GREEN POWER

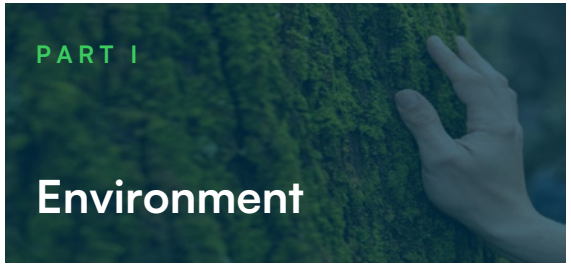
2025 CSR Report.

Measure. Reduce. Publish.

Contents.

Four parts, one method

A documented starting point: what we measured, how we measured it, and where the figures remain insufficient.



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Message from the Chief Executive Officer

In 2024, we laid the first stone of our corporate social responsibility approach. In 2025, we structured it.

We do not claim to be exemplary. We claim to be precise, clear-sighted about our blind spots and consistent in our efforts. In our view, this is the only credible way to carry forward the energy transition whose solutions we sell.

Hugo SOURDRILLE
Chief Executive Officer

An entirely rebuilt assessment

Carried out with Greenly in accordance with the GHG Protocol methodology, on 100% physical data: kilograms, square metres, kilowatt-hours, rather than estimates derived from our expenditure.

Reporting by legal entity

Each company in the group will present its own assessment and its own trajectory. This report is the first in this series; our Spanish, Moroccan and Tunisian entities will follow.

Our real lever

98% of our footprint is concentrated in the products we purchase and the energy consumed by those we sell. That is where the effort must be directed; it is also where it is most difficult.

Green Power Technologie in 2025

A distributor of energy solutions for professionals — installers, design offices, developers and operators — across four product families.

Photovoltaics
AIKO modules

Storage
Batteries and systems

e-Mobility
Charging equipment

Monitoring
Energy management and control

Huawei FusionSolar value-added partner
Distributor of AIKO photovoltaic modules

Our sites

- **La Gravelle, Mayenne**
  5,100 m² logistics platform + offices
- **Aix-en-Provence**
  Office site
- **New headquarters ***
  6,116 m², HQE certification in progress
- **Spain • Morocco • Tunisia**
  Group entities, separate reporting

€130m
Revenue

73
Employees at 31/12

2
Sites in France

3
Other group entities

* HQE Sustainable Building Construction certification process under way; the certification will be issued on completion of the works.

Our 2025 figures

The volumes we distribute, the service we deliver, and the choices we impose on ourselves.

≈ 22,000
Inverters and converters distributed

≈ 140,000 m²
Photovoltaic modules distributed

3,636
Technical support actions

3,355
After-sales requests handled

94.4%
Repair rather than replacement

100%
Physical data in our carbon assessment

100%
Electric company cars

100%
Refurbished IT equipment

137,830
tonnes CO_2e — our total 2025 footprint

98% lies outside our walls. 63% comes from the manufacture of the products we purchase and 35% from the energy consumed by those we sell. Scopes 1 and 2 combined account for less than 0.02%.

Where our impact actually lies

We do not manufacture. We select, import, store, advise on, deliver and maintain equipment designed and produced by industrial partners — hence a highly unbalanced distribution of impacts.

< 2%

UPSTREAM

87,232 tCO_2e

Extraction of raw materials and manufacture of the equipment we distribute.

DOWNSTREAM

48,544 tCO_2e

Energy consumed by the equipment we sell, over its entire service life.

OWN OPERATIONS

≈ 2,050 tCO_2e

Sites, fleet, IT, travel, waste and freight — of which less than 0.02% direct emissions.

What this finding dictates

- Procurement is our primary environmental lever
- Engineering and after-sales service stand on the same footing
- We refuse to present our internal actions as climate performance

Our responsibility approach

A reference framework, three founding values, and an approach carried by every function of the company.

A reference framework

Our strategy is based on the United Nations Sustainable Development Goals, nine of which we have selected as priorities in the light of our business. The concordance table is set out in the appendix.

Innovation

Seeking concrete answers to environmental and societal challenges, including where these require us to call our own practices into question.

Transparency

Communicating openly and verifiably about our practices, our impacts and our objectives, including where results fall short of our ambitions.

Sustainability

Building an economically viable long-term model that internalises its externalities rather than ignoring them.

An approach carried by the company as a whole

In 2025, we extended our data collection framework to all functions. Each department is now identified as responsible for the indicators falling within its scope, collects them and reports on them.

Human resources	Procurement	Logistics	IT	Marketing	Finance	Technical solutions	After-sales

- **Executive Management** — decides and arbitrates
- **The Legal Department** — coordinates, consolidates and publishes
- **The eight departments** — collect and report

The Legal Department organises data collection, consolidates the data, prepares the report and manages the relationship with our external assessors.

CSR Committee set up in 2025
First review in the second half of 2026

What we changed in 2025

A figure that no one can take ownership of drives no decisions. We therefore made two choices.

01

Measurement entrusted to Greenly

GHG Protocol methodology under the operational control approach, drawing on the emission factors of ADEME's Base Empreinte, supplemented by Ecoinvent, INIES and the International Energy Agency. All emissions are calculated from physical data.

02

Reporting by legal entity

This assessment covers Green Power Technologie SAS. The other companies in the group will each be the subject of their own assessment and report, tailored to their operational reality, their national electricity mix and their regulatory framework.

A DELIBERATE BREAK IN THE SERIES

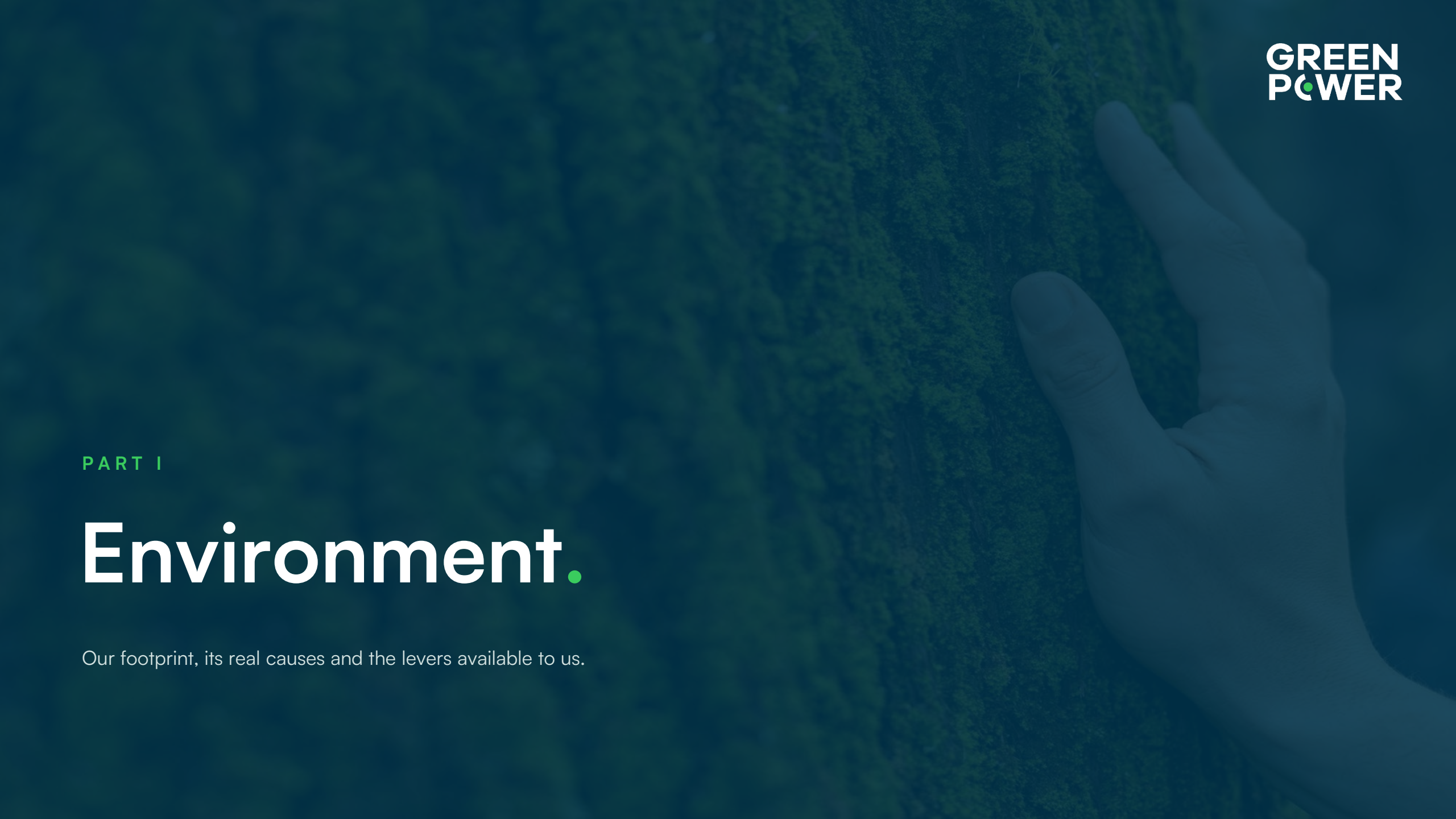
The 2025 results are not comparable with those published in 2024. The scope, the provider and the collection method have all three changed.

Any reading that presented the gap between the two years as a reduction in emissions would be wrong.

Our publication principle

Some indicators appear in this report without a value, because their tracking has only just been introduced and will produce its first results in the following year. We have nevertheless chosen to publish them.

Displaying an empty indicator commits the company to filling it in; removing it would amount to erasing the commitment. The same principle applies to objectives that have not been met, which are tracked and published as such.



PART I

Environment.

Our footprint, its real causes and the levers available to us.

Our 2025 carbon footprint

Carried out with Greenly in accordance with the GHG Protocol methodology, on an operational control scope covering the period from 1 January to 31 December 2025.

137,830

tonnes CO_2e, total 2025 emissions

That is 1,060 tonnes of CO_2e for every million euros of revenue, the baseline for our intensity-based reduction commitment.

Scope 1	8.6 tCO_2e	Direct emissions	< 0.01%
Scope 2	15 tCO_2e	Indirect, energy-related	0.01%
Scope 3	≈ 137,800 tCO_2e	Other indirect emissions	99.98%

Intensity per million euros of revenue: **≈ 1,060 tCO_2e/€m**

Everything we directly control weighs less than one thousandth of our real impact.

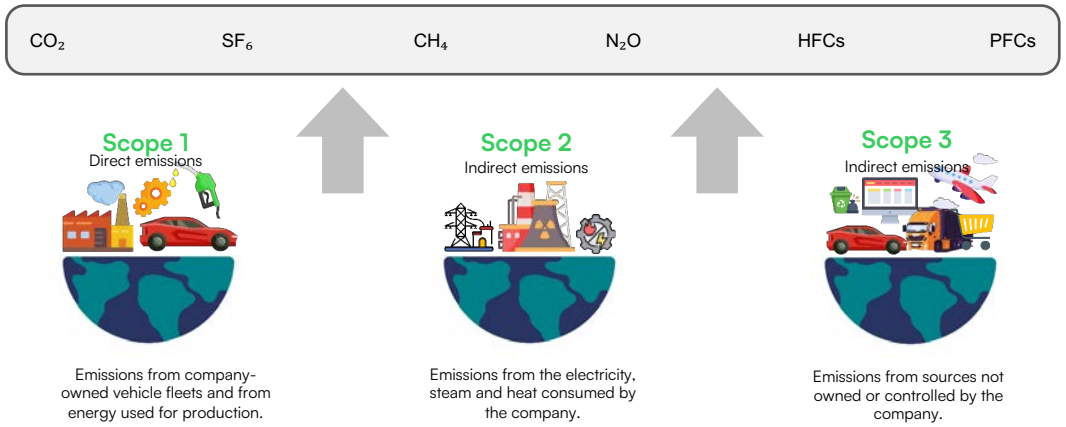
A company that focused its efforts on its offices, its fleet or its IT estate would be acting in good faith on less than 0.1% of its footprint.

Reference revenue **€130m**

Scope: Green Power Technologie SAS entity, operational control approach. Includes emissions generated outside France — a legal and operational boundary, not a geographical one.

Reading an emissions assessment

Three concepts govern every figure in this chapter.



1 Scopes

Scope 1 covers direct emissions: vehicle fuel, refrigerant leaks. Scope 2 covers purchased and consumed energy. Scope 3 gathers all other indirect emissions, upstream and downstream: what the company buys, what it has transported, and what the products it sells consume.

2 Physical data

An emission can be estimated from an amount of expenditure — a quick but crude method — or calculated from an actual quantity: kilograms of materials, square metres of modules, tonne-kilometres of freight. The second method is the more reliable. Our inventory uses it for 100% of emissions.

3 Operational control

The criterion that defines the scope: a company accounts for the emissions of the activities it actually operates, regardless of their geographical location.

Why we publish categories 3.1 and 3.11

The manufacture of the products we purchase and the energy consumed by those we sell account for 98% of our footprint. They are also the most complex to calculate, and no obligation applicable to a company of our size requires their publication.

We do not consider that an assessment limited to scopes 1 and 2 would have constituted sincere information, nor that it would have been useful to a customer required to consolidate its own upstream emissions.

An assessment limited to scopes 1 and 2 would have shown

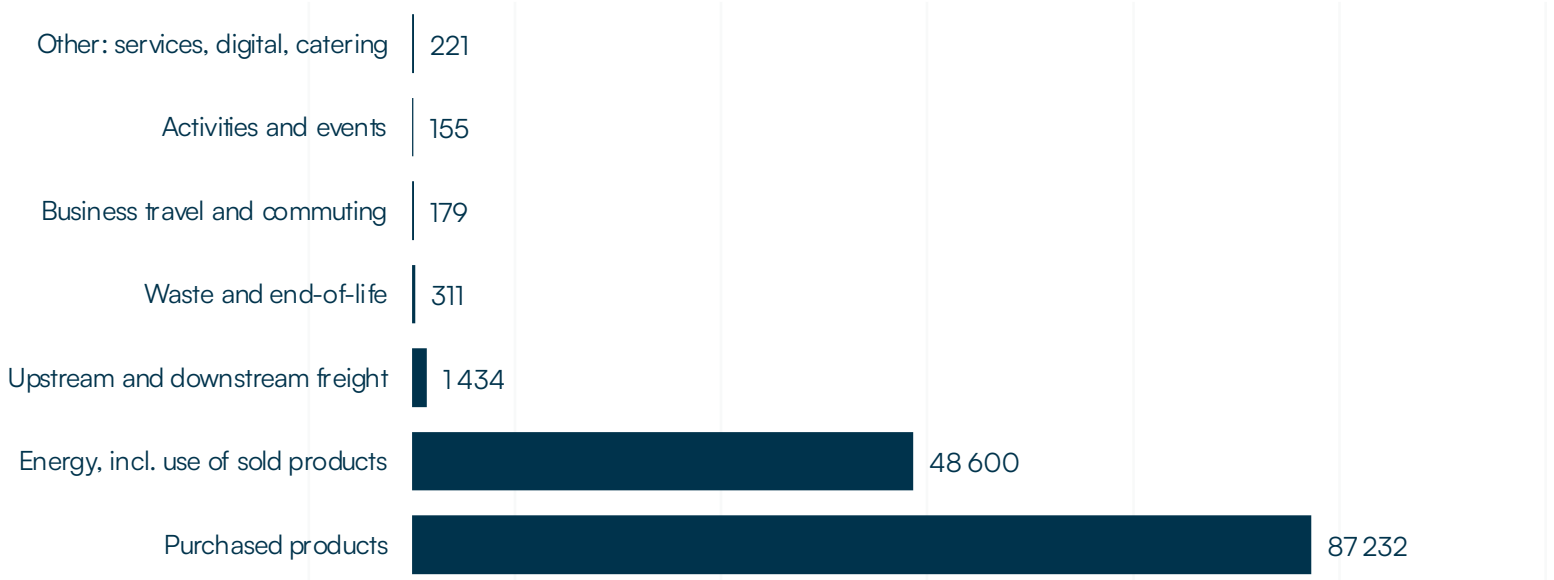
24 tCO_2e

instead of

137,830 tCO_2e

Breakdown by emission item

Two items account for 98% of the assessment. Everything else, added together, does not reach 2%.



63% Purchased products

35% Use of sold products

1% Freight

0.6% All other items combined

The lever is not to sell less, but to sell products whose manufacturing footprint is decreasing. There is no way of distributing photovoltaic equipment without bearing the industrial footprint of its manufacture. This means requiring our suppliers to measure and reduce their own emissions, and making this a selection criterion on the same footing as price or availability.

The two items that carry 98% of our footprint

63% Purchased products

87,232 tCO_2e — extraction of raw materials and manufacture of the equipment we distribute, excluding transport and end-of-life.

≈ 49,000 tCO_2e — **Inverters, converters and power conversion systems**

≈ 22,000 units distributed

≈ 37,000 tCO_2e — **Double-glass photovoltaic modules**

≈ 140,000 m^2 distributed

Marginal — **Batteries, optimisers and cables**

Low volumes at the scale of the assessment

35% Use of sold products

48,544 tCO_2e under category 3.11 — the use phase of the equipment placed on the market, accounted for over its entire service life.

AN IMPACT TO BE READ WITH THE RIGHT TOOLS

These emissions are inherent in our model: the more installations we equip, the more our accounted footprint grows, even though these installations generate low-carbon electricity that replaces fossil sources.

We refuse to present this avoided generation as an offset. They are two distinct quantities, which do not cancel each other out and must not be subtracted from one another.

Quantifying the energy generated by the installed base we equip will be the subject of dedicated work, conducted with the same methodological rigour.

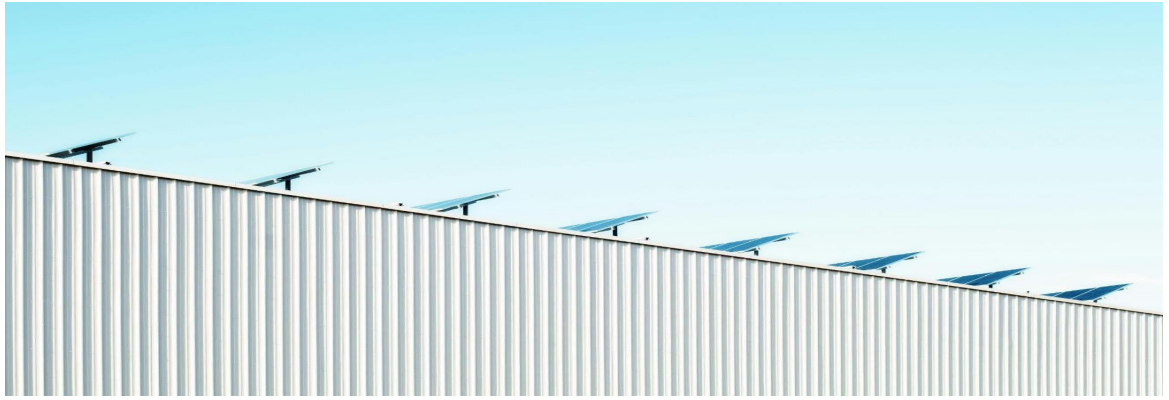
Detail by GHG Protocol category

Categories not shown correspond to items not applicable to our distribution business or whose emissions are negligible at the scale of the assessment.

3.1	Purchased goods and services	**87,232** tCO_2e
3.11	Use of sold products	**48,544** tCO_2e
3.9	Downstream transportation	792 tCO_2e
3.4	Upstream transportation	642 tCO_2e
3.12	End-of-life of sold products	309 tCO_2e
3.6	Business travel	130 tCO_2e
3.8	Upstream leased assets	84 tCO_2e
3.7	Employee commuting	49 tCO_2e
3.2	Capital goods	14 tCO_2e
2.1	Indirect emissions from electricity	13 tCO_2e
3.3	Fuel- and energy-related activities	9 tCO_2e
1.2	Transport of materials, products, waste and employees	8 tCO_2e
2.2	Indirect emissions: steam, heat and cooling	2 tCO_2e
3.5	Waste generated	2 tCO_2e
1.4	Fugitive emissions	0.5 tCO_2e

Scope 1 · Scope 2 · Scope 3 · 98% of the total — items 3.1 and 3.11

Our sites, and the reliability of the inventory



20 — **tCO_2e generated by our sites**

The warehouse and offices in La Gravelle, together with our office site in Aix-en-Provence. The warehouse accounts for most of it, owing to its 5,100 m² floor area.

77%	11%	9%
Electricity	Heating	Waste

The La Gravelle logistics platform operates without heating; its fleet of handling trucks is exclusively electric.

Reliability of the inventory

The assessment rests on 100% physical data, the highest level of precision in carbon accounting. Three reservations must nevertheless accompany its reading.

94% — **of our buildings' emissions are estimated**

Part of our premises is occupied under a flat-rate service charge arrangement that gives no access to detailed consumption data. These figures should be read as orders of magnitude. Our new headquarters will incorporate metering from the design stage.

66% — **response rate to the employee survey**

The commuting and business travel items are extrapolated from this sample.

— **Quality control points remain to be addressed**

Flagged by the platform when the assessment was produced. Resolving them is first among our commitments for 2026.

A responsible procurement policy

Purchased products alone account for 63% of our emissions. Our procurement policy is therefore, very concretely, our primary environmental lever, ahead of our buildings, our fleet and our logistics combined.

1

Integration of CSR criteria

Our suppliers are assessed not only on quality and cost, but also on their social and environmental commitments, drawing on the OECD Guidelines and the Responsible Business Alliance code of conduct.

2

Contractual requirement

Our contracts systematically include an anti-corruption clause together with regulatory and environmental compliance undertakings.

3

Industry cooperation

We work with our customers and suppliers to move the whole industry forward, aware that no single player will decarbonise a globalised value chain on its own.

Procurement indicators

	2024	2025
Share of suppliers assessed on CSR *	Not measured	100%
Procurement standards applied	OECD, RBA	OECD, RBA
Strategic suppliers certified ISO 14001 / 9001	Huawei, AIKO	Huawei, AIKO
Formalised supplier due diligence framework	No	No — 2026 commitment

* 100% on the basis of the OECD Guidelines and the RBA code of conduct — declarative assessment, excluding tier-2 suppliers.

Our strategic suppliers — and the limits of their commitments

Huawei

Value-added partner, FusionSolar range

A structured climate policy across its entire value chain: low-carbon design, energy efficiency of its infrastructure, and reuse and recycling of materials. The inverters we distribute come from sites certified ISO 14001 and ISO 9001.

AIKO

Photovoltaic module supplier

A strategy to reduce environmental impact across the entire life cycle of its modules: lower energy and water consumption per unit produced, and a growing share of renewable electricity. Sites certified ISO 14001 and ISO 9001.

What these commitments establish, and what they do not

These commitments are those of our suppliers, not our own. We mention them because they directly determine our own footprint, and because choosing committed industrial partners is in itself an environmental decision.

They do not, however, constitute a guarantee, and we do not present them as such.

- **An operational and commercial dependency**
  Our supply is concentrated on a small number of partners. We monitor this dependency as part of our risk management and our supplier listing policy.

- **No verification beyond tier 1**
  Production sites are mostly located outside Europe. To date we have no verification of our own upstream of our tier-1 suppliers.

2026 — formalise a supplier due diligence framework

Logistics, transport and end-of-life

Their relative weight is low, but these items fall under our direct responsibility — and determine the credibility of the requirements we place on third parties.

1,434 tCO_2e of freight emissions — 1% of the assessment

642
Upstream transport · tCO_2e

792
Downstream transport to our customers · tCO_2e

- **Consolidation and pooling of flows** — A round-based delivery system makes it possible to charter a full truck serving several customers, where three separate shipments would otherwise have been needed.
- **Fewer transhipments** — Deliveries are routed directly to La Gravelle or to our customers wherever possible, avoiding intermediate warehouses.
- **Optimised load factor** — Ongoing work on minimum order quantities densifies loads and improves energy efficiency per unit transported.
- **Packaging restraint** — No custom packaging is used and supplier packaging is reused as far as possible.

End-of-life of products and recycling

309 tCO_2e from the end-of-life of sold products

180	66	48	13
Metals	Glass	Plastics	WEEE

610 tonnes of waste electrical and electronic equipment processed over the year generate only 13 tCO_2e, thanks to structured recovery channels.

A major challenge for our sector

The development of recycling channels for photovoltaic modules is a major challenge for the coming decade: the first generations of installations are reaching end-of-life and the volumes concerned will grow rapidly. We follow this issue together with our suppliers and the industry's producer responsibility organisations.

Acting on our own operations

We present these actions without giving them a weight they do not have: they are a matter of internal consistency and leading by example, not of climate performance. A company that demands of its suppliers what it does not apply to itself loses the right to ask.

Vehicle fleet

100% electric company cars

Our direct transport emissions stand at 8 tCO_2e. The gradual electrification of service vehicles is the next step, depending on usage and the availability of charging points at our sites.

Responsible digital practices

- **100% refurbished equipment**
  Computers, smartphones, peripherals — since 2024.
- **4.2 tCO_2e of capital goods**
  Less than 0.1% of our footprint. The 35 t of 2024 came from a different method.
- **Fully on Microsoft 365**
  Pooled capacity in optimised data centres, with no in-house servers.
- **Cybersecurity for everyone**
  Albert: passwords, phishing, personal data.

IT indicators	2024	2025
Share of refurbished equipment	100%	**100%**
Recycling policy	Partial	**Partial**
Formalised security policy	Yes	**Yes**
IT equipment emissions	35 tCO_2e	**4.2 tCO_2e**

Restraint at our sites

The La Gravelle logistics platform operates without heating and its fleet of handling trucks is exclusively electric. These two decisions explain the very low level of our sites' operational emissions, subject to the reliability reservation set out earlier.

End-of-life equipment is first offered to employees.
Whatever finds no taker is entrusted to Phoner, a refurbisher based in Laval, to be refurbished and put back on the market.

Our new headquarters

A new 6,116 m² business and office building, bringing together a logistics platform and office space, conducted under HQE Sustainable Building Construction certification.

6,116 m²
Total floor area

HQE
Certification process

CERTIVEA
Assessor, CSTB group

At this stage we claim only the commitment.

The certification will be issued on completion of the works. An HQE Referent supports the project. This choice is not an image add-on to a property project: it subjects the building's design to an external standard and to third-party checks at each milestone, where an ordinary project would have been judged on our own statements alone.

Energy performance secured from the design stage

The envelope, technical systems and their control are decided against consumption targets set upstream, documented and checked — not corrected after the fact.

Instrumented monitoring of our consumption

The most directly useful contribution to this report: the main reservation on our inventory stems from the absence of actual readings. A new building makes it possible to plan metering from the outset.

Requirements on materials and the construction site

Choice of construction products, water management, waste sorting and recovery — the same logic as our procurement policy.

A working environment treated as a priority

Indoor air quality, thermal and acoustic comfort, natural light — assessed on the same footing as environmental performance.

Serving our customers responsibly — pre-sales

Equipment correctly sized at the pre-sales stage avoids oversizing, and therefore equipment needlessly manufactured, transported and installed. We have chosen to treat this function as an environmental lever and to include it in our non-financial reporting.

3,636
Customer support actions

2,964
Technical consultations

542
Video-conference workshops

121
On-site customer visits

Techno-economic studies

15

battery storage projects for industrial and commercial customers, in self-consumption configurations, using our Likewatt / Optiwize simulation tool.

This figure should be read for what it is: it covers only five months of activity, the tool having been deployed in August 2025, and does not count studies carried out without it.

Two indicators remain to be introduced: response time to technical requests (≤ 2 days, estimated) and the share of projects with a formalised performance study.

2026 objectives of the Solutions team

- Carry out 300 on-site customer visits and 540 video-conference workshops
- Increase the number of storage techno-economic simulations to 50
- Obtain all Huawei HCSP and Instructor certifications
- Introduce tracking of response times and formalised performance studies

Serving our customers responsibly — after-sales

Equipment repaired rather than replaced avoids the entire manufacturing footprint of a new product — precisely the most emission-intensive item in our assessment.

94.4%

of requests handled without replacing equipment

Remote diagnosis, configuration, software update or maintenance intervention. 3,355 requests received, 3,355 resolved, 188 resulting in a replacement.

3,355
Requests received and resolved

100%
Resolution rate

1 h
Average resolution time

90%
Resolved at first contact

188
Units replaced

5.6%
Replacement rate for defective products

What we refrain from doing

We do not convert this repair rate into tonnes of carbon dioxide avoided. Such a calculation would require establishing that each repair replaced the manufacture of a new unit, which our data do not allow us to assert. Building a defensible quantification method is among our work for 2026.

Two indicators published without a value

- **Share of spare parts reused or refurbished** — Presupposes a tracking of parts flows that does not currently exist.
- **Customer satisfaction after intervention** — Tracking introduced for 2026.

What this means for our customers

Choosing a supplier of photovoltaic and storage equipment means bringing into your own project a supply chain, a set of purchasing practices and a level of requirement that you inherit.

1

Equipment with a documented origin

Our strategic suppliers manufacture at sites certified ISO 14001 and ISO 9001. A customer who entrusts us with a project knows where its equipment comes from and to which standards it was made.

2

Data you can use in your own reporting

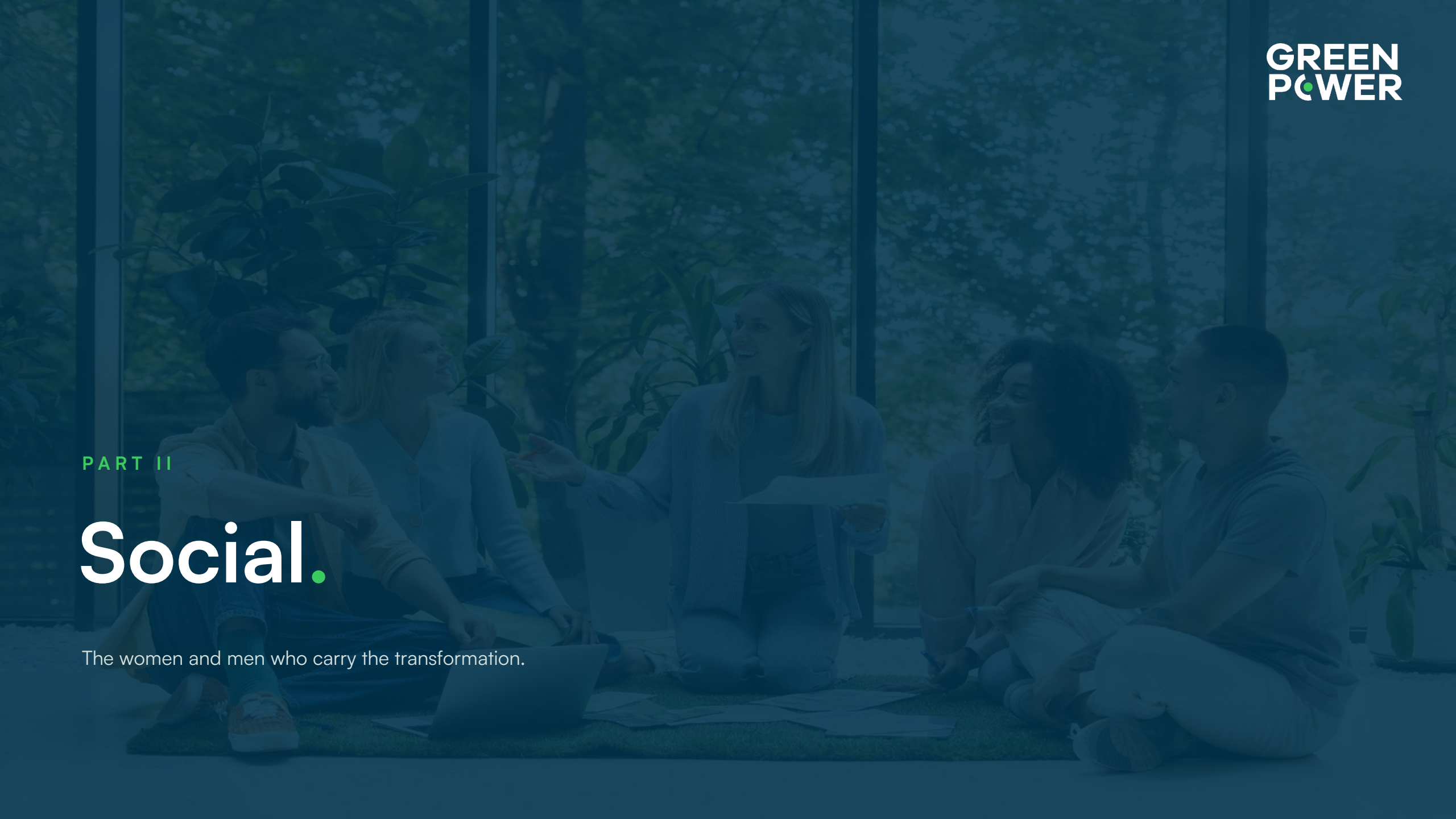
Because our assessment is calculated 100% from physical data and covers categories 3.1 and 3.11, the information we produce can be used directly by your CSR teams or your statutory auditors. The same applies to our EcoVadis assessment.

3

Support designed to last

Equipment properly sized upstream, correctly commissioned, then repaired rather than replaced, costs its owner less and emits less carbon. Here our interests and those of our customers converge unambiguously.

As non-financial reporting obligations expand, this ability to provide verifiable data becomes a service in its own right.



PART II

Social.

The women and men who carry the transformation.

Our social indicators

A change of scope, not a reduction in headcount. The 2024 report consolidated all the group's companies — France, Spain, MEA region — whereas this report covers the Green Power Technologie SAS entity alone. On a comparable France scope, headcount is stable: 51 people at end-2024, 49 at end-2025. Indicators expressed as proportions should be read with this same reservation.

Indicator	2024	2025
Total headcount at 31 December	92 (group)	**49 (GPT SAS)**
France headcount at 31 December	51	**49**
Share of women in the workforce	43%	**34%**
Share of employees with disabilities	1.58%	**3.06%**
Number of workplace accidents	1	**1**
Gender pay gap	Not measured	54.2% (gross)
Training hours per employee	0.53 h	Being redefined

Indicator	2024	2025
Absenteeism rate	3.17%	**2%**
Staff turnover rate	31.26%	**33%**
Remote working, at least one day a week	97%	**97%**
Fully remote	22%	**22%**
Partnership with an ESAT	Objective	**Yes**
Employee satisfaction barometer	Not measured	To be introduced

On the pay gap: the published value is a gross gap. It compares average pay without neutralising job structure, levels of responsibility or seniority — it reflects the distribution of women and men across job families, not a gap for equivalent positions. We publish it because it is the necessary starting point for analytical work.

Employment, safety and work organisation

Employment and disability

1.58% → 3.06%

The share of employees with disabilities almost doubled in one year, reflecting real attention to the accessibility of our working environments and the openness of our recruitment.

It remains below the 6% legal obligation. We do not present this as a success, but as a trajectory that has begun.

Health and safety at work

1 workplace accident in 2025, the same level as in 2024

Our office and logistics activities present limited but real risks, particularly at warehouse sites where the handling of heavy loads and the movement of vehicles are subject to specific instructions.

For a workforce of this size, one accident a year is still one too many.

Work organisation and mobility

97%
Work remotely at least one day a week

22%
Work fully remotely

32%
Of respondents make no commute

5,700 km
Average annual commute

960 kg
CO_2e per employee per year

94%
Of commuting emissions from private cars

The location of our sites, particularly La Gravelle, limits the alternatives that are actually practicable.

We will not claim to transform this item significantly in the short term; we do intend, however, to act with the levers we have, starting with organised car-sharing.

Working with a sheltered workshop (ESAT)

Announced in our 2024 report, the partnership with an ESAT (a French sheltered employment establishment for workers with disabilities) was put in place during 2025.

What we publish

Service provided	**Cleaning of the premises at the Aix-en-Provence site**
Establishment	**ESAT de Luynes (ADIJH association), Bouches-du-Rhône**
Start date · frequency	**July 2025 · one intervention per week**
People involved	**4 to 5 workers with disabilities · renewal planned for 2026**

ESAT
Etablissement et Service d'Aide par le Travail

What this partnership is not

The amount involved is modest, and so is the deduction it opens up on our contribution under the disability employment obligation. We therefore do not present it as a fully-fledged inclusion scheme, but as a first recourse to the sheltered sector, begun in 2025 and intended to grow in volume.

Why it matters

The share of employees with disabilities rose from 1.58% to 3.06%, without reaching the 6% employment obligation. Using an ESAT is one of the recognised levers for contributing to it, alongside direct recruitment — not a substitute for it.

Training and follow-up on our 2024 commitments

Training and skills

Technical mastery of the equipment we distribute directly determines the quality of pre-sales sizing and of after-sales diagnosis: a properly trained technician repairs where a less experienced one replaces.

The certifications pursued by our Solutions and Service teams are as much a matter of commercial competence as of the environmental performance of our services.

Indicator being redefined — first results in the next report

The count published in 2024 explicitly excluded the technical training delivered by our industrial partners, which nonetheless makes up the bulk of our teams' actual training effort.

Five objectives set in 2024 — where we stand

Measure and reduce the gender pay gap

In progress

Measured for the first time in 2025. The analysis on a comparable job structure and the reduction plan remain to be carried out.

Triple the number of training hours per employee

In progress

The indicator is being redefined to include the technical training provided by our industrial partners.

Launch two new CSR projects with social impact

In progress

The partnership with an ESAT has been put in place. The second project remains to be launched.

Reach 50% female representation

To come

The share of women stands at 34% on the 2025 scope. The objective calls for review.

Conduct the first annual satisfaction survey

To come

The survey was not conducted. Rolling out a barometer is among our 2026 commitments.

Voices from our teams

What the approach concretely changes in day-to-day work, in the words of those who apply it.

After-sales service

Youssef Aaouji

Service Manager

“

94.4% of requests were resolved without replacing equipment, thanks to remote diagnosis and updates — an approach that extends product life, reduces electronic waste and limits our environmental impact.

Logistics

Stéphane Yar

Supply Chain Director

“

The performance of our supply chain is no longer measured in euros or lead times alone. Every supplier is assessed on its social and environmental commitments as much as on its price. From procurement to logistics, every decision counts in reducing our impact and strengthening our performance.

Human Resources

Vanessa Castagné

Human Resources Director

“

Our commitment starts with our people. Developing skills, fostering diversity and inclusion, and creating a fulfilling working environment: these are all levers for building a more responsible company. Because sustainable transformation depends above all on those who bring it to life every day.

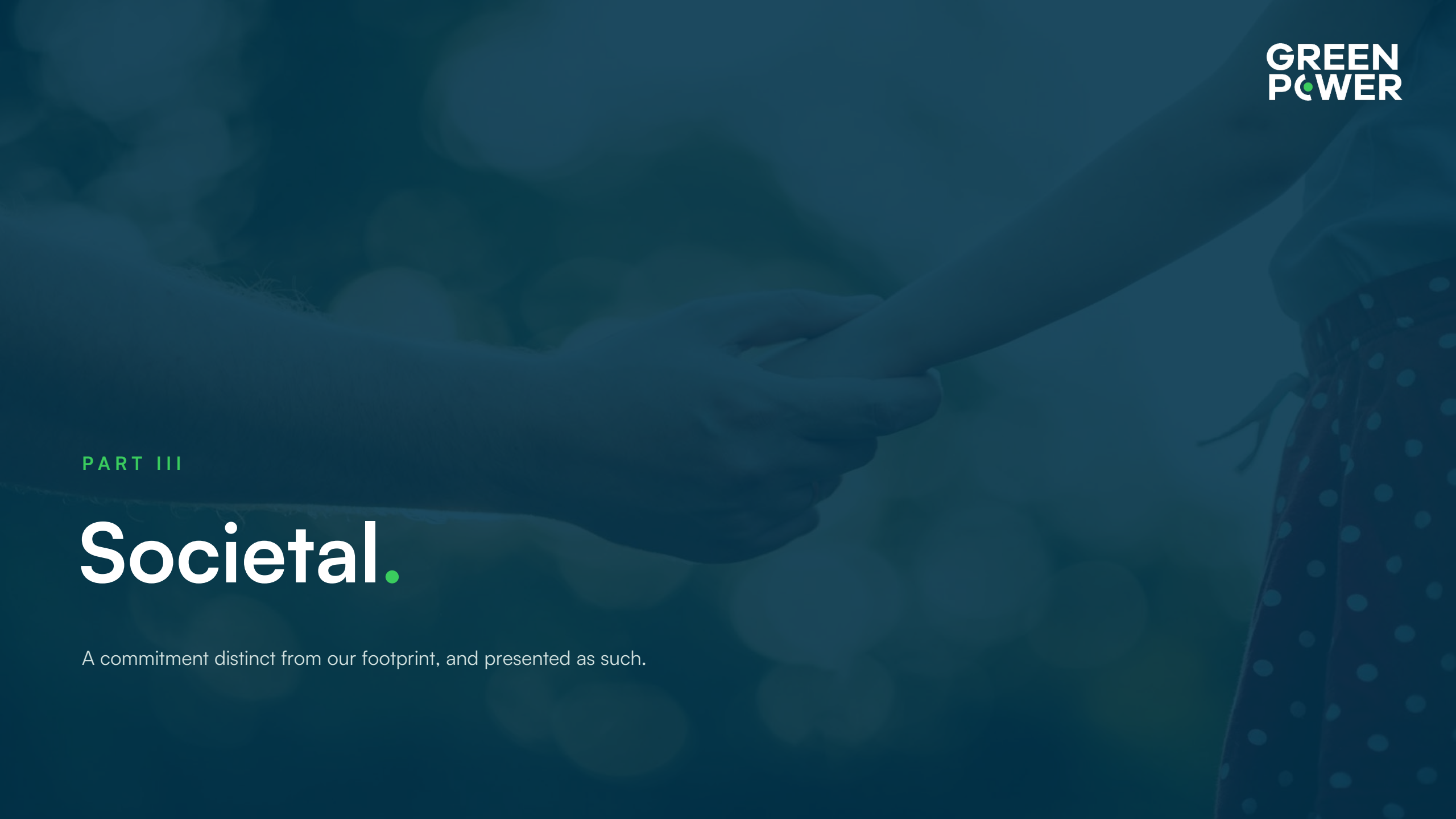
IT Department

Yohann Mayeux

Information Systems Director

“

Protecting our customers' and employees' data is our responsibility just as much as carbon is. All our employees receive ongoing cybersecurity training. As for end-of-life equipment, it is first offered internally, then entrusted to Phoner to be refurbished and put back on the market.



PART III

Societal.

A commitment distinct from our footprint, and presented as such.

Sail for Tomorrow

In 2025 we continued our support for a sailing expedition combining environmental awareness-raising and citizen science.

Our contribution

Our contribution is technological — on-board energy solutions ensuring the boat's autonomy — and financial.

1 Awareness

Raising awareness among the general public and younger generations of marine pollution and decarbonisation issues.

2 Citizen science

Collecting scientific data on water quality and the presence of microplastics.

3 Education

Distributing educational content to schools.

These actions do not offset our footprint and do not claim to: they are a separate commitment, which it would be dishonest to include in the carbon assessment.

Philanthropy and solidarity initiatives

Beyond Sail for Tomorrow, in 2025 we supported several initiatives rooted in the areas where we operate.

Les Mondiaux des ENR

Two annual races — mountain biking and running — part of whose proceeds go to the fight against breast cancer.

Sustainable Development Tournament

Sporting event held in Aix-en-Provence.

€1,500 excl. VAT

Fête du Soleil, by ENSOL

An inclusive, educational event in support of the energy transition.

€1,667 excl. VAT

ASDER

Renewable energy training centre — in-kind donation of a battery and an inverter.

€2,722 excl. VAT

Presence in the industry

In 2025 we took part in France's main energy transition and corporate responsibility events.

- Solutions Eau & Énergie
- MIX.E
- PRODURABLE

Skills-based sponsorship rose from 6 to 10 days — putting our technical expertise at the service of training and education organisations, rather than limiting our commitment to financial support.

€4,167
Devoted to sponsorship, excl. VAT

€2,722
In-kind donations, excl. VAT

10 days
Skills-based sponsorship, up from 6 in 2024

23
Active sustainability and community partnerships

PART IV

Governance.

The framework that structures the approach, and how third parties view it.

Business ethics and governance

The quality of a responsibility approach is also measured by the strength of the framework that supports it — including the mechanisms that remain to be built.

Governance indicators	2024	2025
Anti-corruption clause in contracts	Yes	Yes
Formalised IT security policy	Yes	Yes
Formalised whistleblowing mechanism	No	No
Formalised internal code of conduct	No	No
Corruption risk mapping	No	No
Assessment by an independent third party	No	EcoVadis, Greenly

Data protection: a formalised IT security policy is in force and all employees receive ongoing cybersecurity training.

Anti-corruption

Our contracts systematically include an anti-corruption clause, in accordance with the French Sapin II law. Our procurement processes draw on the OECD Guidelines and the Responsible Business Alliance code of conduct. Our international business — four markets, a globalised supply chain — makes this requirement structural rather than a formality.

Our compliance work in progress

Three mechanisms expected by our customers and by the regulatory framework are not yet formalised. We prefer to flag them rather than let their existence be assumed.

- **Whistleblowing mechanism**
  Dedicated channel, handling procedure and whistleblower protection — Sapin II law and Directive 2019/1937.
- **Internal code of conduct**
  Written formalisation, dissemination and training of exposed employees.
- **Risk mapping and supplier due diligence**
  Identification, prioritisation and a graduated action plan.

Assessment of our performance by third parties

A company that assesses itself produces an opinion, not evidence. We therefore submitted our approach to two external reviews, conducted using distinct and complementary methodologies.

EcoVadis

Top 15% of companies assessed by EcoVadis

An international standard for assessing CSR performance, widely used by major buyers to evaluate their suppliers. The assessment is conducted by an independent third party, on the basis of documented evidence rather than statements.
4 areas are assessed : environment, business ethics, labour and human rights, sustainable procurement.

Greenly Climate Strategy Rating

Top 1% of the companies in the panel assessed by Greenly

This distinction rewards the completeness and quality of our inventory: a scope covering all material scope 3 categories, including purchased products and the use of sold products, and a calculation based 100% on physical data.

An excellent level of measurement is not in itself climate performance: it is its precondition.

VSME

Green Power has embarked on a VSME journey, adopting the European voluntary sustainability reporting standard for small and medium-sized enterprises (SMEs). It provides a single, proportionate framework covering environmental, social and governance (ESG) issues, at a time when companies are often required to complete as many questionnaires as they have customers. Although voluntary rather than mandatory, we have chosen to adopt this standard because we believe it is difficult to support our customers' energy transition without documenting our own progress with the same level of rigour. We published the Basic Module in 2025, then completed and expanded our approach in 2026, with support from Greenly.

Our position on the five dimensions of climate maturity

Addressed

Measure

2025 inventory produced 100% from physical data, covering all material scope 3 categories.

Under way

Reduce

A quantified trajectory is presented below; its breakdown into annual targets remains to be formalised.

To be rolled out

Raise awareness

Training all employees is among our 2026 commitments.

In progress

Commit

Submission filed with the SBTi; validation expected before the end of 2026.

Partial

Contribute

Our philanthropy is real but is not presented as a climate contribution.

Our reduction trajectory

Alignment with the Paris Agreement — a halving of global emissions between 2020 and 2030 — implies for Green Power Technologie a reduction of 6.7% over the coming year. We express this commitment in intensity terms, relative to revenue.

Our 2030 commitment

1,060 → 740 $tCO_2e/€m$

Bring our carbon intensity down from 1,060 to 740 tonnes of CO_2e per million euros of revenue by 2030.

−6.7%

corresponding annual rate, in intensity terms

Why intensity, not absolute value

The more installations we equip, the more our accounted footprint grows. A target expressed in absolute terms would amount to committing the company to reducing its activity. We therefore track our scopes 1 and 2 in absolute terms, and our scope 3 in intensity relative to revenue.

The SBTi trajectory defined in 2024 (−42% on scopes 1 and 2 by 2030) will be rebuilt on this new scope.

Three levers, in order of real weight

63% — **Commit our suppliers to a documented trajectory** — Long term

We will build eco-conditions into our procurement policy, asking our suppliers to carry out an emissions assessment and define a reduction plan, with a progressive and negotiated increase in requirements. The most powerful lever, and the slowest to take effect.

35% — **Improve the performance of the equipment we distribute** — Medium term

Every point of efficiency gained on the products we place on the market feeds directly into the “use of sold products” item. This is a matter of technical dialogue with our partners and of our product range decisions.

< 2% — **Optimise logistics and our operations** — Short term

Consolidating flows, improving load factors, decarbonising the last mile and restraint at our sites remain active projects. Low relative weight, but direct responsibility.

Our commitments for 2026

Eleven commitments grouped into three workstreams, each tied to an identified area and a responsible department.

Measure & reduce

Reliability
Obtain actual consumption data for our sites and close out the quality control points.

Trajectory
Rebuild the reduction trajectory on the GPT SAS scope, with annual targets.

Procurement
Roll out eco-conditions and commit our suppliers to a documented trajectory.

New headquarters
Pursue HQE certification and define metering from the building's design stage.

Digital
Publish the volumes of refurbished equipment and extend the channel to the entire estate.

Structure governance

Due diligence
Formalise supplier due diligence: mapping, questionnaire, graduated action plan.

Governance
Formalise the whistleblowing mechanism and the code of conduct, and ensure their dissemination.

Reporting
Extend the approach to the group's other entities and formalise the materiality analysis.

Three mechanisms expected by our customers, not yet formalised. We prefer to display them rather than let their existence be assumed.

Engage our teams

Human resources
Analyse the pay gap on a comparable structure and roll out an employee barometer.

Customers
Measure satisfaction after intervention and track reused spare parts.

Awareness
Train all employees on climate issues and what they mean for their jobs.

Each company in the group will present its own assessment and its own trajectory. A reduction trajectory only makes sense if someone, somewhere, is accountable for it.

The people behind this report

The approach is decided by Executive Management and driven day to day by the Legal Department.

“We built this report with the eight departments: We collect, We consolidate, We check. The hardest part is not finding the right figures, it is agreeing to publish the ones that do not flatter us.

Legal & CSR **Maryam Souissi** Legal Affairs Officer

“Building this report means turning our commitments into evidence. EcoVadis and Greenly’s diamond rating have verified it: we no longer rely on our word alone.

Legal & CSR **Edwin Bayda** Legal Apprentice

“Taking part in this approach alongside my job is a real pleasure. Every well-sized installation is one more small stone towards the greener, more responsible future we are building.

Solutions & CSR **Amine Glayed** Solutions Engineer

GREEN POWER

In summary.

We have measured. We now know where our impact lies, with what precision and with what uncertainties.

This report does not celebrate a result: it establishes a documented starting point, against which the coming years can be judged.

Distributing renewable energy solutions is a commercial activity. It exempts us from nothing: on the contrary, it obliges us to demonstrate that the company applies to itself the standard it sells to its customers.

That is what we have set out to do, and what we will continue to publish every year — including when the results are not in our favour.

137,830

tCO_2e measured

100%

Physical data

Diamond

Greenly rating

11

Commitments for 2026

Consolidated dashboard 2024—2025: Environment

The breaks in scope flagged in this report apply to the reading of this table: the 2024 and 2025 columns cover neither the same set of companies, nor the same method, nor the same provider.

Indicator	2024	2025
Total emissions	339,838 tCO_2e (group, WeCount)	**137,830 tCO_2e (GPT SAS, Greenly)**
Share of physical data in the calculation	Not disclosed	**100%**
Scope 1	Not isolated	**8.6 tCO_2e**
Scope 2	Not isolated	**15 tCO_2e**
Purchased products, share of total	18.45%	**63%**
Use of sold products, share of total	80.66%	**35%**
Freight emissions	826 tCO_2e	**1,434 tCO_2e**
Site emissions	100 tCO_2e	**20 tCO_2e**
Electric company cars	100%	**100%**
Refurbished IT equipment	100%	**100%**
Suppliers assessed on CSR	Not measured	**100%**

Appendix.

Consolidated dashboard 2024—2025: Social, customers and society

Social

Indicator	2024	2025
Headcount at 31 December	92 (group)	**49 (GPT SAS)**
France headcount	51	**49**
Share of women	43%	**34%**
Share of employees with disabilities	1.58%	**3.06%**
Gender pay gap	Not measured	**54.2% (gross)**
Workplace accidents	1	**1**
Absenteeism rate	3.17%	**2%**
Turnover rate	31.26%	**33%**
Remote working at least one day a week	97%	**97%**
Fully remote	22%	**22%**
Training hours per employee	0.53 h	**Being redefined**
Partnership with an ESAT	Objective	**Yes**

Customers and society

Indicator	2024	2025
Technical support actions	Not measured	**3,636**
After-sales requests handled	Not measured	**3,355**
Repair rather than replacement rate	Not measured	**94.4%**
Request resolution rate	Not measured	**100%**
Skills-based sponsorship	6 days	**10 days**
Sponsorship and in-kind donations	Not measured	**€6,889 excl. VAT**
Active sustainability and community partnerships	Not measured	**23**
Assessment by an independent third party	No	**EcoVadis (Committed), Greenly (Diamond medal)**

Indicators published without a value

Employee satisfaction barometer • Customer satisfaction after intervention • Share of spare parts reused • Share of projects with a formalised performance study • Response time to technical requests.

Displaying an empty indicator commits the company to filling it in.

Concordance with the Sustainable Development Goals

Our policy is based on nine of the seventeen United Nations Sustainable Development Goals, selected in the light of the materiality of our business.

Quality education

Training and skills; skills-based sponsorship

Gender equality

Social indicators; pay gap

Affordable and clean energy

Our business; use of sold products

Decent work and economic growth

Health and safety; responsible procurement; business ethics

Industry, innovation and infrastructure

Pre-sales and sizing; new headquarters

Reduced inequalities

Employment and disability; working with an ESAT

Sustainable cities and communities

New headquarters; local commitment

Responsible consumption and production

Responsible procurement; repair; end-of-life and recycling

Climate action

Carbon footprint; reduction trajectory

Methodological note

Scope

Green Power Technologie SAS entity, operational control approach, financial year from 1 January to 31 December 2025. The scope covers all emissions attributable to that entity, including those generated outside France.

Standard

GHG Protocol Corporate Standard, scopes 1, 2 and 3. Emission factors from ADEME's Base Empreinte, supplemented by the Ecoinvent, INIES and International Energy Agency databases.

Provider

Greenly. The 2024 assessment, carried out with WeCount on a group scope, is not comparable.

Data quality

100% physical data. The reservations concerning building consumption, the employee survey sample and the pending quality control points are detailed in the Environment section.

Non-financial indicators

Collected from the departments responsible for their scope and consolidated by the Legal Department. Indicators without a value are published as such.

External assessments

EcoVadis, French entity, 2025. Greenly Climate Strategy Rating, Diamond level, 2025.

2025 CSR Report.

Measure. Reduce. Publish.

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