

September 2022 release

2021 CSR Report

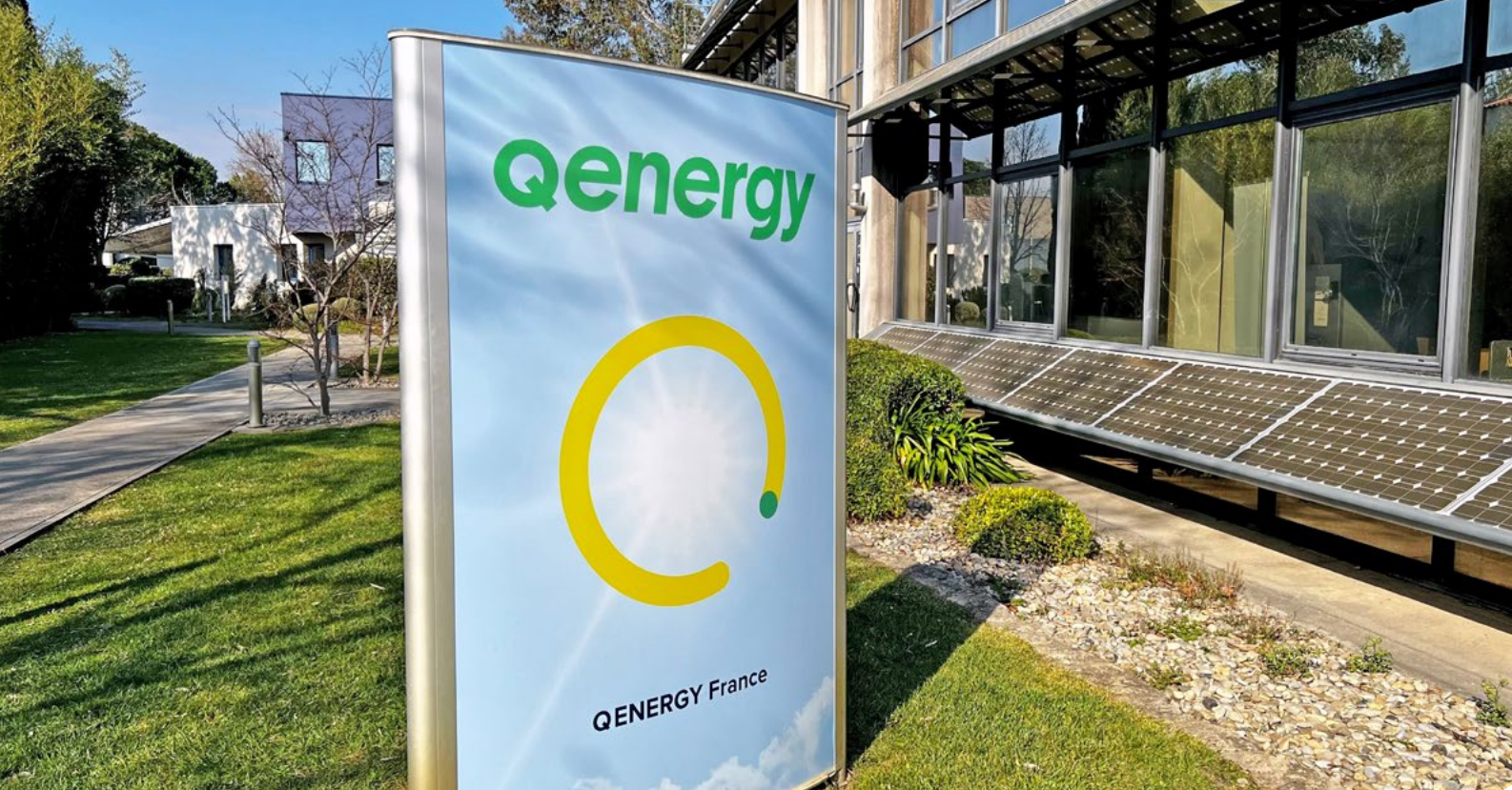


Qenergy



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Who we are

Q ENERGY France is a leading player in the renewable energy market in France. Formerly affiliated with the RES Group, we have been working for 23 years in the development, construction and operation of wind and photovoltaic projects and, more recently, in the development of energy storage solutions.

To offer a more complete service and improve the flexibility of electricity supply, Q ENERGY is also developing new innovative sectors such as hydrogen production or hybrid solutions.

Today, we are part of a new structure, Q ENERGY Solutions, the European subsidiary of the Korean company Hanwha Solutions, our new shareholder. This new structure has a clear vision: to create a new energy company in Europe, which will lead to the next generation of green, affordable and flexible energy production.

Introduction

To meet the environmental and societal challenges of the 21st century, the integration of the notion of sustainability into a company's strategy is more than ever a necessity. Non-financial indicators must be considered at the same level as financial indicators and governance must find a balance between all dimensions of the company's performance.

The pandemic that has upset the world economy and now the crisis in Ukraine demonstrate the need to move towards more energy independence. At the same time, we must drastically reduce our greenhouse gas emissions, otherwise the consequences will be irreversible for humanity, nature and our planet. Part of the solution lies in the massive development of renewable energies, a necessity to face this climatic and geopolitical emergency.

For 23 years in France, Q ENERGY France, formerly affiliated with RES, has been committed to providing clean, nature-sourced energy that positively impacts the lives of our employees, partners and the communities where we operate. We have commissioned nearly one gigawatt of renewable energy in France and are proud that this will prevent the emission of nearly one million tonnes of CO2 a year.

But we must go beyond that and continue to build a diverse and inclusive culture that enables our employees to integrate sustainability into all our day-to-day operations and beyond.

This report presents our environmental, social and governance activity, our sustainability strategy and highlights some of the achievements of our company and its employees. We hope that it will allow you to better understand our approach and our desire to pursue continuous improvement in all areas.



Jean-François Petit
Managing Director of QENERGY France

Our sustainability approach

Since our change of identity in March 2022, our strategy has evolved but our sustainability goal remains the same; we want to bring about positive change while ensuring that our operations, products and services make a net positive contribution to society and the environment.



Corporate & Governance

Place the company in a rational of sustainable and responsible growth, combining long-term strategic thinking and short-term performance and considering extra-financial subjects at the same level as financial issues.



Environment

Manage our activities to maximize the environmental benefits created by our projects and activities, while going over and beyond environmental regulations, to make a positive impact on the world around us.



Social

Create a safe and stimulating work environment that reflects diversity and inclusion, encourages the professional development of our employees whilst also creating opportunities to work sustainably with our stakeholders and the communities we work with.



Hanwha Solutions group context

The sustainability approach of our shareholder, Hanwha Solutions

Hanwha Solutions aims to become a world leader in energy and materials solutions and to fully live its new vision: «Sustainable solutions for all, from energy to materials». The company is also committed to achieving its agenda for a sustainable future. To this end, it is constantly working to solve problems that impact the environment, the economy and communities.



United Nations
Global Compact

Hanwha Solutions joined United Nations Global Compact (UNGC) in 2012 to grow its business in collaboration with its stakeholders, customers, shareholders, suppliers and employees. Since then, it has adopted and put into practice the UNGC's ten principles on human rights, labour, the environment and anti-corruption in all its management activities.



The Group also issued a green bond certified by Sustainalytics, a global leader in environmental, social and governance risk analysis, to invest in renewable energy projects.

Alignment with the UN SDGs

We have focused our efforts on the UN Sustainable Development Goals, which are highly relevant to all of our activities and to which we can make significant contributions. These objectives are in line with our strategic priorities and development principles.



Place the company in a rational of sustainable and responsible growth, combining long-term strategic thinking and short-term performance and considering extra-financial subjects at the same level as financial issues.



- Annual review of the strategy and business plans and each activity of the company
- Renewal of our ISO9001, ISO 14001 and ISO 45001 certifications
- Evolution of our responsible procurement policy and process
- Organisation of Climate Fresk workshops to raise awareness among employees about the challenges of the energy transition.



Manage our activities to maximize the environmental benefits created by our projects and activities, while going over and beyond environmental regulations, to make a positive impact on the world around us.



- We have calculated our Carbon Footprint
- Full analysis of the life cycle of our activities
- Renewal of our ISO 14001 certification
- Implementation of a Sustainable Mobility Plan and organisation of an EcoMobility Week
- Recycling and waste reduction



Create a safe and stimulating work environment that reflects diversity and inclusion, encourages the professional development of our employees whilst also creating opportunities to work sustainably with our stakeholders and the communities we work with.



- Donations to charities: financial support to associations and matching scheme for employees' donations
- Score of 99/100 for the Index for Professional Equality
- Launch of the Flexibility at Work Programme
- Organisation of the Quality of Life at Work Week
- Duo Day: disability awareness

Corporate & Governance

Place the company in a rational of sustainable and responsible growth, combining long-term strategic thinking and short-term performance and considering extra-financial subjects at the same level as financial issues.

Our contribution to addressing climate change

Committed to meeting the challenge of the energy transition by producing renewable, decarbonized and affordable energy.

Our 1,8 GW portfolio of projects developed and permitted in France provides clean electricity for more than



975 000
households per year.

And avoid the emission of



1,8 million
tonnes of CO2.

Or the equivalent of



1,8 million
passengers on a flight
from Paris to New York.

Climate-related risks and opportunities

We are acutely aware of the implications of climate change, whether it be regulatory changes, new low-carbon technologies or the increase in the number of natural disasters. Taking into account climate-related opportunities and risks is an integral part of our corporate vision and strategy and the way we conduct our business.

Opportunities

As a company specializing in the renewables sector, our core business is the development, construction and asset management of renewable power plants and related infrastructure such as energy storage. The energy transition towards a decarbonised future thus presents many opportunities in our sector.

Our end-of-life asset repowering business also gives new life to existing sites by taking advantage of new technologies available to maximize plant production and optimize their performance and availability, contributing to an overall increase in renewable energy production.

The focus on sustainability in all our activities allows us to increase the efficiency of our resource use and to measure and reduce our own emissions on our way to reducing carbon emissions.

Risk Mitigation

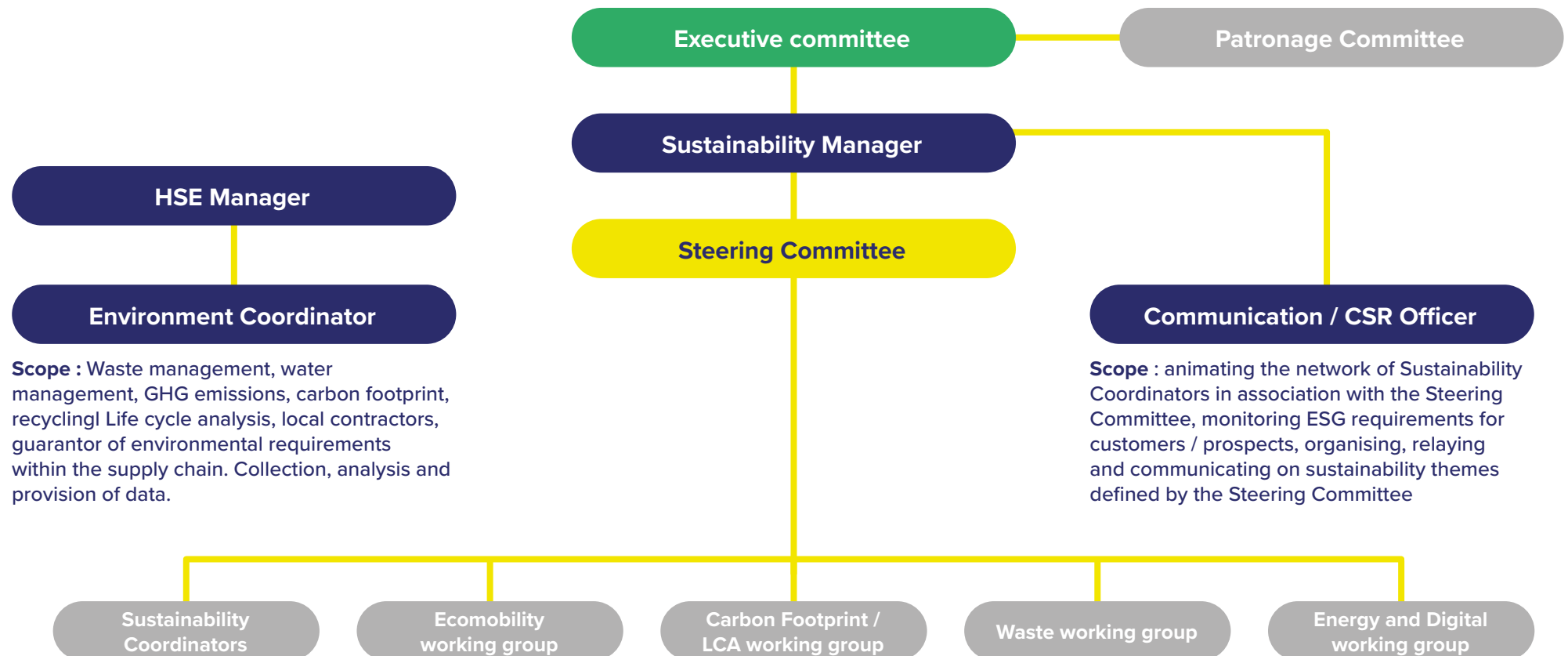
We have put in place a number of measures to reduce climate-related transient and physical risks across our operations.

- Increase the competitiveness of renewable energy through innovation and cost reduction to lower the LCOE (Levelized Cost Of Energy).
- Continuous improvement of our assessment of extreme weather conditions to mitigate impacts on future developments and construction sites.
- Preparation of our procurement strategy in the context of our three sustainability principles for products and services throughout the value chain.
- Strengthen our actions with government, institutions, industry associations and regulators to advise and encourage them to put in place ambitious decarbonization and renewable energy targets and incentive-based regulatory frameworks.

Governance and Organisation of sustainability

Q ENERGY France's sustainability policy and strategy are defined at management level. We have set up a Steering Committee responsible for the implementation of this strategy. The Sustainability Coordinators are our relays in the field, in each agency, and we organize working groups according to the themes defined each year.

The operational structure of our activities allows us to ensure the integration of sustainability and the implementation of our strategy, to measure performance and to communicate our policies and results to all employees. But it goes without saying that the sustainability approach is an integral part of the operational activities of each employee, in compliance with our continuous improvement approach.



Raising awareness of the energy transition

The Climate Fresco

In May 2021, the Sustainability Steering Committee and General Management decided to launch awareness sessions on climate change, by financing the training of 3 people within the company to become animators of the Climate Fresco.

The Climate Fresco is a fun, collaborative and creative workshop based on IPCC reports to raise awareness of climate change. Understanding the issues allows us to act and accept the changes.

Faced with the climate emergency, everyone must be trained in the scientific basis of climate change to understand the situation, decipher the information, form an opinion, act quickly and collectively accept the changes to come.

Our animators toured all our agencies and led 6 sessions for nearly 90 people.



«To prepare together to be committed actors in the energy transition, we want to allow everyone the possibility of going further in their knowledge on the challenges of climate change.»

*Jean-François Petit,
Managing Director*



Our certifications

Q ENERGY France is certified ISO9001, ISO 14001 and ISO 45001 for the recognition of the excellent proficiency of our systems and processes in terms of Quality, Health, Safety and Environment.

Maintaining these certifications in a constantly evolving and complex context is done thanks to the commitment of all the teams supported by the Quality and HSE departments.

These certifications also demonstrate our commitment to excellence, innovation, cooperation and the search for added value within each process.

They also demonstrate our commitment to continue to tighten up our processes by updating them in the management system, and to focus our continuous improvement projects on topics related to quality, health, safety and the environment, while continuing to apply and enforce our already existing standards.

We are also AQPV certified, a certification that attests to our skills for developing and building solar photovoltaic projects and our mastery of the activities we subcontract with regard to a given reference system. It covers all the know-how necessary for the design, construction and operation and maintenance of photovoltaic solar power plants.



Our responsible procurement policy

In 2021, we built a rating system to take into account ESG (Environmental social and governance) criteria in the choice of our service providers and suppliers.

Wishing to develop an even more responsible supply chain, Q ENERGY France decided to add ESG criteria in the choice of its turbines and PV modules, as well as financial or technical criteria. These criteria have been integrated into the framework of our procurement policy.

No less than 6 turbine manufacturers and 11 PV module manufacturers were analyzed on 22 governance, societal and environmental criteria. The next projects developed and built by Q ENERGY France will therefore meet well-defined environmental and societal criteria during purchases.

Our approach to responsible procurement is highlighted below, in the context of our three sustainability principles:



- Act in accordance with our ethics, HSQE and sustainability policies;
- Promote sustainable development through our industrial commitments, partnerships with industry federations and our supply chain to :
 - reduce the cost of renewable energy;
 - encourage responsible specifications and design requirements



- Engage with industry associations and our supply chain to protect the environment and reduce the potential negative environmental impacts of components and materials;
- Ensure that Q ENERGY and our supply chain are responsible for products and services by improving waste and material management, reuse, recyclability and promoting the use of sustainable materials where possible.



- Be responsible for our own safety and that of others to allow everyone to end their day safe and sound, every day;
- Follow the principles of the fight against modern slavery as part of our business practices;
- Help create a sustainable future and have a positive impact on our communities and stakeholders;
- Support the development of a local supply chain, wherever possible.

Our approach to local communities

Facilitate the understanding and acceptance of our projects!

At Q ENERGY, we are highly aware of the importance of involving local stakeholders in the development of our projects. To that end, we regularly organise events and meetings with the local population, in order to explain the advantages of renewable energy and give clear and understandable explanations on the projects that concern them.

In 2021 we organized four inaugurations of wind and solar farms as well as several site visits.

We make every effort to optimize the integration of our projects and raise local acceptability



The proof in pictures:

Visits to the Cerisou and Berceronne wind farms (Vienne)



Working with our local stakeholders so that they become actors of their projects!

Q ENERGY, winner of the «local» crowdfunding awards, 8 and 9 December 2021, in Montpellier.

At the 2021 edition of Energaïa in Montpellier, we were proud to receive the «Local» prize of the Enerfip Crowdfunding awards for our Mas d'en Ramis solar project in the Pyrénées-Orientales. This prize recompenses the funding with the largest proportion of local residents for a project: of the €950,000 raised for the Mas d'en Ramis project, 70% were collected from the inhabitants of the county! A great proof of local commitment to the project.

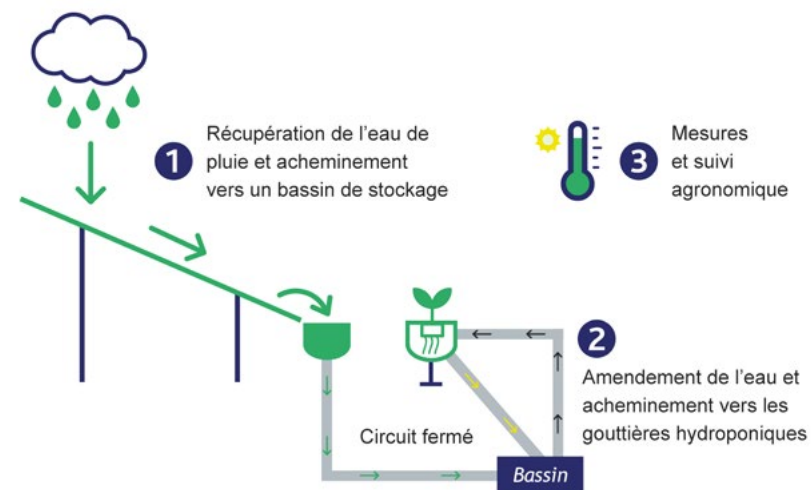
Innovation in our regions

To find sustainable and innovative solutions, Q ENERGY and Aquacosy created a partnership in 2021 to develop an innovative prototype of hydrovoltaic structures!

In Montauban, in the Tarn-et-Garonne county, our teams are actively working on the development of an innovative solar prototype combining hydroponics and photovoltaics to form an efficient and balanced agrivoltaic solution, in partnership with the start-up Aquacosy. Hydroponics is an above-ground, closed cultivation system in which plants grow with the roots in nutrient-enriched water. An experimental project that is already giving excellent results!



Un projet expérimental en partenariat avec QENERGY et Aquacosy



Environment

Manage our activities to maximize the environmental benefits created by our projects and activities, while going over and beyond environmental regulations, to make a positive impact on the world around us

Annual Environmental Plan and Carbon Footprint

As part of our ISO 14001 environmental certification, we continued our actions in 2021 to reduce our environmental impacts. One of the strategic priorities was to reduce our CO2 emissions related to employee transport. Our actions have proved successful, since our emissions related to business travel have decreased by 60% since last year, thanks in particular to new ways of working (home-working, video-conferencing amongst others).

We are pursuing this goal with a climate positive company car initiative, adopted in October 2021, which plans to replace all our fossil-fuel vehicles with electric or plug-in hybrid vehicles over the next 5 years.

Because we produce carbon-free energy, it is even more important to be faultless and to take into account all environmental impacts throughout the life cycle of our activities, in order to maximize the environmental benefits created by our projects.

Therefore in 2021, we carried out our first Carbon Footprint in order to prioritize our actions. The results of this first Carbon Footprint reveal very low emissions with scopes 1 and 2, with respectively 168 tons and 8 tons of CO2e

We have already included certain actions in our annual environmental plan, such as replacing the heating/air conditioning system in our offices with a more efficient and energy-efficient system.

Regarding scope 3, a working group has been created to find ways to reduce our environmental impact, in particular by being more attentive as to the origin of our products.



Sustainable travel: a step towards a zero-carbon world

Transport makes up about 30% of global emissions. That's why, at Q ENERGY, we have developed a sustainable mobility plan and implemented the Sustainable Mobility Package, in order to encourage our employees to change the way they travel.

We provide charging points for electric cars and provide an electric vehicle at the headquarters in Avignon for city trips, as well as a bike pool. For the allocation of company cars, we have implemented a climate-positive company car initiative for our fleet of vehicles, adopted in October 2021, which plans to replace all our fossil-fuel vehicles with electric or plug-in hybrid vehicles over the next 5 years.

We also encourage our employees to carpool for their business trips or to combine the train and rental car and to use the train for our trips across mainland France.

Over the past two years, the need for home-working during the pandemic has highlighted the viability of video-conferencing and how reducing non-essential travel can successfully reduce our emissions.

The Sustainable Mobility Plan

In accordance with the 2015 Energy Transition Act, Q ENERGY France submitted its Sustainable Mobility Plan on 23rd September 2021 to the Greater Avignon county council. The mobility plan is a set of measures that aims to improve the company's travel plan and to encourage the use of alternative modes of transport to the individual use of cars to reduce emissions and road traffic.

Sustainable mobility is at the heart of the energy transition. Developing it is therefore an opportunity for Q ENERGY France to be consistent with its strategic ambition, its social responsibility its corporate responsibility objectives and to be an employer whose aims to reduce its carbon impact and respects the environment.

It contains many measures including home-working, flexible working hours, awareness and communication actions (ecomobility week, road safety training, etc.), the establishment of KPIs or the implementation of a Sustainable Mobility Package (FMD).

Our business travel emissions have decreased by

60%
compared to 2019

The Sustainable Mobility Package (Forfait Mobilité Durable)

Our employees have once again made good use of the Sustainable Mobility Package (FMD), set up at the end of 2020 to replace the Cycle Allowance (IKV)

In 2021, 34 employees benefited from the FMD: the allocated sum is €400 and it includes not only public transport, cycling and soft mobility but also carpooling (to a limit of €300).

The FMD concerns in particular employees who commute mainly with their own conventional or electrically-assisted bicycle for which Q ENERGY France pays a mileage allowance equal to €0.25 per kilometer traveled.

Also included in the FMD, 50% of public transport costs are reimbursed and 100% for trainees and interns.

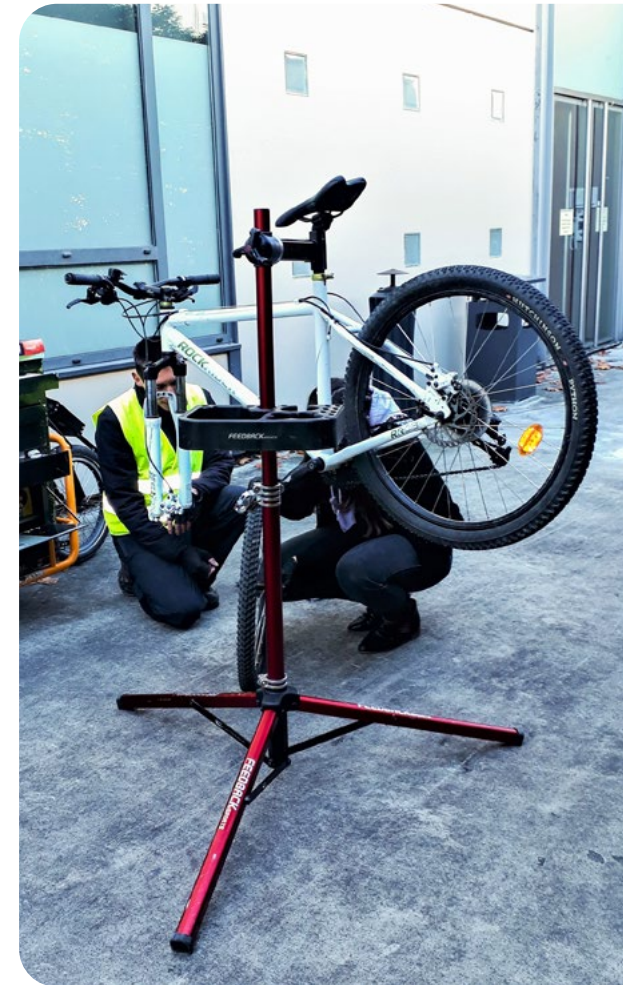
Ecomobility Coffee meeting

A coffee meeting was organized by the Ecomobility Working Group to present or remind all employees of the various measures put in place at Q ENERGY to promote sustainable travel. On the program of the coffee meeting:

- presentation of the Ecomobility WG and its members
- presentation of the actions carried out, and feedback on the implementation of a Sustainable Mobility Package at Q ENERGY. Also, the members of the working group explained in detail the transition from the Cycle Allowance to the Sustainable Mobility Package.

This coffee meeting was also an opportunity to present the other advantages offered by Q ENERGY to promote ecomobility (safety kit, pool bikes, electric charging stations...) as well as the various existing subsidies (regional, county, towns...) and to have a time of exchange and questions at the end of the presentation.

It was a great success with 45 motivated and interested participants.



Eco-Mobility Week

Once again this year, Q ENERGY organized a week dedicated to ecomobility within all the agencies in France. The goal is simple: use as much as possible during this week ecofriendly means of transport for home-work trips (bike, scooter, skateboard, kayak, carpooling, ...)

In order to promote the use of these means of travel during this week, workshops were set up with the help of local associations (Vélo-cité in Bordeaux, Roulons à Vélo in Avignon) to maintain or repair employees' bikes.

This approach is part of the implementation of the Sustainable Mobility Package within Q ENERGY France which rewards employees who journey from home to work using eco-responsible means of transport.



Protection of the environment around our projects

Any wind or solar farm project is subject to in-depth environmental studies; environmental, landscape and heritage studies, all essential to the integration of a project respectful of its surroundings. Our teams of environmentalists work in partnership with independent experts and associations to implement solutions to protect local species of fauna and flora.

Protection of harrier broods in the Vienne county

As part of a wind project in the Vienne, Q ENERGY is committed to protecting harrier nests near the wind farm. Indeed, these protected birds of prey build their nests on the ground and are therefore vulnerable to agricultural activities (harvests, etc.). The LPO (League for the Protection of Birds) was commissioned to locate by drone and then physically protect the nests before harvesting, in collaboration with the farmers of the site. Thus, in 2021, no less than 6 nests have been protected, allowing 13 young harriers to fly away thanks to this measure.



© LPO

Planting compensatory hedges

The Cerisou and Berceronne wind farms in the Vienne are situated in areas of large cereal plains, in which hedgerows are important places for the reproduction, rest and feeding of different groups of fauna, including birds and bats.

Although as many hedges as possible were retained as part of these projects, a few isolated hedges and trees had to be removed for the needs of the construction site and convoys.

In compensation, Q ENERGY worked with the Prom'haies association to replant about 685m of hedges for Berceronne and 725m for Cerisou, more than twice the length of the impacted hedges.

They were replanted on plots adjacent to the wind farm, at a sufficient distance from the wind turbines, and are made up of local and adapted species. Thanks to their presence, they will recreate ecological habitats favourable to wildlife.



Urgent – tree sparrow in danger!

The Ornithological Group of Deux-Sèvres (GODS) is an association whose objective is to study and protect birds and their environment. The association is affiliated at a regional level to Poitou-Charentes Nature and at the national level to France Nature Environnement.

Q ENERGY has been supporting GODS since 2019 in its approach to monitoring and protecting vulnerable bird species nesting in agricultural areas in the Deux-Sèvres, by financing a project entitled “Urgent – tree sparrow in danger ».



La 4^{ème} station de baguage en France !

The SYLATR association, founded in 2018 by a group of naturalist friends, concentrates its work on a wetland, on a site called the Trimouille in the Deux-Sèvres.

Q ENERGY has been supporting the association every year since 2019 to help them finance their bird banding projects to become the 4th banding station in France.



Circular economy for our projects

We work with our service providers and partners to find solutions to improve waste management and recycling, and by encouraging the use of sustainable alternative materials wherever possible. We also use innovative construction processes to reuse and reduce material consumption.



Taking into account the circular economy

The circular economy model is based on three principles:

- design out waste and pollution
- keep products and materials in use
- regenerate natural systems

Extending the life of wind and solar farms is an area in which Q ENERGY positioned itself very early on and which reflects these circular economy principles. We help many clients implement end-of-life strategies for their renewable assets, whether it's repowering or life extension, and we've seen many benefits of starting this process as early as possible.

Over the years, this know-how has been widely recognized since Q ENERGY has become a reference in France on the subject of wind farm repowering, as such:

- Q ENERGY is an active participant and speaker at the End-of-Life Issues & Strategies (EoLIS), a webinar hosted by WindEurope each November
- Q ENERGY is an active member of the Repowering working group organized jointly by FEE and SER at the request of the DGPR (Risk Prevention State Body)
- Q ENERGY is the pilot of the Repowering working group in Occitanie, and therefore in regular direct contact with the DREAL (Regional Body for Environment, Development and Housing) on this subject to develop procedures for instructing applications for repowering permits.

Waste management: recycling and waste reduction in the office

At Q ENERGY, we have removed all cups from coffee machines and water fountains (connected to the water network – no bottles) in all our agencies since 2019.

We now use reusable cups or porcelain cups for our guests and have replaced the plastic stirrers with wooden stirrers, which then go to compost, set up in the different agencies. Each employee is offered a metal bottle and an insulated cup for coffee during their on-boarding period.

Each agency has also forged partnerships with local restaurants for the delivery of professional and individual meal trays that use glass jars and containers, recuperated and reused, for example with Le Zouave in Avignon, Equi Eat in Paris, O'Bocaux in Bordeaux, Cuisine Itinérante in Lyon...



The Works Committee (CSE) organizes its traditional Christmas party every year. Despite a rigorous upstream organization, it can happen that on the day the number of participants is less than planned, but the orders are already prepared with the caterer.

In order to limit food waste, the works committee notified the caterer, Helen Traiteur Avignon, of the number of portions not needed and the caterer organized the redistribution of the food. They gave the surplus to the Avignon students' association, which came directly to their premises to pick up the food so as not to break the cold chain.



Clean-up Days

In December 2021, we organized 2 clean-up days with our teams in Bordeaux and Avignon, as part of the Ocean Initiatives programme led by the Surfrider Foundation. In less than an hour, 52kg of waste was collected on the banks of the Garonne and 44kg on the banks of the Rhône!



Recycling reading glasses and sunglasses

All Q ENERGY France agencies participated in a collection of eyeglasses and sunglasses from its employees. We have managed to collect 126 pairs for the benefit of the association «Lunettes Sans frontières».

These glasses will be sorted, cleaned, analyzed according to the correction of the lenses, then shipped in packages of the same corrections to competent people in dispensaries, ophthalmological clinics to benefit visually-impaired people in many countries.



Cork collection

Q ENERGY's headquarters in Avignon is a Collection Point for the local association «La Compagnie des Bouchons», which recovers and recycles plastic caps, with a dual humanitarian and ecological objective:

- Improving the lives of adults with disabilities
- Resell the caps to a recycling plant in France that processes them to give them a second life in the form of plastic pallets, car equipment, gardening equipment, child car seats, waste bins, etc.

Renewable energy in the office

All our offices in France use electricity from renewable energy sources, through self-consumption, 100% green energy contracts or by renewable energy guarantees of origin.



The building of our headquarters in Avignon was designed using a High Environmental Quality approach. It benefits, among other solutions, from :

- a dual-flow ventilation unit, allowing preheating or cooling of the incoming air with the outgoing air
- high-efficiency reversible air conditioning
- a green roof terrace that promotes thermal inertia to achieve significant energy savings
- a photovoltaic solar installation with 10.15 kW of power in sunshades and railings
- domestic hot water powered by a solar thermal panel
- parking illuminated by a Hybrolight®, self-sufficient lighting with very low consumption (LED) powered by 4 solar panels and a vertical axis wind turbine
- Photovoltaic car ports
- Charging stations for electric cars

Social

Create a safe and stimulating work environment that reflects diversity and inclusion, encourages the professional development of our employees whilst also creating opportunities to work sustainably with our stakeholders and the communities we work with.

Charities and volunteering

Charity Policy

Q ENERGY works with passion and integrity, to provide easy access to clean energy, anytime, anywhere. It is with this mission in mind that we founded our charitable policy. Our goal is to have the greatest possible positive impact for those who need it most, in order to create a sustainable future for all.

To do this, we have developed two main ways of supporting associations:

- On the one hand, a sponsorship and patronage policy, focused on environmental, solidarity, educational and sports projects (zero carbon, of course).
- And on the other hand, a policy of volunteering and matching for our employees; Q ENERGY offers all employees 4 days of paid absence per year to support charitable initiatives. As part of the matching policy, we contribute up to €500 per year per person for fundraising activities and personal donations.

In 2021, we invested more than

50 000€

in charity projects

We have matched
5 000€
of charity donations and
offered
50h
volunteering for
employees
to support deserving
charities



Testimonial of Samir Fakhfakh, Procurement Manager

“Thanks to the volunteering policy at Q ENERGY, I was able to give a little of my time last year to help the association «La Portée de Tous» whose goal is to make playing an instrument and musical culture accessible to as many people as possible. It offers music lessons and cultural mediation actions to children from priority areas of the city. So I was able to help a group of young people organize a baroque music concert”.

Sponsorship and charity in action

Le Trail des Galoupayres (Landes)

Q ENERGY gave financial support to the Trail des Galoupayres in Mazerolles, a beautiful trail that aims to discover the forest and the hidden treasures around the village.



© Lous Galoupayres

Babyloan

Babyloan is a crowd-funding site that helps micro-entrepreneurs in difficult situations around the world. Since our first solidarity challenge in 2013, Q ENERGY has supported 238 entrepreneurs to the tune of €51,000, 65% of which are projects created by women.

B A B Y L O A N

Festival Guitare à Travers Chants (Aude)

For more than 20 years, the Association «L'Eau Vive», floods the Black Mountain with culture. The festival «Guitars through Songs» is a permanent fixture in the cultural agenda of this magnificent region, with Q ENERGY as a partner.



© L'Eau Vive

Les Forges de Val Suzon (Côte d'Or)

We regularly support this beautiful renovation project of a former blast furnace. Since 2006, the Association de Défense et de Sauvegarde des Forges de Val-Suzon has been carrying out summer volunteer projects to save the building and transform it into an energy museum. The town also wants to reconstitute a forge workshop dismantled in the twentieth century. A room for conferences and live performances will complete the ensemble



© Les Forges de Val Suzon

Education and awareness

Q ENERGY supports educational initiatives to raise awareness among future generations of the importance of renewable energy development for the future of the planet and, why not, to encourage vocations!

L'Agri Campus Venours

In December 2021, our Bordeaux agency organised a visit to the Berceronne wind farm site in Vienne for students of the «Local Innovations» module of the Agri-Campus Venours.

Before the visit, our teams had been to the campus to present to the fifty students of the module, issues related to the energy transition through the prism of wind energy.

This initiative helps the company to become an active player in the community thanks to its involvement with young people and considering the local context. Indeed, among these students some will become farmers and meet developers of renewable energy projects.

The teaching teams of agri-Campus Venours and Q ENERGY created this partnership as part of the development of a bend necessary for the passage of the blade convoys of the «Berceronne» site. This development was carried out on an agricultural plot managed by the students.



Les Petits Débrouillards

We attach paramount importance to educating the younger generation on the challenges of the energy transition. A partnership with the association Les Petits Débrouillards has made it possible to organize several exhibitions with classes from the schools of Lezay and Saint-Vincent-la-Châtre in the Deux-Sèvres. A total of 90 children were able to discover what energy is and how to produce it, thanks to classroom talks and a visit to an educational truck.



Education and awareness

Last summer, our teams welcomed nearly 60 students from the primary schools of Marsanne (Drôme) on the town's wind farm for a half-day discovery. On the program: the visit of the inside of a wind turbine, a conference on renewable energies and fun workshops on the theme of wind power.

In partnership with Connected Wind Services (CWS), we welcomed trainees from the Wind Maintenance Technician training, provided by GRETA 21, on a wind farm during a major maintenance operation. The students were able to assist a gearbox replacement operation on the Pays de Saint-Seine wind farm.

This training responds to the growing need for resources in the wind energy sector.



73 000€

were repaid as part of the apprenticeship tax in 2021

part of which for FACE Vacluse, the Fondation Agir Contre l'Exclusion.

Education - higher education

Teaching in higher education

Our employees give courses to students in higher education, in order to present topics such as wind energy mechanics, project development, technical studies, financing and construction, offshore or legal.

In 2021, most of the courses took place remotely but our desire to share our know-how and discover the renewable energy sector and its jobs of the future is still strong.

Welcoming interns and apprentices

Despite a difficult context in 2021 due to the pandemic, we have maintained our commitment to students and have welcomed no less than 8 apprentices and 33 interns in our various agencies and teams: 20 students joined our Support and Transverse teams, 10 joined our Solar Development teams and 11 joined our Onshore and Offshore Wind Development teams.

We really appreciated the discipline and adaptability that our interns and apprentices have shown last year, to meet the governmental requirements for home-working. It was a challenge they all met and managed with excellent aptitude.



Benjamin Ploux, Regional Wind Energy Manager, speaks at the CESI engineering school in La Rochelle to introduce them to the wind energy sector and professions.

«Each talk is an opportunity to address students who are also the professionals of tomorrow. It is an opportunity to present our employer brand to future engineers, technicians, planners ... In particular, I enjoy responding to the main misconceptions about renewable energy. Each time, the students say they have found out many interesting things, and some leave with a new vocation...! «

Benjamin Ploux, Regional Wind Energy Manager

Health and Safety

We are collectively and individually committed to ensuring that everyone «leaves their jobs safe and sound every day». We are also committed to becoming a market leader in areas of Health and Safety.

To achieve this goal, we rely on the integration of Health and Safety themes into all phases of our projects and activities. For this we focus on two major priorities:

- Anticipate and manage risks
- Develop a health and safety culture within our teams and in collaboration with our partners

Health and Safety Governance

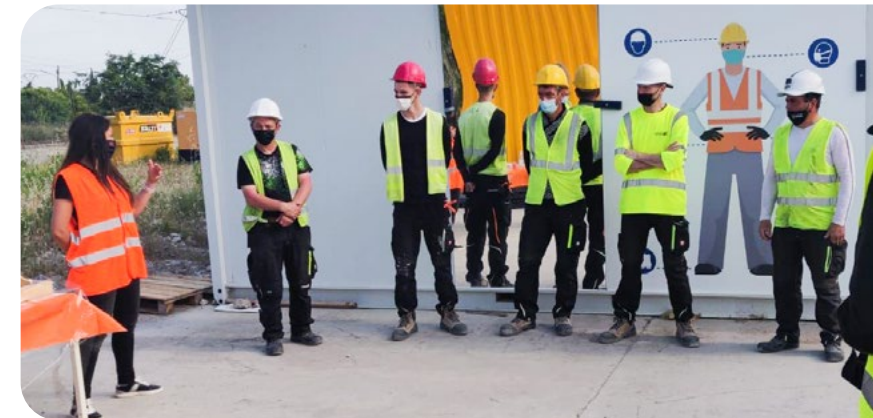
Leadership in terms of Health and Safety is carried at Executive Committee level. Health and Safety objectives are deployed to each department and each employee. Risk analysis is a key element of our control system. It allows us to understand risks at all levels, from the first stage of our projects.

We also carry out internal and external audits, monitoring and regulatory compliance in order to confidently fulfill our responsibilities.



Security Events

Because our Health & Safety system includes all our partners, we have relaunched the organization of post-confinement Safety Days on site, starting with the Laudun l'Ardoise solar farm.



Health and Safety - Well-being at Work

For several years now, Q ENERGY France has participated in the Week for the Quality of Life at Work organized by the ANACT-ARACT network (National Agency for the Improvement of Working Conditions). The years 2020/2021 will remain marked by the pandemic and the new working conditions to which everyone has had to adapt. It was all the more important that Q ENERGY renewed its participation in this event; the HR department therefore proposed a program in collaboration with the CSE and the HSQE and Communication teams.

The objective of this QVT week was to establish new, healthier habits for improving well-being at work and performance.



Through webinars programmed by ANACT, interactive and participatory workshops around «Working together» and health well-being and prevention activities, a different theme was addressed each day of the week such as «what lessons of the crisis?», «Individual and collective communication, know how to position oneself», «Gestures and Postures», «Cardiac coherence» or «Crisis period: how to avoid isolation at work? ».

On a daily basis, suggestions for articles, videos and training on our internal training platform (the HUB) were shared on the company's intranet.

2021 was also the year of the deployment of a new agreement on flexible working hours, including on the one hand the extension of the eligibility conditions for home-working and the number of possible days (2 days per week) as well as the possibility for employees to freely adapt their working hours, always with the aim of promoting the best possible work/life balance.

The activities of the CSE

The Works Committee (CSE), as a body representing the company's employees on various subjects, including Health, Safety and Working Conditions, has decided to join Q ENERGY France's desire to promote well-being at work.

As such, the CSE organises each year several team-building and well-being events, which have been particularly valued during the period of the pandemic related to COVID-19:

- Christmas parties in the different agencies
Pilates and sophrology classes
- Online Cooking Classes
- Online « Galette des rois »
- Video game sessions:
 - Musical quiz
 - Drawing challenge
 - Virtual Escape Game
 - Multi-theme quiz



Training and professional development

The contribution of each employee to creating value of our activities is crucial. It is therefore a priority for us to develop their skills in areas with high added value, both professionally and personally.

Mentoring

As every year, Q ENERGY France launched its Mentorship Program open to all employees. The objective of this program is to facilitate the sharing of knowledge and experience and to ensure that the expertise and know-how acquired is transmitted to all employees wishing to develop their career within Q ENERGY France. The Mentoring program is intended to develop interdepartmental relationships and also represents an excellent opportunity for mentors to pass on the knowledge of their profession, experience and organization.

35 mentors

41% women

35 mentees

69% women

Training

Due to the Covid pandemic, we have continued to find innovative ways of offering distance learning in order to pursue the objective of developing employees' skills while continuing to meet our legal obligations.

Despite the crisis, 200 employees benefited from training in 2021, representing 4000 hours of training in addition to the 2500 hours dedicated to HSE themes.

This year, we supported internal trainers on the sharing and transmission of technical skills to the project teams.

We also trained 35 people in the MBTI (Myers Briggs Type Indicator, a psychological assessment tool determining the psychological type of a subject) always in line with Q ENERGY France's human development strategy and our culture as a learning organization that relies on collective intelligence to meet the challenges of tomorrow.

200 employees
received training

Diversity and Inclusion

Index for professional equality between men and women

As part of our policy in favour of professional equality, we are proud of our score of 99 out of 100 in the Index for Professional Equality between Men and Women. Two points more than last year!

This index takes into account 4 indicators:

- Differences in pay (average by age group and gender)
- Differences in the number of people who received a pay increase by gender
- Percentage of female employees who received a pay increase after maternity leave
- Number of employees of the under-represented gender among the 10 highest earnings

This reflects our best practices in the application of our salary policy, the desire to promote diversity in our recruitment and our support for the promotion of women to management positions. 2021 was particularly propitious and rich in promotions.

A company agreement on Professional Equality was signed in 2021 demonstrating our commitment to professional equality between men and women, including an ambitious action plan and awareness-raising actions among our employees, such as the continued internal promotion of women and awareness of the interest of the diversity of teams (presentation of our technical professions to secondary and high school students with the aim of to promote the orientation of women into more technical fields).

Score of
99 out of 100
in the Index for
Professional Equality
between Men and
Women 2020/2021

**As of October 31st 2021,
the Q ENERGY was made up of 105 males and 104 females.**

Diversity and inclusion in action



This year, the 4th edition of DuoDay took place on Friday, November 19, 2021.

DuoDay is a day that aims to dismiss prejudices and change the way we look at disability. During this day, a person with a disability makes up a duo with a professional, in order to immerse themselves in their daily life.

Over and beyond the actual day itself, DuoDay also promotes conditions for a better integration of people with disabilities in employment.

Q ENERGY France employees were therefore all invited to participate and promote the missions and professions of the renewable energy sector.

Several pairs saw the day: the engineering, solar, wind, finance and HR departments presented during this day the different activities of Q ENERGY France.

We hope to have been able to contribute to new professional orientations in the renewable energy sector. Also, the teams have demonstrated their ability to support people with disabilities in society.



We have also been collaborating for several years with the company Handispensable, created by Pascale Pourrier, consultant and trainer, which aims to promote the employment of people with disabilities through recruitment, training and personalized advice.

We work with this company on all of our vacancies that could match the skills of people with disabilities looking for a new job.

Our 2022 Sustainable Development Goals

In 2021, we will continue to develop our Sustainability policy in line with our principles to drive positive change by ensuring that our operations, products and services make a net positive contribution to society and the environment.



Entreprise

Place the company in a rational of sustainable and responsible growth, combining long-term strategic thinking and short-term performance and considering extra-financial subjects at the same level as financial issues.

- Become a member of the **United Nations Global Compact**
- Create **CSR reporting** based on the UN Global Compact and SDGs in line with Hanwha Solutions
- Integrate **responsible procurement** requirements into our current standards
- Implement an **anti-corruption policy**
- Capitalize on our existing indicators
- Publish our annual Sustainability reports



Environnement

Manage our activities to maximize the environmental benefits created by our projects and activities, while going over and beyond environmental regulations, to make a positive impact on the world around us.

- Finalize the **analysis of the carbon footprint** and determine actions to improve it
- **Decarbonise the company vehicle fleet** within 5 years
- **Reduce** our ratio of **non-recyclable waste** and prioritize the reuse of materials
- Innovating for the **preservation of biodiversity**
- Promote and coordinate the initiatives of the Sustainability coordinators in line with the strategy
- Create **partnerships in environmental sponsorship** around our projects and at a national level



Social

Create a safe and stimulating work environment that reflects diversity and inclusion, encourages the professional development of our employees whilst also creating opportunities to work sustainably with our stakeholders and the communities we work with.

- Health and Safety from the **design** phase and upstream of all our considerations
- **Personal development** and openness: Intercultural training, bias & stereotypes, MBTI
- A **recruitment** process that ensures respect for **diversity and inclusion**
- Deployment of the **flexibility** project and continuity project of the **QWL** week Improving the work environment
- Promote our policy of **matching and volunteering** and measure its success
- **Education and awareness** in renewables

Do you have any questions or comments ?

Contact us at: rse@qenergyfrance.eu



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