
GREEN
POWER
2024
Sustainability Report

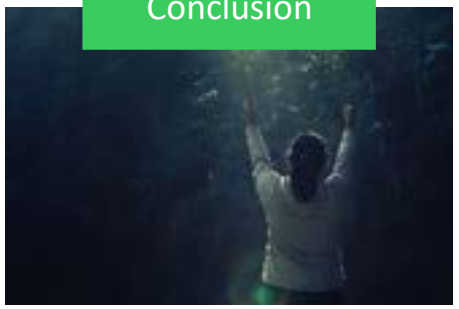
Summary

Social

Philanthropy

Environmental

Conclusion



Introduction

As a key player in the renewable energy sector, GREEN POWER TECHNOLOGIE is a global provider of photovoltaic, energy management, and e-mobility solutions. As a Value-Added Partner (VAP) of Huawei and Aiko Energy, Green Power has established itself as a leader in both the European and African markets.

Committed to energy transition, our mission is to accelerate the distribution and adoption of innovative, safe, and sustainable solutions. To meet these challenges, we offer a range of high-value-added products and services designed to effectively guide both businesses and individuals towards a more responsible energy model. Thanks to exclusive partnerships with top-tier suppliers, we ensure end-to-end support, from pre-sales consulting to commissioning, along with expert and responsive after-sales service.

We rely on an internationally recognized framework: the United Nations Sustainable Development Goals (SDGs), to structure our CSR strategy around priorities that are universal, ambitious, and practically applicable to our operations. This framework allows us to adopt a global vision of sustainable development while translating key principles into concrete, measurable actions suited to our sector. By aligning with the SDGs, we reaffirm our commitment to contributing to ecological transition, social justice, and a more responsible economy, consistent with stakeholder expectations and current global challenges.

Through this CSR report, we share our vision, our commitments, and the concrete actions we are taking to fully embed sustainable development into the heart of our strategy and growth.

Core values

Innovation

The ability to find creative and original solutions to environmental and societal challenges.

Transparency

Open and honest communication about our practices, impacts, and objectives with all stakeholders.

Sustainability

A commitment to building a long-term sustainable business model that incorporates environmental and social considerations.

"At Green Power, we believe that sustainable innovation is not an option, but a collective responsibility to build the future of energy."

Antoine CHOFFEZ, CEO


Social.

Social.

Strong Human Commitment to the Transition

As part of our carbon footprint assessment, it is essential to highlight the human commitment that underpins our actions. Beyond numbers and emissions, it is the people in our organization who make the difference.

Our social initiatives reflect our intention to ensure an inclusive, responsible, and future-ready work environment.

As of December 31, 2024, the workforce was as follows:

- **France: 51**
- **Spain: 15**
- **MEA (Middle East and Africa): 7**

Social.

An Engaged and Diverse Team

Over the year of 2024, 92 employees worked at Green Power, 43% of whom were women — a figure in line with industry averages, but one we aim to improve in our efforts toward greater gender parity.

Goal : Although the gender pay gap has not yet been measured, we are committed to assessing it next year to reinforce professional equality.

Social.

An Engaged and Diverse Team

We also employ 1.58% of workers with disabilities and continue efforts to make our workplaces more accessible to obtain 6% in 2025.

Goal : Partner with an ESAT (a French work assistance organization for disabled individuals) for office maintenance starting in 2025.

Our Training Approach

On average, each employee received 0.53 hours of training this year (excluding numerous advanced monthly technical trainings provided by Huawei for our commercial and technical teams).

Goal : This figure must be improved. Skill development is a key lever for both professional fulfillment and ecological transition.

Social.

A Well-Managed Social Climate

Our absenteeism rate remains low at **3.17%** (compared to the national French average of 5.54%), indicating our genuine focus on safety and well-being. The employee turnover rate is **31.26%,** an indicator we monitor closely to retain talent over the long term.

Remote Work and Quality of Life

Remote work is integrated into our organization: **97%** of employees have at least one day of remote work per week, and **22% work fully remotely**. This flexibility helps balance work and personal life while also reducing our carbon footprint.

Social.

Social Objectives for 2025

In a continuous improvement approach, we have set the following goals:

Gender Pay Gap

Target : Measure and reduce the gender pay gap, with a target of **0%** by 2026.

Employee Training

Target : Triple the number of training hours per employee to reach a minimum of **1.5 hours** annually by 2025.

Social Impact Projects

Target : Launch two new CSR projects with social impact, one focused on professional integration and another on workplace well-being.

Gender Diversity

Target : Reach **50% female** representation in the workforce by end of 2026.

Employee Engagement

Target : Conduct the first annual employee satisfaction survey in 2025, aiming for **80%** participation rate in the first year.


Philanthropy.

Philanthropy.

Sail For Tomorrow project

At GREEN POWER TECHNOLOGIE, we believe that sustainability goes beyond simply reducing our carbon emissions. It also means supporting inspiring, meaningful, and forward-looking initiatives.

With this in mind, we are proud to support "Sail for Tomorrow" — a bold and deeply committed project dedicated to ocean preservation and the energy transition.

Sail for Tomorrow is far more than just a sailing trip around the world. It is a human, scientific, and educational adventure led by a passionate team that harnesses the power of sailing to promote environmental awareness and citizen science.

Philanthropy.

Key goals of the “Sail For Tomorrow” project

Raise public and youth awareness about ecological transition by highlighting issues such as marine pollution, biodiversity, and decarbonization of human activities.

Collect scientific data on water quality and the presence of microplastics in the oceans, to contribute to environmental databases used in research and policymaking.

The program includes sharing of educational content, including videos, school visits, public conferences, and collaborations with educational institutions.

Philanthropy.

GREEN POWER TECHNOLOGIE supports this project both technologically and financially.

Providing innovative energy solutions onboard the sailboat to enable optimized autonomy and minimal carbon footprint.

Offering financial support to help cover international travel stages, oceanographic measurement tools, and communication materials.

By sponsoring Sail for Tomorrow, we express our intention to support eco-responsible scientific explorations and to give a platform to change-makers. This partnership reflects our vision of a company engaged beyond its walls, actively building a sustainable future.

Philanthropy.

A Purpose-Driven Partnership

This philanthropic commitment is fully aligned with our CSR strategy. It complements our internal efforts in energy efficiency, diversity, responsible innovation, and contribution to the low-carbon transition.

Through this project, we are taking concrete steps to:

- Foster ecological awareness among younger generations.
- Actively contribute to the understanding and protection of marine ecosystems.
- Promote and strengthen environmental scientific literacy.

We believe that true transformation also comes through inspiration and knowledge-sharing — and this project embodies precisely that spirit.

Our goal : to make this kind of initiative a recurring commitment, by supporting each year a meaningful project that reflects the environmental, social, and educational values we deeply care about.


Environmental.

Environmental.

Responsible Purchasing

As part of our CSR approach, we place particular importance on social and environmental responsibility throughout our supply chain. As a key distributor, we ensure that our partners and suppliers adhere to high standards in ethics, human rights, health and safety, and environmental protection.

This policy reflects our desire to exert a positive influence on our business ecosystem while meeting increasing demands for transparency, ethics, and sustainability.

Our responsible purchasing policy is built around the following principles :

Ongoing training and improvement : We promote capacity building for both internal teams and external partners regarding CSR issues related to purchasing.

Integration of CSR criteria in purchasing processes : All our suppliers are selected and evaluated not only in terms of quality and cost but also on their social and environmental commitments. We apply international standards such as the OECD Guidelines for Multinational Enterprises and the Responsible Business Alliance (RBA) Code of Conduct.

Sector collaboration : We foster cooperation with clients, suppliers, and stakeholders to collectively advance the entire industry toward more socially and environmentally responsible practices. As part of our ethical and responsible approach, we systematically include a cooperation clause in our customer contracts and an explicit commitment to fight corruption.

Environmental.

Huawei

In line with our responsible purchasing policy, we also rely on the commitments of our strategic suppliers, such as Huawei, which has implemented meaningful initiatives in social and environmental responsibility.

Examples include:

Quality and compliance management systems throughout the supply chain: Huawei enforces strict quality and safety standards, including manufacturing process controls, non-compliance prevention, and partner awareness of data security and compliance. The inverters selected by GREEN POWER are produced at facilities certified ISO 14001 (environmental management) and ISO 9001 (quality management), ensuring compliance with international standards in sustainability and industrial performance.

Promotion of a low-carbon and circular value chain: Huawei works with both upstream (suppliers) and downstream (clients) partners to create a more sustainable model, designing products to consume less energy, reduce GHG emissions, increase renewable energy use, and reuse or recycle materials. For instance, some Huawei data centers now operate with a Power Usage Effectiveness (PUE) below 1.15, showing highly efficient energy usage.

Environmental.

Aiko Energy

In line with our commitment to a sustainable supply chain, we have chosen to work with industrial partners that meet stringent environmental and social responsibility standards such as AIKO, whose solar modules we distribute.

Key elements include:

Certified and monitored production sites: AIKO's sites are ISO 14001 and ISO 9001 certified, indicating a structured management system that respects the environment and aims for continuous quality improvement. This includes strict supplier control and evaluation policies based on ethics, raw material traceability, and anti-corruption practices.

Low-impact product strategy: AIKO implements an ambitious strategy to reduce environmental impact throughout the product life cycle. This includes reducing energy and water consumption per unit produced and increasing the use of green electricity.

Environmental.

Carbon Footprint

To accomplish this, we partnered with We Count, a recognized expert in greenhouse gas accounting. With their guidance and proven methodology, we were able to produce a comprehensive and structured carbon footprint, covering our entire value chain.

This work is a foundational step in our CSR strategy, allowing us to precisely identify the main sources of emissions, whether from internal operations, purchases, product usage, or end-of-life impacts. It also involved a collaborative effort to collect data across our entire value chain and engage all employees.

This global vision is a prerequisite for implementing meaningful and effective actions. As such, this first assessment serves as a solid foundation for building our carbon reduction trajectory, aligned with today's climate challenges and stakeholder expectations.

The WeCount platform is based on the methodologies and data provided by ADEME, which itself relies on article L229-25 of the French Environment Code. It involves drawing up and publishing a consolidated greenhouse gas emissions balance sheet and transition plan. The balance sheet is based on the principles of relevance, completeness, consistency, accuracy and transparency as proposed by the ISO 14064-1 standard.

Environmental

Carbon Footprint

As part of our environmental commitment, we chose to go beyond legal requirements by thoroughly assessing the carbon impact of our activities across Scopes 1, 2, and 3.

CO_2 SF_6 CH_4 N_2O HFCs PFCs

Scope 1

Direct Emission

Emissions from vehicle fleets owned by the company and from energy used for production.

Scope 2

Indirect Emission

Emissions from the consumption of electricity, steam, and heat for the company.

Scope 3

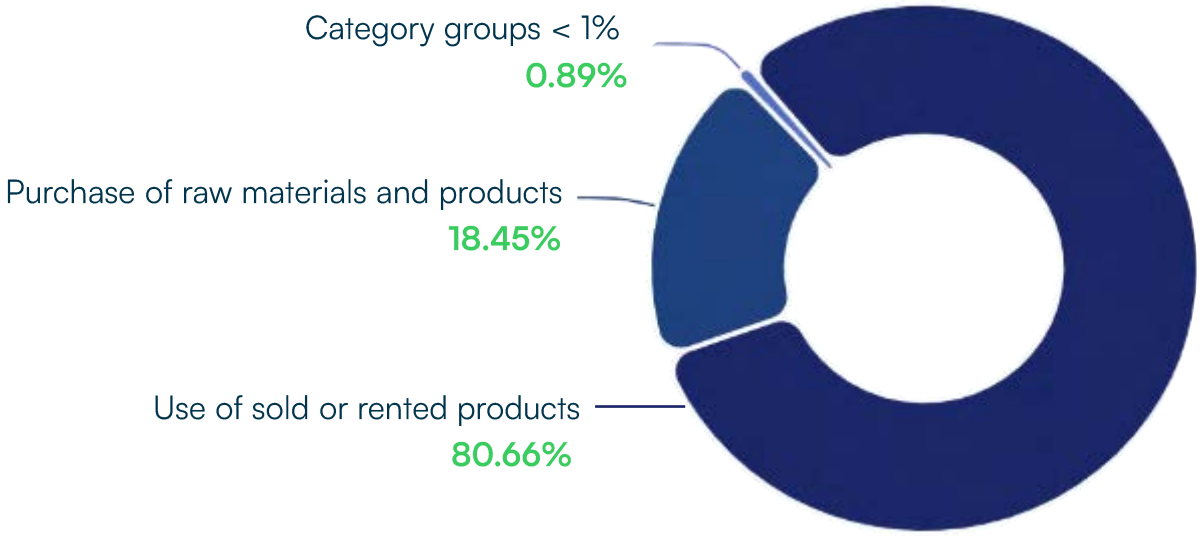
Indirect Emission

Emissions from sources not owned or not controlled by the company.

Environmental.

Carbon Footprint

A carbon footprint is the total greenhouse gas emissions produced by our activities over the course of one year.



Total : **339 838 tCO_2e**

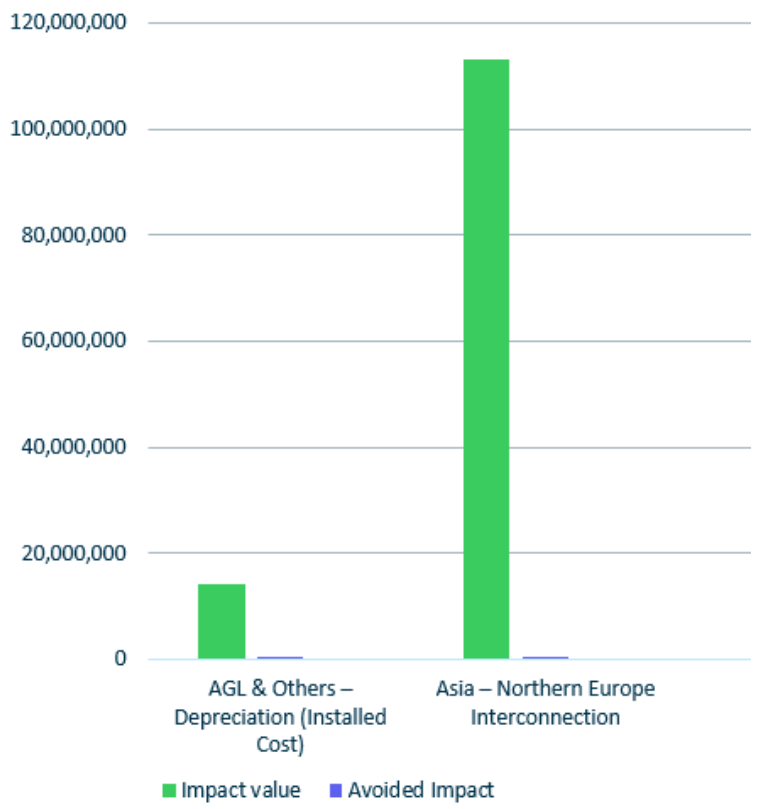
Uncertainty (±10.8%) : **±36315.01**

This assessment is a first snapshot of our carbon impact; what matters is the evolution of this carbon footprint in relation to our objectives and the Paris Agreement.

Environmental

Carbon Footprint

Upstream Emissions



63627 Total tonnes CO_2e

🔧 **Raw Materials & Products : 62017 t CO_2e**
Main source of emissions

🚚 **Upstream Freight : 752 t CO_2e**
Logistics optimization in progress

✈️ **Business Travel : 169 t CO_2e**

🛠️ **Purchased Services : 276 t CO_2e**

🚗 **Commuting : 75 t CO_2e**
Promoting telework, carpooling, soft mobility

🥗 **Food Purchases : 42 t CO_2e**

💻 **IT & Office Equipment : 35 t CO_2e**

Environmental.

Carbon Footprint

Core Operational Emissions

Goal: Further reduce our environmental impact by constructing our new HQ in 2025, certified HQE (High Environmental Quality), a symbol of our commitment to sustainable and resource-efficient buildings.

Total : 100 t CO_2e

Energy used in buildings and machinery accounts for **83.62 t CO_2e**, reflecting our dependency on energy resources for operational continuity.

Direct emissions from internal processes (e.g., air conditioning) contribute **3.25 t CO_2e**.

Corporate mobility emissions total 13.59 t CO_2e, broken down as follows:

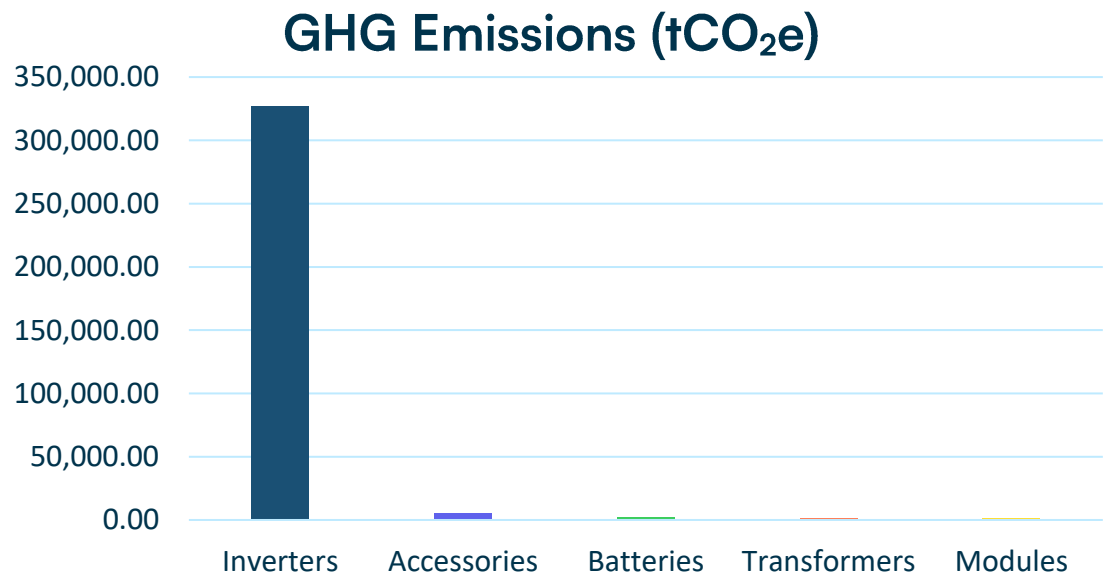
- **Combustion engine vehicles : 10.2 t CO_2e**
- **Electric vehicles : 3.38 t CO_2e**

Environmental

Carbon Footprint

Downstream Emissions

A significant portion of our environmental impact arises downstream, from emissions generated after our products or services are commercialized. This analysis allows us to better understand our full carbon footprint, extending beyond our operational scope.



Total: 272111 t CO_2e

Product usage is the primary source of downstream emissions, totaling 271,156 t CO_2e, emphasizing the need to prioritize energy efficiency, durability, and eco-design.

Product end-of-life emissions amount to 4875 t CO_2e, highlighting the importance of recycling and circular economy initiatives.

Downstream freight (delivery to clients) generates 74 t CO_2e, and office waste (general waste from teams) adds 4.37 t CO_2e.

Environmental.

Focus: The Climate Impact of Our Inverters

While the manufacturing of our solar inverters generated a carbon footprint of 326,906 t CO_2e, their operation significantly reduces greenhouse gas emissions:

Our total installed inverter capacity : 2214 MWp	**Estimated annual electricity production: 3.10 TWh**
Based on the global average electricity mix (approx. 0.5 kg CO_2/kWh), this avoids nearly 1.55 million tonnes of CO_2e per year	

Thus, the manufacturing footprint is offset in under three months of use. Over an estimated 10—15-year lifespan, our inverters will help avoid 15 to 23 million tonnes of CO_2e, which is 47 to 71 times their initial footprint.

This carbon footprint marks a critical milestone in our environmental responsibility journey. By accurately quantifying emissions across our operations, supply chain, and product lifecycle, we have taken a key step: measuring to take action.

This snapshot has helped us identify the most emission-intensive areas and define concrete improvement levers. Since receiving the results, we have launched a company-wide reflection to determine targeted actions aligned with our ambition to progressively reduce emissions.

We believe transformation begins with knowledge. Equipped with these insights, we will continue to integrate carbon impact into strategic decisions, rethink practices, and mobilize all stakeholders.

This first assessment is just the beginning—paving the way for long-term improvements essential to meeting today's and tomorrow's climate challenges.

Environmental

Emissions reduction pathway according to the SBTi method

This marks an important step forward in our commitment to climate action. In alignment with the Paris Agreement goals, our company has defined a greenhouse gas (GHG) emissions reduction trajectory using the Science Based Targets initiative (SBTi) methodology, following the absolute contraction approach.

This approach involves reducing GHG emissions in absolute terms, independently of business growth or activity levels. It is guided by scientific pathways to limit global warming to **1.5°C**, or well below **2°C by 2050**.

Our Targets and Commitments:

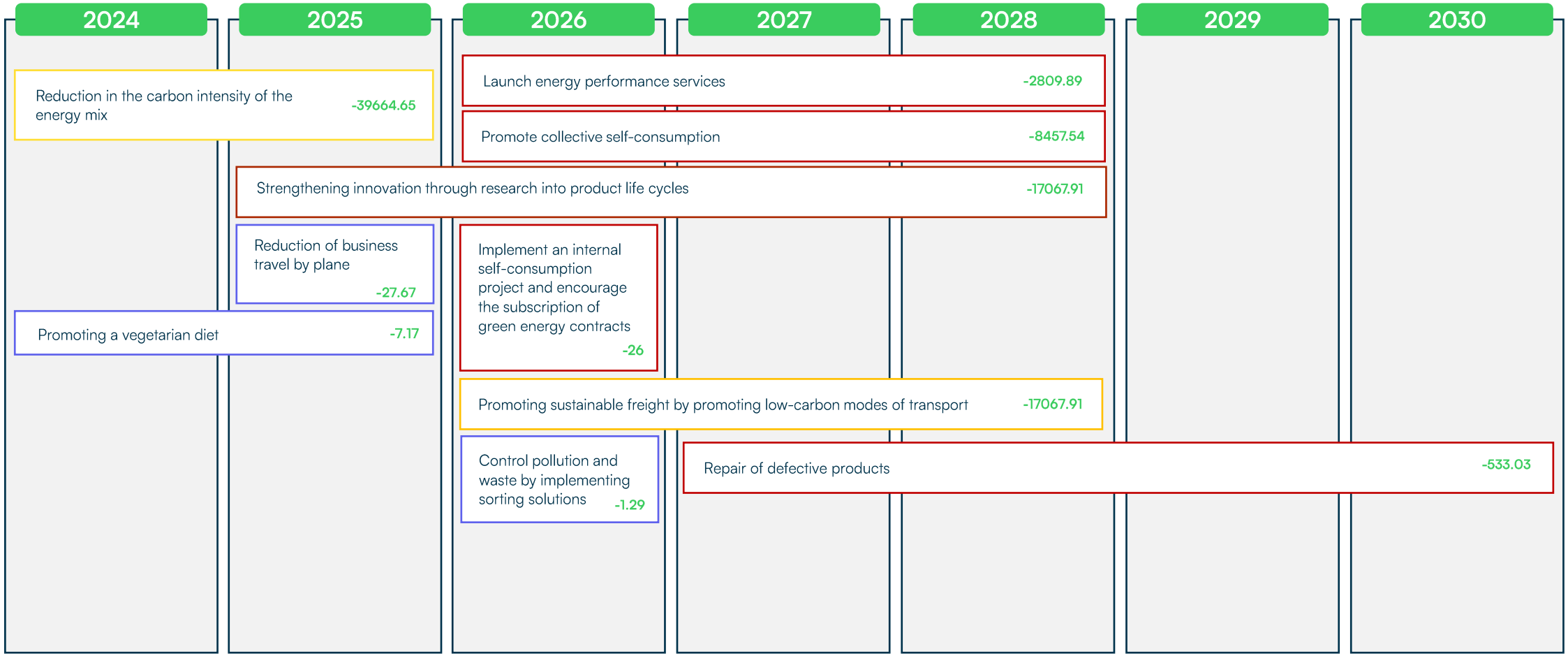
- Defined in line with SBTi requirements.
- Commit to reducing our absolute GHG emissions (Scopes 1 and 2) by at least 42% by 2030, compared to the base year 2024.
- This target applies to all our operations worldwide.

Environmental

Action plan

To achieve these objectives, we have defined a structured action plan.

*All figures are expressed in: CO_2e"



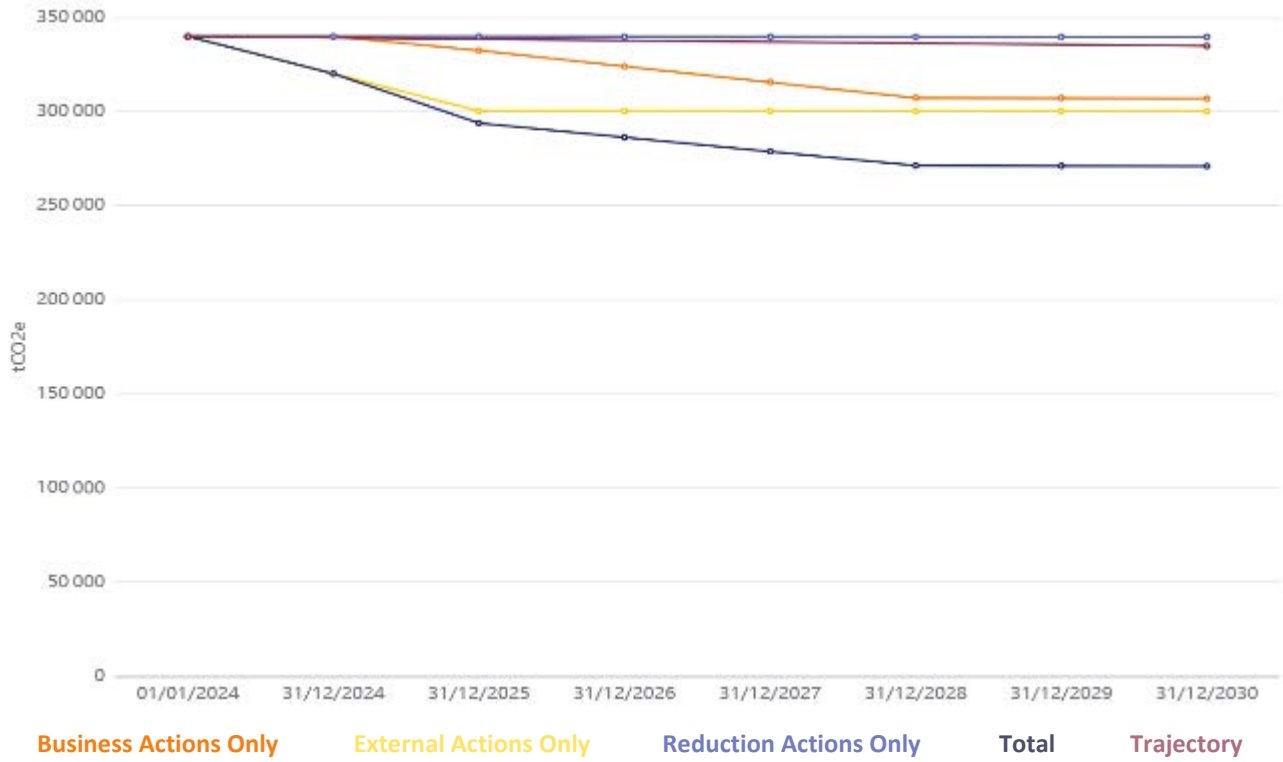
Environmental

Annual Evolution

Business actions : These are reduction levers directly linked to the company's economic activity, involving changes to business models, offerings or operational practices. They may include, for example, the eco-design of products, the relocation of suppliers, or the transformation of services offered to customers to reduce their carbon impact.

External actions : These are actions that depend on the involvement or evolution of stakeholders outside the organization (customers, suppliers, partners, public authorities, etc.). The company can contribute to them or encourage them, but their implementation does not depend entirely on it. For example: encouraging customers to adopt more frugal behavior, changes in regulations, decarbonization of the national energy mix.

Reduction actions : These are actions directly implemented by the company to reduce its greenhouse gas emissions, over which it has operational control. These include improving the energy efficiency of buildings, reducing business travel, choosing lower-emission suppliers or materials, and reducing waste.



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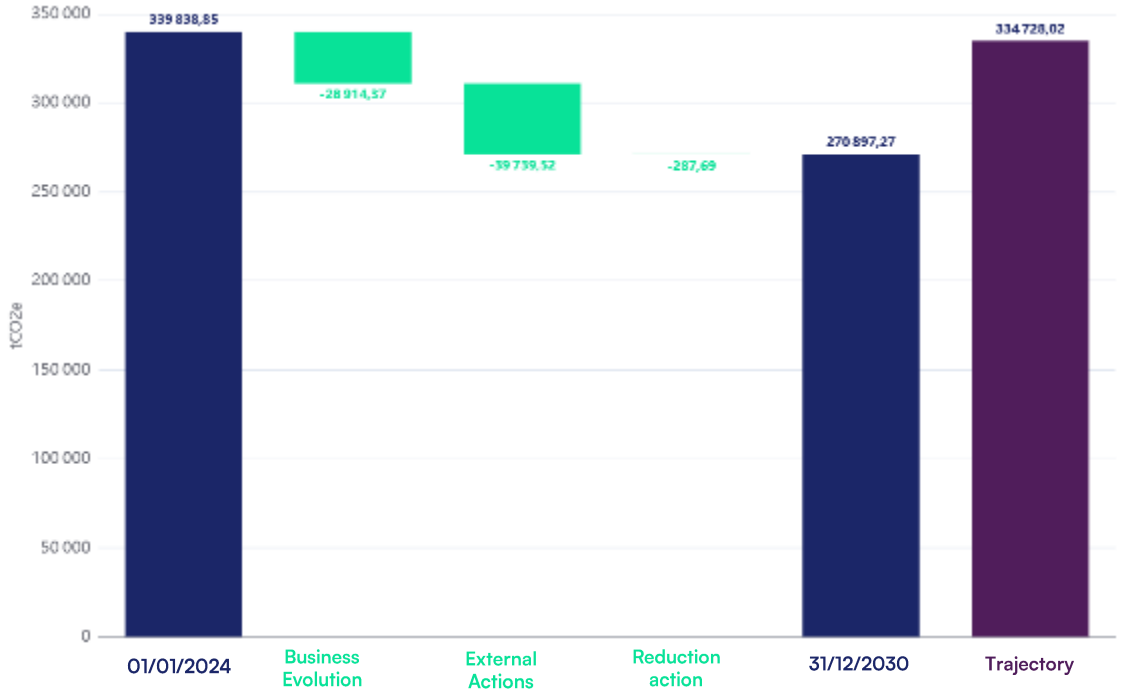
Environmental

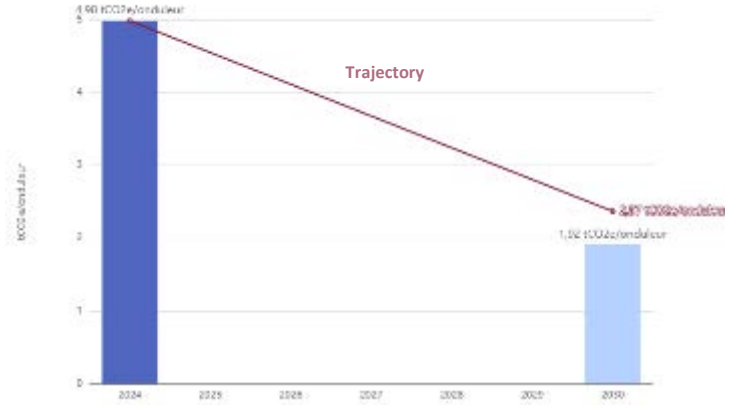
Review of the evolution plan

20.29% reduction



Measured GHG emissions SCOPE 1+2

Estimation of the action plan 1+2



Measured GHG emissions SCOPE 3

Estimation of the action plan 3

Environmental.

Monitoring and transparency

Our data is collected in accordance with the GHG Protocol, and we will monitor our emissions annually and publish our progress in our CSR reports.

Defining our emissions reduction trajectory marks a decisive step forward for Green Power. It embodies our determination to turn our commitment to the climate into concrete actions.

I would sum up our ambition in three words: Transparency, Action, Impact.

Antoine CHOFFEZ
CEO, Green Power

Environmental.

Managing our impacts

Fully Electric Company Vehicle Fleet

All the company vehicles (excluding service cars) currently in use are 100% electric. This choice reflects our strong commitment to reducing the carbon footprint of professional mobility. By transitioning to a fully electric fleet, we actively contribute to lowering greenhouse gas emissions while promoting a more environmentally respectful mode of transportation.

Goal : Gradually decarbonize our logistics by deploying also fully electric service vehicles fleet.

Environmental.

Managing our impacts

IT (Information Technology)

Since the arrival of our Director of IT Services, we have implemented several CSR initiatives in our digital infrastructure.

Use of Refurbished Equipment

As part of a circular economy approach and to reduce the environmental footprint of our IT systems, GREEN POWER TECHNOLOGIE has chosen to exclusively use **refurbished devices** (computers, smartphones, peripherals). This extends equipment lifespan, reduces the extraction of rare natural resources, and significantly cuts emissions from manufacturing new devices.

According to ADEME, buying a refurbished computer can avoid **up to 80% of CO_2 emissions** compared to a new one. This decision aligns perfectly with our CSR strategy, combining **digital sobriety, environmental responsibility**, and **operational performance**.

Environmental.

Managing our impacts

IT (Information Technology)

100% Use of Microsoft Office 365

We opted for a responsible digital infrastructure by fully adopting the Microsoft 365 suite.

This cloud solution helps rationalize IT resources by reducing the need for local servers and pooling computing capacities in energy-optimized datacenters. According to Microsoft, cloud-based infrastructure can reduce energy consumption by up to 93% and carbon emissions by up to 98% compared to traditional on-premises setups. Microsoft has also committed to powering its datacenters with 100% renewable energy by 2025 and reaching carbon negativity by 2030.

By adopting Microsoft 365, we are significantly lowering our digital footprint, while enabling more fluid, paperless collaboration across teams.

Environmental.

Managing our impacts

IT (Information Technology)

Cybersecurity Training with Albert

In line with digital responsibility and data protection, we have rolled out a continuous cybersecurity training program for all employees, in partnership with the Albert solution. This initiative aims to strengthen cybersecurity awareness and teach best digital practices (password management, phishing detection, personal data protection, etc.).

By fostering collective and proactive vigilance against cyber threats, this initiative supports our CSR commitments in terms of IT security, risk prevention, and digital sobriety.

Moreover, preventing incidents and data breaches helps reduce the carbon footprint associated with resource-intensive remediation and recovery activities.

Environmental.

Managing our impacts

Supply Chain

GREEN POWER TECHNOLOGIE is fully committed to a more sustainable logistics strategy by implementing several optimization levers to both reduce environmental impact and control costs.

Shipment Consolidation (Milk Run Method)

One of the key strategies is to consolidate shipments to reduce the number of trips. This involves grouping volumes using a milk run system, where a single full truck makes deliveries to multiple customers in one trip. This avoids multiple separate transports and significantly reduces CO_2 emissions.

Delivery Point Optimization

We are actively working to avoid transshipment. Wherever possible, deliveries go directly to suppliers or our main logistics hub in La Gravelle, rather than via intermediate warehouses. Although limited by the small size of some depots, this strategy eliminates unnecessary trips, thus reducing the carbon footprint.

Environmental.

Managing our impacts

Supply Chain

Optimized Loading and Order Quantities

We maximize truck fill rates by carefully managing Minimum Order Quantities (MOQs), ensuring dense, efficient shipments. Each shipment is planned for maximum energy efficiency per unit transported.

Low-Energy Warehouses

Our logistics platforms—especially the 5,100 m^2 site in La Gravelle—are managed with energy sobriety in mind:

- No heating is used in warehouses.
- Only electric forklifts are allowed (no gas-powered vehicles).

These decisions directly reduce operational emissions from our logistics sites.

Results and Outlook

These combined actions have a direct and measurable impact on reducing our logistics carbon footprint. By continuing our efforts in consolidation, mutualization, and flow optimization, GREEN POWER TECHNOLOGIE remains committed to creating a more virtuous and sustainable transport model, supporting both environmental performance and cost-effectiveness.

Goal : Implement regular tracking of these metrics.

Packaging Policy

- We do not use custom packaging.
- We reuse supplier packaging wherever possible, reducing waste and the need for raw materials.

This pragmatic approach, championed by our logistics teams, strikes a balance between economic efficiency and environmental responsibility.

Conclusion.

This year marks a transformational milestone for GREEN POWER TECHNOLOGIE with the official launch of our CSR strategy. Guided by a clear vision and concrete commitments, this first step lays the foundation for a more sustainable, responsible, and socially engaged business model.

We have initiated several structuring actions, such as :

- The launch of high-impact projects like Sail for Tomorrow
- The design of our future headquarters, scheduled for 2025, and certified HQE
- Calculating our carbon footprint and implementing the associated reduction plan

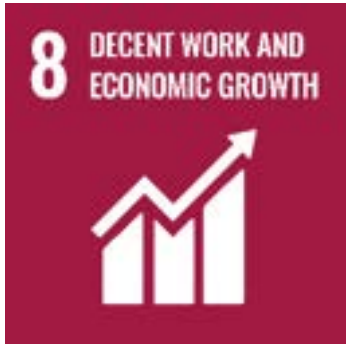
This first report demonstrates our determination to take coherent, measurable action. It also reflects our belief that CSR must not be peripheral—it must be fully integrated into our business strategy.
We are fully aware that this is only the beginning. The challenges ahead are immense, but so are the opportunities for transformation. With humility, rigor, and commitment, we will continue to move forward alongside our partners, employees, and stakeholders.

This first step confirms our ambition: to firmly position GREEN POWER TECHNOLOGIE on a trajectory of progress—serving a leaner, more resilient, and sustainable future.

Appendix .

GREEN POWER

SUSTAINABLE DEVELOPMENT GOALS



Aware of our role and responsibility in the face of today's challenges, we have chosen to base our CSR policy on 9 of the 17 Sustainable Development Goals set by the UN. This strategic choice reflects our ambition to commit to sustainable economic, social and environmental development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