



CORPORATE & SUSTAINABILITY REPORT

2026

zeenergy

ZE Energy's commitments to corporate social responsibility are fully integrated into the company's overall strategy. They reflect our ambition to **support the energy transition** by promoting a **sustainable, decarbonised and resilient European electricity grid**.

In line with its mission, ZE Energy reaffirms its commitment to making energy production and storage a tool for a more sustainable world.

This new 2026 ESG roadmap sets out the priority objectives that will drive us forward collectively, whilst forming part of our 2030 strategic plan.



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OUR VISION OF SUSTAINABILITY

Recognising the **central role of the energy sector** in the fight against climate change and its close interplay with ecosystems, we have, ever **since ZE Energy was founded** in 2020, **placed sustainability at the heart of our business model.**

Between 2020 and 2025, this commitment has centred on a key priority: **the preservation of biodiversity and soil**, an area in which ZE Energy has set high standards. This ambition is reflected in strict site selection criteria, which exclude sensitive areas, as well as in concrete actions, such as the preservation of wetlands at the Vert power station (Landes). At the same time, the company has committed to integrating other ESG dimensions, notably through the introduction of HSE monitoring at its construction sites from 2024 onwards.



Today, we reaffirm our ambition: to **contribute to a decarbonised and resilient energy system** by fully integrating ESG risks.

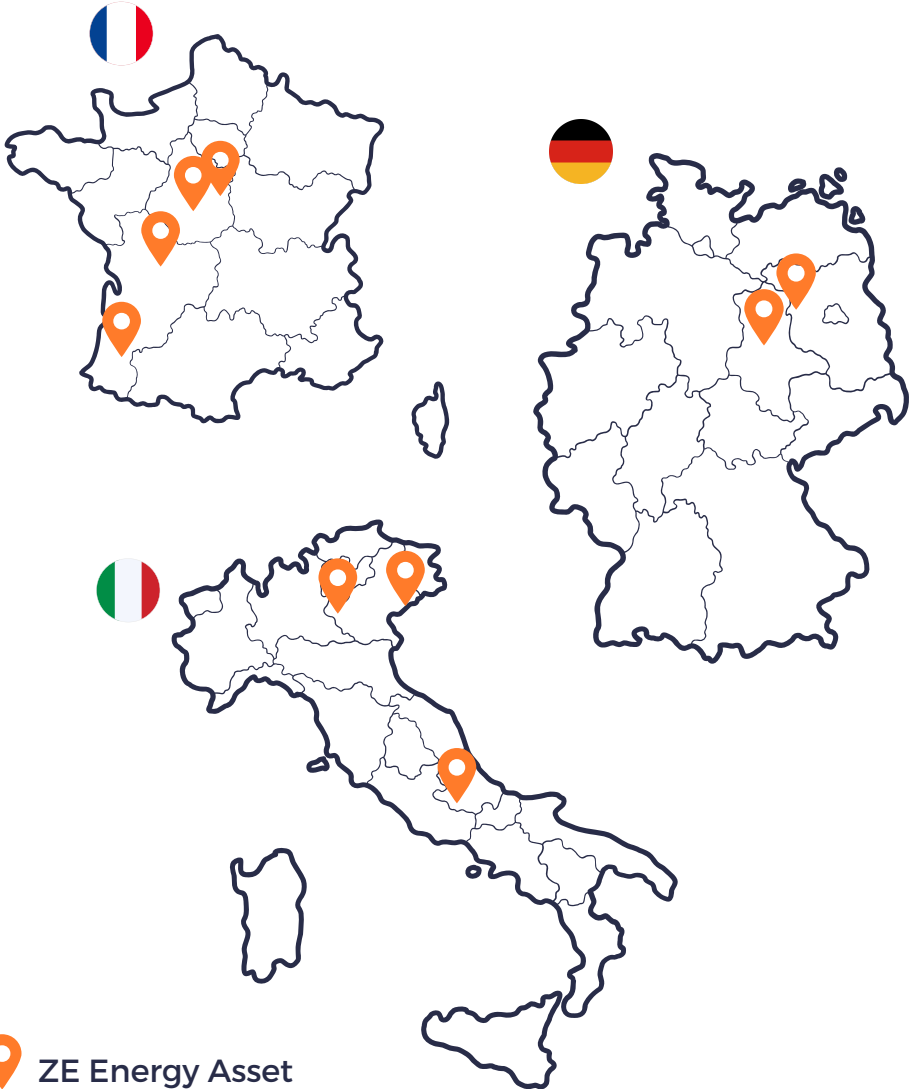
Through the development of energy storage solutions: standalone BESS systems and hybrid solar-plus-storage power stations, we are facilitating the integration of renewable energy into the European energy mix, whilst enhancing the **flexibility and stability of the grid.**

Nicolas Wolff President of ZE Energy



50 EMPLOYEES - 8 NATIONALITIES

A PRESENCE IN 3 COUNTRIES



OUR ESG PILLARS

Our activities focus on four main areas:

- € **To minimise health, safety and environmental (HSE) risks** at our sites and for our teams.
- € **Incorporate environmental analysis** into the early stages of our investment decisions.
- € **Structuring ESG governance** within the framework of our acquisitions.
- € To **strengthen** the integration of **ESG considerations** into the supply chain.

The implementation of these priorities is accompanied by a **heightened requirement for transparency** towards our investors and financial partners.

This approach is championed at the very top of the company by senior management and **involves all key functions:** development, M&A, procurement, construction and asset management.

It relies on dedicated management tools, enabling structured monitoring and continuous **improvement of our performance:**

- € Consolidated CSR dashboard.
- € Half-yearly internal reporting.
- € Annual ESG risk review.



We anchor our ESG commitments at the heart of our operations, integrating them into every step of our value chain to transform our practices in depth.

Chrystelle Nussbaumer, HR & sustainability Director at ZE Energy

OUR ACTIONS

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Health and safety are a top priority for ZE Energy. In the context of industrial operations and construction sites, we are committed to ensuring **safe working conditions** for all our teams and partners, whilst minimising the risk of incidents as much as possible.

This commitment is also supported by **preventive measures**, such as providing seasonal fruit or offering a sustainable mobility allowance, which contribute to the overall well-being of our employees.

Objective

To implement a consistent system for monitoring safety performance across all ZE Energy sites and construction sites, with the aim of making **'zero incidents'** the norm.

KPI

TRIR (Total Recordable Incident Rate) for operational teams.

In actions

- ④ **Standardisation of incident definitions** across the organisation to ensure a consistent interpretation of events.
- ④ **Introduction** of monthly **TRIR reporting**.
- ④ **Deployment** of a shared incident log.
- ④ **Systematic analysis of incidents** and implementation of corrective actions.

Through this approach, ZE Energy aims to **promote** a safety-focused corporate culture based on **transparency**, performance monitoring and **continuous improvement**.



Greenfield project development entails a significant responsibility in terms of ecosystem conservation and exposure to climate-related risks, which ZE Energy has embraced since its inception. ZE Energy is committed to integrating these considerations from the earliest stages of development, going **beyond regulatory requirements**, in order to minimise environmental impacts.

Objective

Systematically incorporate environmental and biodiversity risk assessments from the project screening stage onwards.

KPI

% of projects* located in areas of biodiversity sensitivity and/or exposed to physical risks.

*Project that has passed the planning permission application stage.

In actions

- € **Mapping of sensitive areas** (Natura 2000, ZNIEFF, wetlands) and climate-related risks.
- € **Implementation of an environmental scoring system** from the earliest stages (prior to field surveys), in line with the internal development process.
- € **Application of strict exclusion criteria** (sensitive areas) and greater consideration of regulatory constraints.



“By incorporating an **environmental assessment** from the earliest stages, ZE Energy is able to **anticipate risks**, minimise impacts on biodiversity and prioritise **the most sustainable projects.**”

Thomas Halbert, Country manager France



ESG CHECKLIST FOR PROJECT ACQUISITION

Against a backdrop of **growth** and **acquisitions**, **ZE Energy ensures** that **ESG considerations** are embedded at the heart of its decision-making processes, so as to identify and **manage non-financial risks** from the due diligence stage onwards.

Objective

Developing a systematic ESG approach in M&A due diligence.

KPI

% of acquisitions that include a completed ESG checklist.

In actions

- € **Development and implementation** of a standardised ESG checklist.
- € **Integration** of this checklist into due diligence data rooms.
- € **Establishment of deal-breaking ESG criteria** for investment decisions.

This approach enables ZE Energy to **safeguard its growth operations** by fully integrating ESG considerations into its investment decisions and **enhancing the coherence of its project portfolio**.



GOVERNANCE, ETHICS AND RESPONSIBLE PROCUREMENT

ZE Energy places transparency, ethics and responsibility at the heart of its business practices. This approach is based on the principles of respect for human rights, integrity, environmental responsibility and responsible business practices, applied across the entire company and its value chain.

Objective

Establishing robust ESG governance and strengthening the integration of ethical principles and ESG criteria into decision-making processes and supplier relationships.

KPI

% of key suppliers assessed against predefined ESG criteria

% of employees who have signed the code of ethics

In actions

- ⑥ **Identification and prioritisation** of key suppliers.
- ⑥ **Systematic roll-out** of an ESG supplier assessment questionnaire, accompanied by a scoring system.
- ⑥ **Development and implementation** of a responsible procurement policy.



Stéphane Bouju, Procurement Manager

By structuring its ethical commitments and responsible practices, ZE Energy affirms its commitment to sustainably integrating ESG issues at the heart of its activities, with the ambition of building responsible growth aligned with industry best practices.



OUR SUSTAINABILITY INITIATIVES

In addition to its core activities, **ZE Energy** is committed to practical initiatives that contribute to the **green transition** and **social impact**, focusing on both the circular economy and access to energy.

In actions

- 🔄 Roll-out of a waste sorting and recovery solution in partnership with “Les Joyeux Recycleurs”.



- 🔄 Raising staff awareness of circular economy practices.

- 🔄 Support for projects promoting access to renewable energy through sponsorship initiatives (e.g. “Synergies Renouvelables” in Togo and Madagascar).



Our contribution to the United Nations Sustainable Development Goals

The Sustainable Development Goals (SDGs) were adopted by the United Nations.

They form part of the 2030 Agenda, which sets out targets for each goal to be achieved by 2030, with a view to 'ending poverty, protecting the planet and ensuring prosperity for all'.

1 NO POVERTY 	2 ZERO HUNGER 	3 GOOD HEALTH AND WELL-BEING 	4 QUALITY EDUCATION 	5 GENDER EQUALITY 	
7 AFFORDABLE AND CLEAN ENERGY 	8 DECENT WORK AND ECONOMIC GROWTH 		10 REDUCED INEQUALITIES 	11 SUSTAINABLE CITIES AND COMMUNITIES 	12 RESPONSIBLE CONSUMPTION AND PRODUCTION 
13 CLIMATE ACTION 	15 LIFE ON LAND 		16 PEACE, JUSTICE AND STRONG INSTITUTIONS 	17 PARTNERSHIPS FOR THE GOALS 	

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[Consult the 17 SDGs](#)

FURTHER RESOURCES

-  [Report Les Joyeux Recycleurs 2025](#)
-  [Synergie Renouvelable project overview](#)
DE LA LUMIÈRE POUR AMBODIMAMPAY (MADAGASCAR)
-  [Synergie Renouvelable project overview](#)
EN AVANT OMOUTCHI ! (TOGO)



Cleantech
for France



FRANCE
renouvelables
système électrique pilotable



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