



greenyellow
SHIFT TO PROFITABLE ENERGY!

CORPORATE
SOCIAL
RESPONSIBILITY

2020 **ANNUAL
REPORT**



2020

ANNUAL CSR REPORT

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A message from management

« 2020 has highlighted our team spirit and close collaboration with all our stakeholders »

from left to right
 Gino Gauthier, CCO,
 Catherine Guyomard, CHRO,
 Otmane Hajji, President,
 Philippe Houins, COO,
 Frédéric Fabre, CFO



Our aspiration to be our clients' ally was fully illustrated in 2020. After a first halfyear of slow activity, we quickly mobilised together to support the economic and ecological recovery in all our geographies.

The second half of the year is evidence of this strong rebound. Supported by renewable assets economic resilience, we contributed enthusiastically to projects with all stakeholders around economic and climate challenges. In Colombia, for example, we proposed a transformation programme of the

complete cold chain of a client. In Thailand, we deployed multiple solar installations. And we eventually designed a new Utility as a service offer to meet the growing need for flexibility all around the world.

Being an ally to our clients requires continuous, multi-channel contact. 2020 was a year of international expansion with the opening of Vietnam, South Africa and Tunisia. In parallel, our sales and operations teams have accelerated digitalisation across our entire value

chain, from supplier management to the final customer experience.

We would especially like to thank all GreenYellow employees who work hard every day to support our clients, empowering them in their economic recovery and their carbon footprint reduction strategies.

Impulse

POSITIVE CHANGE

GreenYellow's raison d'être : to be the energy ally of companies and populations and ensure the success of their energy transition. Our core business participates to the key objectives defined by the Paris Climate Agreements and the UN's Sustainable Development Goals (SDGs).

OUR DNA

GreenYellow is an entrepreneurial project launched within the Casino group in 2007 and supported by the Tikehau Capital and bpifrance funds since 2018. Since our inception, we have invested more than 1.2 billion euros to support the fight we are waging with our clients against global warming. We are solidly positioned in the market, and we maintain our agile and innovative spirit and mobilize all the levers of energy transition—whether environmental, technological or financial—to benefit our stakeholders.

Our activities

335 MWp
installed solar capacity

+ 3,000 EEA
(Energy Efficiency Agreement)

170,000 +
consumers of the GreenYellow France Energy offer (electricity and gas)

Total installed projects as of 31/12/2020.

Benefits in 2020

275,000 tons
of CO₂ emissions avoided

85 M€
in savings for our clients

Direct impact on UN Sustainable Development Goals



Total installed projects as of 31/12/2020.



Shift TO PROFITABLE ENERGY

Our solutions platform is entirely dedicated to our clients' energy transition: helping them lower their energy bills and carbon footprint by reducing and improving their energy consumption.



SOLAR (PV)

Green energy production that is local, tailor-made and cheap.

We add value to our clients' facilities (roofs, car parks, etc.) by investing in equipment to reduce their energy burden and provide a comprehensive view of their energy expenditure through self-consumption projects. Our business model integrates financing of the facilities as well as revenue-sharing of proceeds from realized savings.



ENERGY EFFICIENCY (EE)

Tapping into potential savings: every penny counts!

We identify sources of energy waste in our clients' facilities and reduce their consumption and expenses by up to 40% in the first year of operation. We are committed to maintaining this performance over the duration of our contracts.

Our difference

- A strong entrepreneurial culture
- A global and adaptable offer
- A pioneering spirit to continuously innovate
- Transparent corporate governance
- A highly diverse and international presence



ENERGY SERVICES *

Managing one's consumption

To address the full scope of energy strategies, we help our clients analyse, optimise and manage their energy contract on all of their sites. We closely monitor their energy consumption, revise purchasing contracts and implement demand-response strategies to fully optimise our clients' energy bill.

* Available in France, under development in Latin America.



B2C *

An ally for private households

In France, we supply electricity to households and small businesses through our GreenYellow green electricity offer, as well as an electricity and gas offer at the best price under the Cdiscount Energie brand.

Consumption monitoring is available through our dedicated mobile application.

At GreenYellow, our clients are our priority.

By sharing our Client Charter, we want to confirm our willingness and our desire to provide excellence in our services at every stage of our projects. This charter sets out the concrete commitments every manager, at all levels and in all our regions, make in order to provide the highest level of satisfaction to our customers.

Our “One-face customer” approach allows us to offer a privileged go-to person to each client. This contact, along with all GreenYellow experts, is committed to provide a quick and quality response, by phone or in writing, throughout the project period, from the design phase to the operational follow-up of the project.

Proactivity

Innovation

We carefully chose state-of-the-art equipment to make each project a success. Beyond these technical and technological design, innovation is part of our value chain at every stage in order to provide our clients with the most up-to-date service offerings.

Energy has been GreenYellow's business for over 14 years. Our experts in Energy Efficiency, Solar and Energy Services work with our clients to build targeted solutions that take into account their technical and financial specificities and requirements.

Expertise

Transparence

We are committed to clear and regular communication, ensuring total transparency on the solutions used and on the progress of each project. This transparency requires a systematic written formalisation to guarantee mutual understanding. And we ensure strict confidentiality.

This is certainly what characterises us the most. Agility allows us to be always listening to bring satisfaction to our clients, to propose tailor-made offers, adjusted to each context and to innovate constantly. This is also reflected in our operating methods, which we constantly improve and adapt to each situation to ensure performance.

Agility

Ally

GreenYellow is a true energy ally, committed to a long-term trust-based relationship with each client. All of our company's employees are mobilised on a daily basis to make the energy transition of each client a success, by decarbonising their activity and reducing their energy consumption. In short, to consume better and consume less.

**A
commitment
EXPRESSED
IN OUR CLIENT
CHARTER**

Timeline: ←

2007
Launch of GreenYellow, an entrepreneurial project within the Casino group.

2008
Installation of the first rooftop solar power plant in a Casino shopping mall.

2012
Deployment and operation of the first Energy Efficiency Agreement (EEA).
Launch of GreenYellow Colombia.

2014
Installation of the largest solar power plant in Colombia.
Launch of GreenYellow Brazil and GreenYellow Thailand.

2015
First EEA signed with a Food client. Création de GreenYellow Océan Indien.

2017
Launch of French electricity supply business line.
Launch of GreenYellow Morocco and GreenYellow Senegal.

2020
Commissioning of the Ratchaburi floating power plant in Thailand.
Launch of GreenYellow Vietnam, GreenYellow Tunisia and GreenYellow South Africa.

2018-2019
Tikehau Capital and bpifrance enter GreenYellow's capital. Launch of ReservoirSun (50/50 JV with Engie) and partnership with Meridiam and Allego (charging stations for electric vehicles).

A presence ON FOUR CONTINENTS

A proximity player. We have chosen to combine the power of an international group with locally based and immediately operational teams of experts.

AN INTERNATIONAL PRESENCE

Because climate change is a global issue, energy transition is everyone's concern. In 14 years, we have grown internationally to meet these challenges, and are currently present in 17 countries. Being the ally of our stakeholders relies above all on strong local integration. Our experts design tailor-made solutions, adapted to local regulations, industry issues and the specific expectations of companies, institutions and local populations.





Car park shelters in Millau France

A *positive impact* ON ALL OUR STAKEHOLDERS

GreenYellow has developed a deep knowledge of its stakeholders and integrates them into the value creation of its activities. We maintain an open and constructive dialogue with our ecosystem, developing and co-creating projects in close collaboration with our partners.



CLIENTS

Our approach focused on client needs allows us to consider each and every energy transition as a unique challenge. We are able to put together the most relevant solutions to achieve realistic goals, to which GreenYellow is contractually bound to achieve.

SUPPLIERS/ SUBCONTRACTOR

This year we have sought to strengthen our operational relationships with our supply chain partners. By refining our responsible purchasing policy, we have exchanged with more than 50 suppliers on their CSR practices and the importance of ESG standards for GreenYellow.

LOCAL COMMUNITIES

In 2020, we confirmed our integration and support to local populations living near our installations. Our decentralised model is closely linked to respecting local practices and customs, and we regularly involve local decision-makers in the design of our projects.

SHAREHOLDERS

Our shareholders and investors fully support GreenYellow's raison d'être, as evidenced by Pierre Abadie's (Tikehau Capital) online seminar, on the subject of the climate emergency and the relevance of GreenYellow's solutions to help solve it. By providing visibility and transparency on all ESG and financial reporting, we ensure their continued support.

EMPLOYEES

We are committed to mobilising our employees around a major environmental project. We foster an open and close dialogue with our teams. We generate career paths together, empowering them to be ambassadors and actors.

INSTITUTIONS

GreenYellow actively participates in national-wide public events and local decision-making processes, providing expertise and innovative perspectives in response to the socio-economic challenges of global warming.



Alexandra

HEAD OF MERGERS & ACQUISITIONS AND CSR

« 2020 has confirmed the importance of CSR for GreenYellow »

policy is expressed through 14 commitments, mobilising our various stakeholders in a continuous progress in line with the Sustainable Development Goals. We wanted to share how these actions lead to impulse concrete change and decided to launch POD'14, our podcast channel.

Integrated into our entire value chain, CSR translates into a collective involvement within GreenYellow. Led by the CSR department, its sponsors are the members of the Executive committee and its ambassadors are the local management and HR teams.

Deeply engrained in our core business, our CSR



THE FOUR PILLARS OF OUR CSR *policy*



Act responsibly towards the environment

Our projects contribute directly to fighting against global warming, and integrate the preservation of the environment/biodiversity as well as the awareness of our stakeholders in reducing their carbon emissions.



Develop and value our employees while ensuring their health and safety

While pursuing sustained growth, GreenYellow is committed to nurturing a strong entrepreneurial spirit to enable its employees to fully and safely engage in their mission around the world.



Establish sustainable, ethical and transparent partnerships

Our responsibility as a sustainable player extends to our clients, suppliers and investors. By meeting the highest standards, we ensure that these partnerships are sustainable.



Support the development of local institutions and populations

We are actively involved with local institutions and populations, supporting new initiatives and contributing to their socio-economic development.

Meeting WITH...



"I arrived at GreenYellow in May 2020 in the midst of the first lockdown! In spite of this, I (virtually) met committed, available and competent people. After more than 15 years in the construction industry, I wanted to join a human-sized team that shared my ambition to leave to our children a world more respectful and fairer. This is what I found at GreenYellow! A close-knit team at the service of their clients enabling them to transform technical needs and regulatory obligations into opportunities for a more sustainable commitment!"

Delphine
FRANCE - COMMERCIAL DIRECTOR

"I joined the Africa BU on 26 October 2020 to take responsibility for the 30MWp project in Burkina Faso, three days before the second lockdown. Not the best way to start, you might say, but thanks to the communication tools and the availability of all the teams, the transition was quick and efficient. It is very exciting to be at the centre of GreenYellow's new strategy as an independent power producer on large projects. There will be many new challenges in Africa and elsewhere in the years to come!"



François-Liguori
AFRICA - LARGE PROJECTS MANAGER



"As a mechanical engineer, I joined the GreenYellow team for my first job at the end of 2020. I am delighted to be working in environment that offers many opportunities for growth for women, as well as being part of a pay equity programme. Being of Venezuelan origin and living in a country where there have been many recent acts of xenophobia and dissent against Venezuelans, I am very happy to have started my career at GreenYellow Colombia and to contribute to the energy transition of this country!"

Sarai
COLOMBIA - EE MANAGER



Félix
CORPORATE - PROJECT FINANCE

"Since I joined GreenYellow last September, I have had the chance to participate in projects in developing countries with real impacts on local populations, for example in Madagascar where only a quarter of the population has access to electricity. Working in this international context, with our local partners, is a particularly enriching experience for me."

"I joined the GreenYellow team in Brazil last year with the mission to develop digital solutions. The agility that digital offers is a must for us: it involves both external processes with our customers as well as internal processes, such as the integration of new employees. The support and presence of both the HR team and my manager, allowed me to discover the company's culture and I was able to learn about the company's culture and take on my assignment in the best possible conditions. My assessment of this 100% digital integration is very positive!"



Sarra
BRAZIL - DIGITAL MANAGER



Cédric
INDIAN OCEAN - PV PROJECT COORDINATOR

"I arrived in 2019 as an intern, I was later hired in the famous "Confetti Zone" to develop photovoltaic projects between La Reunion and Mayotte. Although the distance was already part of our habits, the year 2020 has deeply impacted our daily life. With the precious support of the teams in Madagascar and Mauritius we have been able to adapt and find new opportunities. As a Reunionese, I am proud to contribute to the energy transition of my island! Ti lamp ti lamp na arrivé" * Little by little, we'll get there

My name is Tuan Nguyen and I am the Transactions Manager in Vietnam and a member of the Project Development team here. In the past months, I have grown both personally and professionally, learning to be more confident, to face challenges and embrace a constantly changing world. It helped me to shift my mindset from just building solar systems that work to developing systems that will operate efficiently for over 30 years. I am excited about how GY would grow and expand even more globally in the future and I am humble to be a part of such journey!"



Tuan
VIETNAM - TRANSACTION MANAGER



ACT RESPONSIBLY TOWARDS THE ENVIRONMENT

At GreenYellow, we are inherently committed to environmentally-friendly and sustainable development. Environmental preservation is an integral part of our projects, and we help raise awareness among our stakeholders of the challenges of fighting against global warming.

Our goals

We help our clients effectively reduce their carbon footprint and adopt better energy consumption habits. The combination of these actions directly contributes to Sustainable Development Goals n°7 ("Affordable and clean energy") and n°13 ("Climate action").



New energies harbour economic and technological opportunities, but it would be too simplistic to view them solely through this lens. GreenYellow contributes to shifting our relationship with energy: by choosing to reduce and improve our energy consumption, we ensure that the impact of our projects is beneficial to the environment as well as to society at large.

SUPPORTING THE FIGHT AGAINST CLIMATE CHANGE

GreenYellow actively participates in the reduction of greenhouse gas (GHG) emissions. Our energy efficiency programs show that it is

Our impact

- **142,000 tCO₂e** avoided emissions – PV projects operating since 2007
- 112,000 tCO₂e** avoided emissions – EE projects operating since 2007
- 2** installations carbon-certified (CDM, VERRA, Cercabono...)

possible to consume less while improving our clients' competitiveness. The deployment of solar projects also represents one of the most sustainable alternatives to carbon energy. We are strengthening our core business by developing innovative activities and complementary solutions to accelerate the energy transition for each of our clients.

Carbon footprint → The double positive impact of agrivoltaism

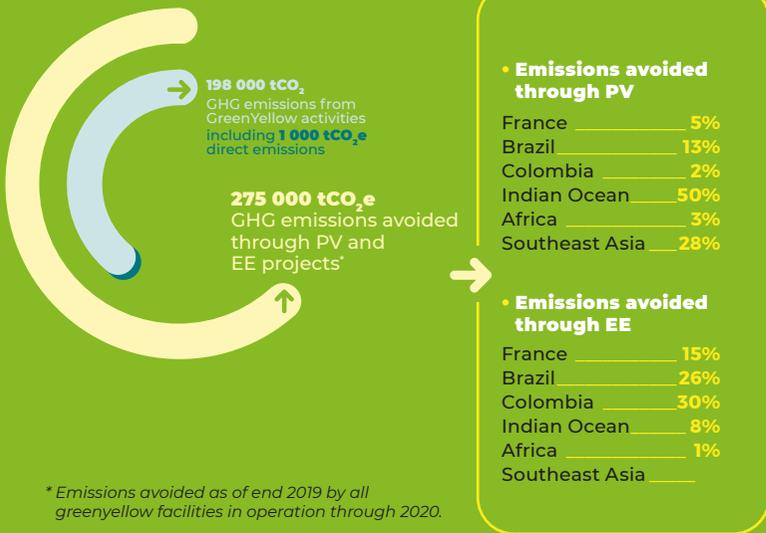
GreenYellow built its first combined solar and agricultural installations in 2020. Near Toulouse (France), the installation of panels overhanging crops avoids soil artificialisation, protects crops from bad weather and offers additional income to farmers. In Martinique, we are developing agrivoltaism for livestock farming by building solar farm sheds used to store equipment and raise goats: an efficient combination that is all the more positive in terms of avoided carbon emissions.



"As a sustainable company, we are committed not only to reducing greenhouse gases emissions, but also to caring for and preserving natural resources in all the projects we develop."

Vanessa
HEAD OF PV DEVELOPMENT
COLOMBIA

→ GreenYellow's Carbon Footprint in tons of CO₂e



CONTRIBUTING TO THE PRESERVATION OF NATURAL RESOURCES AND BIODIVERSITY

Our photovoltaic activity is ISO-14001 certified in France across the entire value chain, from design to operation. We are committed to managing properly the waste generated by our projects under construction and operation, in accordance with local regulations in the various countries where we operate.

In addition, our membership to PV Cycle in France covers the collection and recycling of photovoltaic panels at the end of their life. PVCycle is the eco-organisation ensuring the recovery of 94.7% of photovoltaic panel constituents.

We also ensure efficient use of water and preserve its quality as much as possible during the operation of our installations, and avoid using detergent to clean the solar panels.

Our impact

- **0%** detergent used in the cleaning water of the solar panels
- 650** trees planted by the Energy Efficiency France team



Agrivoltaic installation near Toulouse France



"I was delighted to bring together students and institutions around the A3 project at the African Institute of Management. This event aimed to raise the desire in these students, this African youth, to be an actor in the energy transition."

Ismael

DIRECTOR GENERAL
SENEGAL

FOSTER AND ENCOURAGE ENVIRONMENTAL CONSCIOUSNESS

We continue to encourage teams located in our headquarters to reduce their carbon footprint by consuming less: limiting paper printing and water use, supporting the use of bicycles... But also by consuming better: provision of glass tupperware and stainless steel cutlery in France, paper glasses and plates and bamboo cutlery for Brazil, differentiation of waste sorting bins (including one to recycle coffee grounds), access to a shared library to encourage second-hand goods. Every month, we offer a podcast (called POD'14) for all our stakeholders to discuss CSR-related topics.



Notre impact



10

employees
exposed to the
Climate Collage
every month

570

children/students
benefiting from
educational
actions

At the same time, we are continuing our awareness-raising activities with the younger generation and are working in particular with university centres in Colombia and Senegal.



"In Pod'14, I interview every month a new stakeholder to illustrate one of GreenYellow's 14 CSR commitments in a lively and fun way!"

Romane

CSR COORDINATOR
CORPORATE



GETTING COMFORTABLE WITH GLOBAL WARMING KNOWLEDGE

GreenYellow launched a "serious game" on December 8th 2020 to celebrate World Climate Day, to raise our employees' awareness on the challenges of global warming. We organized 5 digital sessions that brought together employees from all our BUs.



"The Climate Collage is a very rewarding experience because it allows everyone to learn, while promoting team spirit and cooperation. The feedback from the participants is very positive: let's keep it up!"

Maxime

CROSS-FUNCTIONAL SUPPORT
& METHODS COORDINATOR
FRANCE



DEVELOP AND VALUE OUR TEAMS WHILE ENSURING THEIR HEALTH AND SAFETY

As GreenYellow maintains a high pace growth, it is committed to nurturing a strong entrepreneurial spirit and to enable its 497 employees worldwide to fully commit to their missions.



"We wanted to reinforce cohesion and improve our work environment. The Teamstarter platform is an ideal tool. It everyone to act, innovate and nurture the entrepreneurial spirit at GreenYellow."

Joanna

HR DIRECTOR
FRANCE

Our goals

We establish a meaningful corporate culture rooted in cohesion, equality, diversity and career opportunities.

FOSTER COHESION AND PROMOTE DIVERSITY

There is a strong and mutual trust between GreenYellow and its employees. The latter join us with the desire to actively participate to energy transition. In return, GreenYellow seeks to offer them inspiring, healthy and balanced work conditions.

In 2020, we strengthened the sense of belonging to GreenYellow. Throughout the year, employees were invited to events and participative initiatives common to all zones to discuss cross-cutting issues. In addition, special integration measures were carried out in France, to support new arrivals in the best possible way.

Diversity

→ A GENDER EQUALITY INDEX IMPLEMENTED GLOBALLY

In 2020, GreenYellow decided to deploy the calculation of the gender equality index in all its zones. This index allows us to take into account the recruitment of women at all levels, to be attentive to the distribution of annual increases and to be active in restoring the balance, to be vigilant about promotions after returning from maternity-leave.

- Greenyellow France is proud to have obtained for the second consecutive year a score of 91/100 in the professional equality index
- In Colombia, the teams have been strongly mobilised around equality issues, especially by setting clear guidelines in the hiring process and around gender equality. Our Colombian team has almost reached 40% of women in its total workforce, what a great achievement!



→ **91/100**

GreenYellow's
Gender Equality
Rating Index



Our impact

- **96 %** active GreenYellow members on the internal collaborative platform
- 34 %** of GreenYellow employees are women (worldwide)
- 100 %** of employees enjoy healthcare coverage
- 34 years old** average employee age

GreenYellow is convinced that diversity is a richness and contributes to the quality and creativity of our teams. We value and promote diversity within the company, and in particular:

GEOGRAPHICAL DIVERSITY

More than 25 nationalities are represented by our employees around the world.

GENERATIONAL DIVERSITY

35% of our employees are under 30, 58% are between 35 and 50 and 7% are over 50. The international ambition is to strengthen leadership through experience by recruiting more experienced people.

GENDER DIVERSITY

Women represent 34% of our workforce worldwide.



Our impact

- **33** people under 26 years old recruited
- 23** interns and apprentices
- 391** employees benefiting from a training session
- 14,8** hours of training employees received on average

PROVIDE OUR EMPLOYEES WITH DYNAMIC CAREER OPPORTUNITIES

While GreenYellow takes great care in on boarding new recruits, there is no standard, ready-made career path. Our agile and entrepreneurial culture empowers each employee, and encourages them to adjust their career path according to their own objectives and available opportunities. Internal mobility is an important level in employee upskilling. International mobility allows employees to develop new skills and new experience. In 2020, 8 employees moved to a different entity to contribute their know-how. We favour open-ended contracts on a systematic basis (more than 99% of the workforce) in order to ensure employees benefit from a stable work environment.



Pierre Abadie, Co-Manager of the energy transition fund of Tikehau Capital

Training → IMPULSE A POSITIVE CHANGE WITH ON-THE-JOB TRAINING

Training and upskilling are major focus areas of our development, especially to allow our employees to master the company's core business. In 2020, training for the prevention of corruption was continued. In Colombia, virtual training sessions for newcomers were conducted on various topics: stress management, assertive communication, family and personal economics, tax regulations and wellness activities. In Brazil, 19 employees followed a leadership programme in 5 sessions with specialised consultants. These sessions consisted of theoretical parts and group discussions on leadership challenges, leader roles, management tools (feedbacks, etc.), leading oneself to lead others.



"2020 was an atypical year for all of us and it forced us to change our lifestyles. The experience and knowledge of the experts during the online trainings helped me a lot."

Camilo

PHOTOVOLTAIC PROJECT
COORDINATOR
COLOMBIA

→ Foster A HEALTH, SAFETY BASED WORK ATMOSPHERE

The protection of our employees and stakeholders throughout our organisation is essential. We ensure that all technical teams are qualified for working at heights and for electrical activities. And for example, we have implemented a specific HSE programme for the Ambatolampy solar plant in Madagascar.



EHS indicators

- **TRIR : 0**
Total Recordable
Incident Rate
- **LTIR : 0**
Lost Time
Incident Rate
- **SIR : 0**
Severity
Incident Rate



"The Ambatolampy ESMS* system is developed in compliance with Madagascar's legal framework and in accordance with international performance standards (IFC) on the environmental and social sustainability of projects."

**Environnemental and Social Management System*

Francois

SOLAR ENGINEERING
AND O&M MANAGER
INDIAN OCEAN

→ Nurture OUR HUMAN CAPITAL

Well-being at work has a direct impact on the commitment and motivation of our employees on a daily basis, and most of our offices have an "activity committee".

In 2020, several activities were carried out:

- Team-building activity day (Thailand)
- Visit to the São Paulo Art Museum (Brazil)
- Online yoga classes (Brazil)
- Digital breakfasts to celebrate birthdays and monthly group meetings (Colombia)
- Christmas baskets for employees (France / Brazil)





ESTABLISH SUSTAINABLE, ETHICAL AND TRANSPARENT PARTNERSHIPS

We are committed to transparent, ethical and responsible practices throughout our value chain and to supporting the green energy and CSR efforts of all our stakeholders.

ENCOURAGE RESPONSIBLE ENERGY

We showcase to our clients and end-consumers that we are their energy management partner, capable of balancing operational efficiency, CSR and sustainable energy. We make sure our clients always benefit from the best technology available to help them reduce their energy consumption as much as possible.

We offer energy deals for consumers (B2C) with a green alternative. In addition, they can monitor their consumption via our smartphone application.

We facilitate the traceability of local and green energy production through guarantee of origin systems, including in areas where certificate markets are not yet developed, such as in Brazil, where i-RECs allow for this traceability.



As part of its development, the Cdiscount Energie offer - provided by GreenYellow - has proposed a limited series of "small producer" Green Electricity allowing its first 1,500 customers to contribute to the energy transition and to support the production of renewable energy by a small French producer.

Our impact

→ **14,794**
active subscribers
supplied with green
electricity

14,201 i-REC
generated

10,000
customers with
consumption
monitoring tools



"The acquisition of guarantees of origin is materialised by the issue of a monthly certificate. It constitutes a commitment to the development of renewable energies as an additional income for the producer and allows the financing of new renewable energy production means."

Romain

ENERGY PURCHASER
FRANCE

At GreenYellow, we believe a successful innovation is an idea geared towards our clients and our ecosystem. Thanks to our three innovation centres in France, Brazil and Colombia, we are building fruitful exchanges that encourage ideation.

GreenYellow's innovation culture is also deepened by innovation challenges and strengthened by an in-depth technology watch.

In 2020, we integrated 10 initiatives into our solutions platform for the benefit of our solutions platform for the benefit of our customers, both in energy efficiency, electric mobility and "utility as a service" (hot or cold supply on demand).



"The GPA* group did not have a centralised and reliable tool to monitor and control the cold chain in its shops. GreenYellow worked in partnership with GPA maintenance department to build a customised solution and automate the control and monitoring of the temperature of the furniture and cold rooms."

*(subsidiary of Groupe Casino in Brazil)

Nicolas

EE MANAGER
BRAZIL

Colombia, pioneer of the 0-carbon cold retrofit

● **Cold Retro Fit.** We are contributing directly to the construction of the first "Carbon Net Zero" supermarket in Zero supermarket in Colombia by installing "clean" cold equipment, i.e. containing no HCFC* refrigerants.

(*HCFC: Hydro Chloro Fluoro Carbon)

● **An innovative subsidiary.** GreenYellow Colombia was the first Colombian company to be included in the SET100 award.



**Start Up
Energy Transition**

ACCELERATE innovative IDEAS



France, accelerator of 2 new offers

- **Electric mobility.** We favour zero-carbon commute by installing smart charging stations - over 200 stations deployed in 2 years. In parallel, 80 of our B2C clients subscribed to our "smart charging" offer and traveled over 160 000km without emitting carbon. This solution also eases the tension on the electrical distribution network.
- **The Greenloop business.** This young start-up in the circular economy made it possible to recycle more over 150 tons of metals and gave a second life to 555 tons of catering and retail equipment.

Brazil GreenYellow's digital lab

- **EasyTemp : IoT in the retail sector.** In partnership with start-up SYOS, we have designed a solution for precise temperature management to guarantee food quality. Using reliable sensors, we monitor refrigerators, hot counters and cold rooms and ensure compliance with food safety standards and legal requirements. The benefits? Controls, avoid losses and reduce costs, for all shops and warehouses.





Quality

→ STRENGTHEN OUR CLIENTS' TRUST

We place customer satisfaction at the heart of our business. GreenYellow reinforces this commitment by certifying its quality management system with the ISO 9001 standard in Thailand and in France. This system sets a framework to optimise the management and organisation of internal processes. And it helps demonstrate



9001:2015

the quality of our services at a national and an international level. This company project also allows us to involve all our employees in a collective and rewarding approach.



"Achieving ISO 9001 is a great pride for the operational teams. This collective achievement of GreenYellow Asia reinforces the quality and professionalism of our business with the structuring of continuous improvement processes."

Jérôme

DIRECTOR OF OPERATIONS
THAILAND

ENSURE RESPONSIBLE PROCUREMENT AND PROMOTE SUPPLIERS CSR INITIATIVES

We commit to working with responsible suppliers and contractors who abide by the ethical standards described in our supplier charter. Our global purchasing policy sets out our standards for quality, EHS, ethics and compliance. GreenYellow's purchasing contributes directly to the performance of project development by providing materials and services in compliance with regulatory requirements. We use standardized processes to select suppliers of solar panels and other

equipment, the majority of which are sourced from ISO 14001-certified factories in Asia and Europe. Furthermore, we encourage these suppliers and subcontractors to comply with our environmental, health & safety (EHS) standards. By fostering long-term relationships based on common quality and safety standards, we ensure reliable and independent supply sources.



« We guarantee the stability and economic security of our purchases. In 2020, we managed to keep 99% of our suppliers below the dependency threshold. »

Rémi

HEAD OF PURCHASING
CORPORATE

Our impact

→ **55%** of Top 20 Suppliers with an environmental policy (such as ISO 14 001)

3 QHSE supplier yearly audits over 36 months.



Our impact

→ **62%**
employees trained
about Ethics and
Anti-corruption
specific practices

100%
of employees signed
the ethical code of
conduct



"In 2020, digitalisation was instrumental to sustain GreenYellow's operations and our IT team ensured the flow and compliance of personal data processing."

Jean Philippe

DIRECTOR OF INFORMATION SYSTEMS
CORPORATE



STRENGTHEN ETHICS AND COMPLIANCE ACROSS ALL OUR VALUE CHAIN

We ensure all our employees are aware of ethics, integrity and anti-corruption best practices. All over the world, our activities are conducted in compliance with French anti-corruption law (specifically the law known as "Sapin II") and we have deployed a compliance program for the company (code of conduct, internal alert system, risk mapping, training, etc.). Mindful of corruption risks, we have drawn up an ethics

charter that reflects our commitment to integrity and compliance with local laws and regulations. This charter is signed by every new GreenYellow employee. In 2020, GreenYellow has clarified its global donation and sponsoring policy to ensure anti-corruption compliance and to align the actions with the 6 Sustainable Development Goals selected.

INFORM OUR STAKEHOLDERS ABOUT OUR CSR ROADMAP AND RESULTS

GreenYellow maintains integrity and transparency at all levels. We chose to publish our annual report and CSR dashboard to share this vision with our key stakeholders. ESG (environmental, social and governance) criteria are becoming increasingly important to our investors in this period of economic recovery. Through its annual CSR campaign, GreenYellow is able to provide a clear view of its non-financial performance and measure its environmental impacts.





SUPPORT THE DEVELOPMENT OF LOCAL INSTITUTIONS AND POPULATIONS

GreenYellow is resolutely committed to energy transition and actively involved with the institutions and populations of the countries in which we operate.



"We are committed to working with local authorities and landlords to contribute to their ecological transition, to work on social integration, local employment and civic inclusion: this is what we do every day!"

ENGAGE WITH LOCAL INSTITUTIONS

It is our responsibility to share our experience and to inform decisions at both local and national levels. We are engaged with national public representatives and communities on energy transition issues. Through these exchanges, we share our actions with them and make them aware of the beneficial solutions of our projects.

Mickael

DIRECTOR OF PUBLIC SECTOR DEVELOPMENT - FRANCE

Our goals

Leverage our expertise as a player in the energy transition by developing long-term partnerships with local institutions and populations.

Our impact

- **9** solidarity campaigns around the world
- 4** local actions with populations



Our actions

→ We work hand in hand with local institutions to favour new energies.



ASIA

GreenYellow Thailand had the opportunity to participate in the Department of Alternative Energy Development and Efficiency (DEDE) seminar in Phitsanulok and to showcase accessible and beneficial solutions for the people of Phitsanulok.

BRAZIL

Pierre-Yves Mourgues was a speaker at the Brazilian Congress of Energy Efficiency (COBEE) on the theme of "Economic recovery: strategies to increase competitiveness".



AFRICA

GreenYellow Africa employees were present at the Energy and Renewable Energy in Africa Week (SEERA) in Ouagadougou (Burkina Faso). This event was an opportunity to demonstrate concrete solutions to develop renewable energy in the country.



FRANCE

GreenYellow poursuit son iGreenYellow supports its investment in electric mobility by signing the "Targeting 100,000 charging points" charter initiated by the government. The ambition is to reach 1,500 charging points by the end of 2020. GreenYellow has actively participated in the project by deploying 100 charging points in 30 sites in less than 6 months. In addition, GreenYellow has made 12 proposals to the government. These proposals aim to accelerate the energy transition while creating the conditions for short, medium and long term economic recovery and growth for the benefit of French companies and territories.

VALUE AND PRESERVE LOCAL CULTURE AND HERITAGE

GreenYellow supports cities in their energy transition and green urban planning. By integrating local populations from the design phase of our projects, we ensure sustainable and quality partnerships.

These exchanges are key to ensuring the compatibility of the project with the local orientations and identifying operational synergies with local customs.

Governance and impact measurement

CSR programmes are defined and monitored by the project team and the CSR department. For each action, we have identified the main impact indicators, which will be quantitatively measured (as much as possible), and if not, estimated through interviews. The impact review is scheduled annually, and is part of the overall GreenYellow CSR calendar.



Solar street lamps near a market in Nagréongo
Burkina Faso

Local alliance

GreenYellow is developing a 30MWp solar power plant in Nagréongo, Burkina Faso. This project demonstrates GreenYellow's commitment to support the African continent in its energy transition, in a sustainable and integrated way with local populations.

→ THE DIRECT ECONOMIC IMPACT OF A DECENTRALISED SOLAR PROJECT

The construction of the plant and the maintenance of the solar panels are carried out by local companies, which generate local job creation during both the construction and operation phases.

During the peak of the pandemic, GreenYellow provided masks and hydro alcoholic gel to the population, especially to prefectures and schools.

OUR CSR COMMITMENTS AND THE SDGS

The construction of the plant is complemented by development actions throughout the life of the plant.

Launched in 2020, the first actions are already benefiting the 23,000 inhabitants of Nagréongo: the town has been equipped with 8 solar street lamps, 6 of which are in the central market place of Nagréongo to allow merchants to continue selling produce even at night.



Medical support actions in Nagréongo
Burkina Faso



"Sharing a Christmas meal with the children of SOS Village in Mauritius was a true moment of happiness and exchange, and meets GreenYellow's values of solidarity/co-development."



Aurélie

HUMAN RESOURCES MANAGER
INDIAN OCEAN

DRIVE LOCAL SOLIDARITY PARTNERSHIPS

Our integration into the local economic fabric is the result of our active participation in the economic and social development of the areas in which we operate. GreenYellow employees are encouraged to carry out meaningful charitable actions. In this very special year, we have reinforced our solidarity actions to help local populations in need.

Solidarité

→ **CAMPAGNES DE DONS**

2020: a year of solidarity

- Donation of a Christmas meal and gifts to the 29 children of SOS Village Maurice and to the "Mothers of the heart"
- Donation of food to 247 underprivileged families (Colombia)
- Donation to cover the food and cleaning needs of 27 grandparents of the association "Hogar de Auelitos Fé y Luz" (Colombia)

- Donation of 100 antiseptic suits to home care workers in the city of Bogota (Colombia)
- Donation of protective films to 4 hospitals (Thailand)
- Donation to vulnerable populations in Sao Paulo (Brazil)
- Participation in a fundraising event for a foundation dealing with the education of underprivileged children (Thailand)



"I am fully committed to supporting vulnerable people : in Sao Paulo we offered 60 baskets of basic food and hygiene kits."

Marilia

MARKETING AND COMMUNICATION MANAGER
BRAZIL



OUR CSR DASHBOARD

Pillar	Indicator	2019	2020	2021 target	Impact on SDGs
 Act responsibly towards the environment	Avoided emissions – PV projects operating since 2007	103,000	142,000	200,000	
	Avoided emissions – EE projects operating since 2007	83,000	112,000	150,000	
	Number of installations carbon-certified (CDM, VERRA, Cercabono...)	2	2	4	
	% detergent used in the cleaning water of the solar panels	0%	0%	0%	
	Number of children/students benefiting from educational actions	700	570	+500	
	Number of trees planted by the Energy Efficiency France team	638	650	>3 000	
	% of GreenYellow employees that are women (worldwide)	30	33,8	>35%	
	% of employees that enjoy healthcare coverage	100	100	100	
	Number of experienced hires (10+ years)	-	7	15	
	% of interns and apprentices	3%	4,6%	>5%	
 DEVELOP AND VALUE OUR EMPLOYEES WHILE ENSURING THEIR HEALTH AND SAFETY	Number of employees benefiting from a training session	282 (62%)	391 (78%)	100%	
	Hours of training employees received on average	12	14,8	20	
	TRIR (Total Recordable Incident Rate)	1	0	0	
	LTIR (Lost Time Incident Rate)	0	0	0	
	SIR (Severity Incident Rate)	0	0	0	
	Number of households/small B2B supplied with green energy	12,000	14,794	30,000	
	Ideation : number of ideas under analysis	5	13	15	
	Incubation : number of initiatives undergoing testing/POC	5	8	10	
	Go-to-market : number of new GreenYellow offers	2	10	5	
	% of employees signed the ethical code of conduct	100	100	100	
 ESTABLISH SUSTAINABLE, ETHICAL AND TRANSPARENT PARTNERSHIPS	QHSE supplier yearly audits over 36 months	3	3	10	
	% of yearly Top 20 Suppliers with an environmental policy (such as ISO 14 001)	80	55	80	
	Number of solidarity campaigns around the world	7	9	10	
	Number of local actions with populations	3	4	3	
	Number of beneficiaries of our development programs	-1,000	~20,000	>40,000	
 SUPPORT THE DEVELOPMENT OF LOCAL INSTITUTIONS AND POPULATIONS					

OUR PRIORITIES FOR 2021



DEVELOP A RESPONSIBLE PURCHASING APPROACH

- Strengthen relations with the Top 50 suppliers and systematise CSR/QHSE audits
- Carry out a life cycle analysis and identify low-carbon alternatives for our EE/PV projects



ACCELERATE OUR COMMITMENT TO REDUCE OUR CARBON FOOTPRINT

- Continue internal/external awareness raising via the Climate Collage, podcasts, webinars
- Roll out the tree planting initiative beyond the Energy Efficiency teams
- Implement detailed reporting of our Scope 1+2 measurement, to prepare for Carbon Disclosure Project (CDP) or Sciences Based Target (SBT) commitments



MOBILISE OUR TEAMS TO SUPPORT SOCIO-ECONOMIC RECOVERY

- Organise a global Eco Day around recycling with 100% participation of our teams
- Invest in local development, particularly around our large PV power plants, in partnership with an association promoting socio-economic impact



INTENSIFY OUR COMMITMENT TO DIVERSITY, FAIRNESS AND EQUALITY

- Index a share of managers' variable remuneration on CSR indicators
- Increase diversity in recruitment (gender, disability...) by deploying a global candidate sourcing policy



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