conditions and enjoy positive economic effects, including job creation.

In the Comoros, the creation of the Foubouni solar park has enabled the opening of a small restaurant, Snack Mounir, which employs four people. The opening of this establishment was made possible thanks to the improved availability of electricity provided by the solar power plant, which means that refrigerators and freezers can be powered, something that is essential for a restaurant.



InnoVent makes it a point of honor to hire local workers in its subsidiaries and on construction sites. Apart from three VIE interns, 100% of our local teams are nationals of the country in which they work.

At InnoVent, the goal of gradually providing all employees with electric company vehicles to enable cleaner mobility for everyone was achieved in 2024. Almost all employees now have a vehicle at their disposal.



## ACTIONS IMPLEMENTED

Every year, at InnoVent, we implement various initiatives in the cities, regions, and countries where we operate. These initiatives may take the form of financial donations to fund improvement projects or support associations, donations of solar panels or vehicles, or even the construction of biodiversity areas. Some of these projects are detailed below.

### KEY FIGURES

**483 772,25 €**  
donations for CSR projects in 2024-2025



## SENEGAL



InnoVent has signed a CSR memorandum of understanding with the municipality of Sakal, Senegal, where we have been operating a 20 MWp solar power plant since 2018.

One of the flagship projects is the installation of solar streetlights in more than 60 villages and hamlets in the municipality of Sakal. Thanks to these streetlights, the

inhabitants of these villages, which are isolated from the national electricity grid, will be able to benefit from high-quality lighting that will enable them to continue their daily lives after dark.

We are also renovating the women's social center. The goal is to turn it into a reception hall for weddings, baptisms, and other events. Other projects are in the pipeline, such as the purchase of millet mills, the renovation of the Sakal sub-prefecture, and the construction of classrooms.

## FRANCE



In France, InnoVent sets up biodiversity reserves, where space allows, to encourage the development of insect, bird, and small mammal species. There are currently three such reserves: in Buire-le-Sec, Valhuon, and Saulzet. InnoVent also has beehives to contribute to pollination.

InnoVent also supports several associations, such as ARELI's Emergence Program, which aims to enable talented young people from modest backgrounds to pursue the studies they want (often long, selective, and/or expensive) and build a professional future that matches their potential and ambition.

## SOUTH AFRICA

Among the associations supported by InnoVent, one is particularly close to our hearts: Muzukidz. Maria Botha, who founded the project, teaches violin lessons to disadvantaged children in three towns in Cape Town, South Africa. This initiative allows young people to escape their sometimes difficult daily lives through music.



## OTHER DONATIONS



InnoVent regularly donates solar panels to villages, schools, and orphanages in Africa, in countries where we install power plants: Namibia, Chad, etc. These installations enable them to more easily meet their energy needs. We also donate electric Zoé cars.

# CSR RISKS AND CHALLENGES AND

# MEASURES IMPLEMENTED TO ADDRESS THEM

## ENVIRONMENTAL RISKS AND CHALLENGES

### KEY FIGURES



**179 350**  
tons of CO<sub>2</sub>  
**avoided in 2025**

The IPCC report of March 2023 reminds us once again that climate change is a threat to humanity and the balance of our planet, and that we must act immediately. InnoVent is strongly committed to decarbonizing our planet and aims to be carbon neutral by 2030. Its efforts can be measured by the tens of thousands of tons of CO<sub>2</sub> avoided thanks to its renewable energy production.

Another environmental risk is soil degradation. InnoVent is aware of the impact of its facilities on the soil and is working to minimize its exposure to this risk. For example, InnoVent is moving towards agrivoltaics, developing wooden masts, investing in tripod masts that use 10 times less concrete for foundations, and seeking to install solar panels on wind turbine masts (no foundations required). All these actions are aimed at reducing InnoVent's climate impact. Tripod masts have been used six times since 2022.

We can also mention the risk of damage to local biodiversity. Impact studies and due diligence are carried out before each project, ensuring that projects do not harm biodiversity. In addition, Environmental and Social Management Plans compliant with EIB standards are developed for each project.



Wooden mast, Essey-les-Ponts, France



Tripod mast, Oualidia, Morocco

# SOCIAL AND GOVERNANCE RISKS AND CHALLENGES

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One of the primary social risks is opposition to the installation of a facility by local communities. The group manages this risk by engaging in dialogue with local communities and authorities and ensuring that future partners are satisfied with the contract. In Africa, for example, all our customers have a significant economic interest in purchasing our energy (given the proposed tariff), making the relationship profitable for both parties. In addition, impact studies and due diligence are carried out before each project, ensuring that projects do not disrupt local communities and respect workers. Environmental and Social Management Plans compliant with EIB standards are developed for each project. InnoVent also ensures skills sharing, medical assistance for workers, and the creation of sustainable local jobs.

An important social issue is the recruitment and retention of employees. Indeed, as the renewable energy market has developed significantly, companies must pay greater attention to their salary policy in order to retain their talent. InnoVent retains its employees through attractive salaries and significant benefits (company car, meal vouchers, health insurance, etc.). In addition, profit-sharing and incentive agreements have been put in place at very attractive rates (legal maximum).

The risk of corruption is the risk to which InnoVent is most exposed due to the Group's expansion. An anti-corruption procedure has been created by the Group to prevent this type of action. InnoVent remains true to its value of transparency by working with integrity.



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