

**TTR Energy (“TTR”)**

**ESG Charter**

*27 October 2021*

## 1. STRONG CONVICTIONS

TTR Energy (“TTR”), founded in 2008 by Gauthier De Potter and Christophe Gilain, is an established renewable energy investor and developer in Europe. Its objectives are (i) to attract and deploy capital to help finance and build renewable energy producers and (ii) to make as many initiatives to promote energy transition. As such, TTR is dedicated to the funds raising, sourcing, development, optimization, financing, construction and management of renewable energy assets, predominantly in France.

As an economic entity active in the energy infrastructure transition, TTR is convinced of the importance of its role to take ESG commitments and to communicate to other entities the urge to join the effort. TTR wants to be part of the domino effect the world urgently needs by focusing on the following main values:

- Building long-term and transparent relationships of trust with its team members, shareholders, investors, financial, industrial and agricultural partners, municipalities and other territorial communities.
- Conducting its business with joy, enthusiasm, integrity, confidence, daring, creativity, transparency, fairness
- Small is beautiful: Keeping things simple, genuine, flexible and straightforward are at the core of TTR DNA and ESG is no exception!
- Encourage the emergence of leading small and medium size flexible and audacious companies to change and to accelerate the energy transition by acting together with the communities in its wider definition.

## 2. SUSTAINABLE DEVELOPMENT GOALS

TTR’s ESG policy aims to support the Sustainable Development Goals established by the United Nations, with a focus on the following 4 key principles:

- 7: Affordable and Clean Energy  
**Ensure access to affordable, reliable, sustainable and modern energy**
- 12: Responsible consumption and production  
**Ensure sustainable consumption and production patterns**
- 13: Climate Action  
**Take urgent action to combat climate change and its impacts**
- 15: Life on Land  
**Sustainably manage forests, combat desertification, halt and reverse land degradation, halt biodiversity loss**

TTR will regularly, and at least once a year reassess its activities considering these goals, and more generally, taking into account the 17 Sustainable Development Goals established by the United Nations.

### **3. TTR'S COMMITMENTS**

#### **3.1. Approach**

The commitments made by TTR are part of a continuous improvement process that draws on the experience accumulated over time.

TTR's approach is by nature:

- Pragmatic and straightforward
  - By not being led by the obsession of scale
  - By taking into account its own size, sector, and specific resources
  - By working based on the knowledge it has of a sector and the community it has built around its activities
  - By working with its community, its stakeholders and the local environment in which it evolves to make a difference
- Evolutive
  - By acting with dynamism, agility and flexibility to face the evolution of the sector
  - By adapting to exceptional circumstances such as the Covid 19 crisis
  - By setting up evolutive standards and good practices
  - By being solution-oriented
- Transparent
  - By putting trust as a core value
  - By favouring long-term relationships with team members, partners, investors, and other stakeholders
- Sincere
  - By being true to the values that inspire and define its identity
  - By optimizing value creation while making projects compatible with its environment and the interests of the local stakeholders it evolves with
  - By constantly reassessing together with local stakeholders (municipalities, agricultural partners, and other territorial communities) how to maximize community positive impact.
- Independent
  - By developing expertise throughout the entire value chain of renewable energy projects, from development to operation, through financing and construction;
  - By partnering with multiple coexisting small and medium entities whilst staying independent
- Driven by excellence
  - By working with a small team of experts
  - By maintaining efficient communication channels
  - By putting interpersonal connections, trust relationships and entrepreneurship spirits at the heart of its functioning

- Optimistic
- By being determined into being an active player in the implementation of sustainable practices in the sector
- By being at the heart of a community throughout the entire value chain (from local communities, agricultural partners and municipalities to construction companies, turbines manufacturers, electricity off takers, banks etc.)
- By wanting to impulse changes in the world

### **3.2. Commitment to shareholders/investors**

TTR is committed to build long-term relationships with shareholders / investors based on:

- Credibility and trust
- Fair, equal and transparent treatment
- Ongoing dialogue, regular reporting and access to dedicated team members

### **3.3. Commitment to team members**

TTR is committed to create a work environment based on joy, enthusiasm, integrity, confidence, daring, creativity and transparence by :

- Maintaining a multidisciplinary, human-sized team which collectively work throughout the entire value chain
- Maintaining a flat structure to ensure a smooth communication
- Creating dedicated working groups, an executive committee, industrial meetings, ad hoc meetings and specific functions such as a compliance officer
- Promoting equal opportunities, diversity, health and safety, fighting against harassment and discrimination, etc.
- Promoting entrepreneurship to help align the interest of the team members with those of TTR
- Promoting independence and autonomy
- Ensuring a fair and attractive compensation policy
- Building team spirit and a warm, convivial and cooperative atmosphere with regular events, such as lunches, games, dinners, and trips

### **3.4. Commitment to society and communities**

TTR promotes responsible sustainable practices within its teams and the industry by:

- Encouraging team members to adopt good practices and reduce ecological negative impact (e.g. reduce paper consumption, limit carbon footprint in transports, reduce energy consumption and waste optimization)
- Establishing a Code of Conduct to guide TTR's team members in the implementation of TTR's core values in the daily performance of their jobs
- Maintaining good relationships with the ecosystem (e.g. agricultural partners, municipalities, territorial communities)
- Developing partnerships and other local initiatives related to renewable energy projects with positive ESG impacts (e.g. accompanying measures for wind farm projects, sponsorships, charity, etc.)
- Participating to and financing socially committed initiatives even outside the scope of renewable energy projects

### **3.5. Commitment to clients and suppliers**

TTR carries out contacts with business partners and suppliers

- With an attitude of sincerity and by building proper relationships of trust
- By considering ESG criteria in the selection of its business partners

### **3.6. Governance**

TTR pays particular attention to a balanced and effective governance:

- By involving all team members to play an active role in its activities and decision making processes
- By favouring a flat hierarchy to encourage bottom-up idea and initiatives
- By setting up forums and committees to advise the board on its strategy and the conduct of its activities

### **3.7. Acquisition of participations**

TTR takes ESG issues in consideration in its M&A processes to the extent reasonably feasible and considering the state of art, by, inter alia:

- Applying “know your customers” processes
- Setting up a “no go” policy where the contemplated assets are deemed:
  - Harmful to human health: e.g. alcohol, tobacco, and weapons
  - Harmful for nature: e.g. tests on living beings, wildlife products, human health
  - Dehumanizing: e.g. pornography and gambling
  - Violators of international standards or conventions: e.g. human rights violations, child labor
  - Corruption and non-compliance with environmental standards
  - Production or marketing of anti-personnel mines, cluster, bombs or related components and equipment
- Considering the Sustainable Development Goals of the United Nations set forth in Section 2 in its assessment of acquisition opportunities
- Inquiring on ESG policies and as the case may be, proceeding to non-financial due diligences

## **4. DATA SECURITY AND RECOVERY PROCESSES**

TTR seeks to have in place systems and controls that ensure the security and confidentiality of the data it holds by:

- Periodically reviewing its processes to prevent leakage, corruption, unauthorised access, etc.
- Protecting “personal data’s”, confidential information and commercially sensitive information
- Ensuring continuity and regularity in the performance of its activities with proportionate systems, resources, and procedures

## **5. COMPLIANCE**

Compliance with TTR’s values is expected to come from each and every team members with the help of a compliance officer appointed to:

- monitor compliance with this charter, identify possible breaches and propose measures to remedy those breaches
- collaborate with the management in the drafting and continuous update of this charter and in identifying areas of progress

- assist the management in training of the team members and ensure the awareness of the team members
- act as a contact point for the team members, having questions regarding compliance matters