



Invest responsibly,
act for the climate

IMPACT REPORT

2024







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**FOREWORD
BY OUR
PRESIDENT**



**Julien
Hostache**

**President and Co-
founder of Enerfip**

As a symbol, at the very moment when the European Commission is announcing a draft so-called Omnibus Directive, synonymous with setbacks and renunciations, the Enerfip Group is pleased to publish its second impact report.

The original edition, published in March 2024, highlighted the European framework that has driven this incredible dynamic in terms of taking into account the extra-financial performance of companies and the need to measure their social, societal and environmental impacts in our common future.

In our view, these major developments are a fundamental source of pride and honour for the European Union, which is positioning itself on these issues as a true world leader in the changes that we absolutely must make.

Yet, barely 12 months later, we are witnessing, stunned, a spectacular reversal of the situation, in which those nostalgic for a world that no longer exists, cling to their illusions and question these initiatives. They call without hesitation for their abandonment, on the grounds that they would cause a loss of our competitiveness. This strong return of conservatism has not failed to win over the new administration of Ms. Ursula von der Leyen, who is preparing to unravel in the coming months, via this "Omnibus" directive, the innovations that notably constituted the CSRD and the Taxonomy. Yet it was under the aegis of this same Ms. von der Leyen that the EU had courageously produced these historic advances.

"Thinking and acting contrary to the current fads and fashions is the beginning of wisdom." Appropriating this phrase from Jean Prieur is not intended to position ourselves as wise, but rather as a resister. We are absolutely convinced that we must collectively firmly reject this improbable call for ease and irresponsibility.

Of course, this act of resistance is, in fact, only an imperfect impact report, produced by a tiny French company operating in a niche sector. However, it has the merit of showing that women and men refuse to compromise our future for the benefit of outdated visions and to the detriment of the general interest. And without a doubt, hundreds of thousands of people share this point of view.

In this second edition, you will find developments that illustrate our commitment to continuous improvement in this exercise, including figures relating to our carbon footprint and the progress we need to make on this issue. You will also, and above all, see the total determination of those who make up our team and who, every day, work at their level towards the advent of a fairer and more livable world.

It is not a utopia, nor a simple possibility, but a choice that falls to all of us.

Julien Hostache



INTRODUCTION

Why create this impact report?

Through this second impact report, we are continuing our commitment to more responsible finance, by providing a new overview of the implementation of our CSR strategy.

The objective:

promote the concrete actions carried out in 2024;

highlight good practices;

measure the progress made in relation to our ambitions.

True to our desire for transparency and consistency, we have chosen to maintain our analysis grid based on the Sustainable Development Goals (SDGs), adopted in 2015 by the United Nations.

These 17 goals and their 169 targets, included in the 2030 Agenda, constitute a universal framework for addressing the major economic, social, and environmental challenges of our century. They offer a roadmap shared by governments, businesses, civil society, and citizens to build a fairer future that respects planetary boundaries.

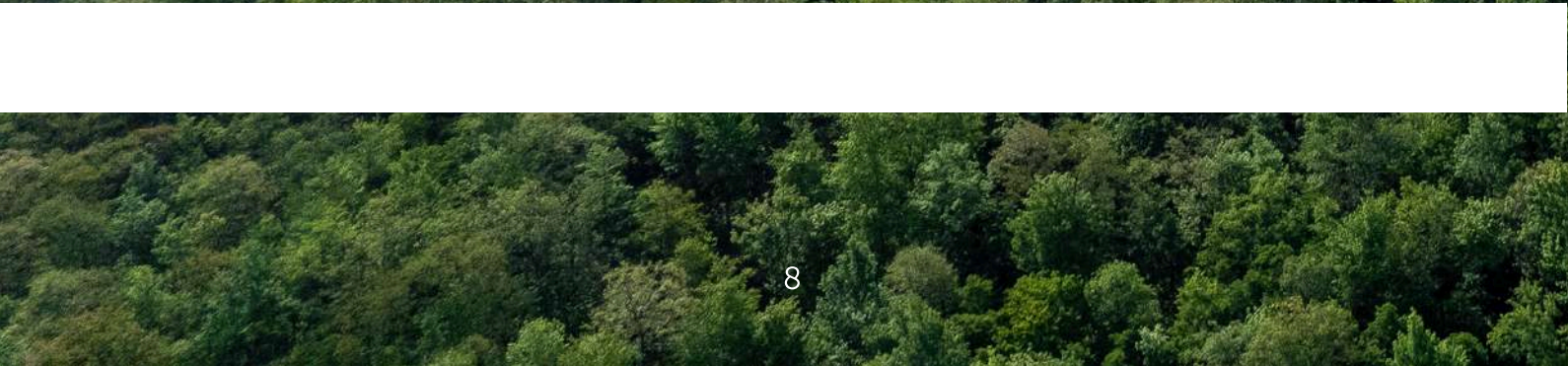
The SDGs remind us of the urgent need for profound transformation: of public policies, economic models, and also of individual behaviors. They invite us to rethink our ways of producing, investing, and acting, by reconciling economic development, social progress, and the preservation of natural resources.

By subscribing to this dynamic, we affirm our desire to actively contribute to an ecological and inclusive transition, through our core business: mobilizing citizen savings to serve the energy transition.

WHAT ARE THE SUSTAINABLE DEVELOPMENT GOALS?



The wedding cake model reminds us that the SDGs are interconnected: the 17 Sustainable Development Goals can, in fact, be grouped into broader objectives (economy, society, and biosphere) that organizations can use to launch their transition. This model illustrates that economies and societies are integrated components of the biosphere. Contrary to the current sectoral approach, which considers social, economic, and ecological development as separate domains, it is necessary to shift to a paradigm where the economy serves society without harming the biosphere.





ZOOM
IN ON



OUR FLAGSHIP PROJECTS



BISSAP

Financing the ecological transition while preserving local jobs is possible with Enerfip.

The objective of the Bissap project (led by the Hummingbirds company) is to distribute improved wood-burning cookstoves to rural populations in Benin (Africa), replacing the three-stone stoves traditionally used. Since access to modern equipment is sometimes difficult, these stoves allow people to cook in a safer and less polluting way.

These cookstoves are distributed free of charge in the most rural departments of Benin and allow the issuance of high-quality carbon credits, certified by Gold Standard.

Beyond its environmental impact through the reduction of wood consumption and pollution generated by traditional methods, this project promises a strong social impact.

SOME PROJECT DATA

Production up to **2.5 millions** tons of CO₂e over 10 years

The creation of more than **500** local jobs

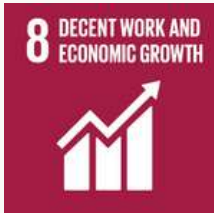
The **reduction** of pressure on natural forests, the primary source of wood used for domestic purposes

Improving **150 000** household livelihoods and reducing the risks associated with prolonged exposure to toxic fumes (respiratory and dermatological pathologies, etc.). In 2021, the World Bank estimated that 3.2 million deaths worldwide were caused by indoor pollution.



CLEAN AND AFFORDABLE ENERGY

By 2030, ensure access to affordable, reliable, and modern energy for all. Also, double the global rate of improvement in energy efficiency.



DECENT WORK AND ECONOMIC GROWTH

By 2030, achieve full and productive employment and decent work and equal pay for work of equal value for all, including youth and people with disabilities.



INDUSTRY, INNOVATION AND INFRASTRUCTURE

Increase, particularly in developing countries, access to financial services for enterprises, including small industrial enterprises, including affordable loans, and their integration into value chains and markets.



SUSTAINABLE CITIES AND COMMUNITIES

By 2030, reduce the negative environmental impact of cities per capita, including by paying particular attention to air quality and waste management, particularly municipal waste management.



RESPONSIBLE CONSUMPTION AND PRODUCTION

By 2030, achieve sustainable management and rational use of natural resources



MEASURES TO COMBAT CLIMATE CHANGE

Improve education, awareness raising and individual and institutional capacities regarding climate change adaptation, mitigation and impact reduction and early warning systems.



HEALTHY PLANET

By 2030, ensure the conservation, restoration and sustainable use of terrestrial and freshwater ecosystems and related services, in particular forests, wetlands, mountains and drylands, in accordance with obligations arising from international agreements.



2. BIODIV-WIND

Monitoring and preventing the risk of collisions between flying animals (birds and bats) and wind turbines has become a major challenge for renewable energy producers. The energy transition must not involve the deterioration of our ecosystems.

To address this need, BioDiv-Wind has developed a solution called "SafeWind," which allows wind farm operators to detect the intrusion of flying fauna using a video analysis device that, in real time, prevents the risk of collision with wind turbines. The technology allows wind turbines to be controlled and stopped if necessary, or a suitable sound signal to be sent to redirect the specimens in another direction.

Since 2015, BioDiv-Wind has equipped more than 600 wind turbines across the world and carried out bird activity studies in numerous countries (Finland, Iceland, Brazil, etc.).

Enerfip's investors are contributing to the company's expansion and enabling it to raise €3 million in simple bonds paying 8.5%.



CLEAN AND AFFORDABLE ENERGY

By 2030, ensure access to affordable, reliable, and modern energy for all. By 2030, double the global rate of improvement in energy efficiency.



MEASURES TO COMBAT CLIMATE CHANGE

Strengthen resilience and adaptive capacity in all countries to climate hazards and climate-related natural disasters.



HEALTHY PLANET

By 2030, ensure the conservation, restoration and sustainable use of terrestrial and freshwater ecosystems and related services, in particular forests, wetlands, mountains and drylands, in accordance with obligations arising from international agreements.



3. ECAIR

"In France, construction is the second largest greenhouse gas emitting sector. It alone accounts for 27% of CO₂ emissions and nearly 45% of final energy consumption. The construction sector therefore has a central role to play in achieving carbon neutrality by 2050."

ECAIR is positioned in the energy renovation sector, an essential pillar in favor of the ecological transition in France.

ANAH's MaPrimeRénov' program allows individuals to finance up to 90% of their energy renovation work. However, construction companies that carry out this work often face a gap between the completion of construction sites and the payment of aid (3-4 months), which creates a temporary cash flow need.

To meet this need, ECAIR proposes to advance the amounts of aid to construction companies once the work has been completed and certified by an approved MaPrimeRénov' Supporter, which allows companies to ensure the continuity of their activity and increase the number of projects that can be carried out.

Through Enerfip, the company raised €3 million in 35 minutes. Investors subscribed to simple bonds at a 9% interest rate over a 24-month period.

The operation will finance 300 energy renovation projects in France.

Source: Ministry of Regional Planning and Ecological Transition



CLEAN AND AFFORDABLE ENERGY

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SUSTAINABLE CITIES AND COMMUNITIES

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ZOOM
IN ON



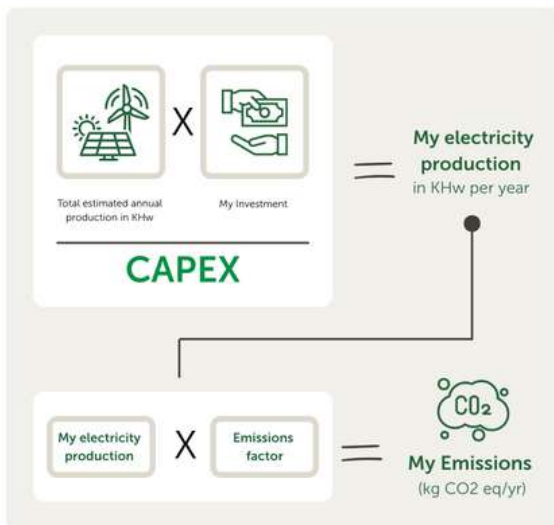
THE CARBON CALCULATOR

CARBON CALCULATOR: MEASURE TO ACT BETTER

True to our commitments, in 2024, we will continue to evaluate the impact of our projects using the tool* that we have developed.

To make the impact of investments concrete, each Enerfip investor has a dedicated tab entitled "My impact" directly accessible from their personal interface.

i ON YOUR PERSONAL SPACE



This space allows each investor to view, in real time and in a personalized manner: the production of renewable electricity generated each year, calculated in proportion to its investment in the financed projects;

- CO₂ emissions avoided, also estimated based on its level of participation.

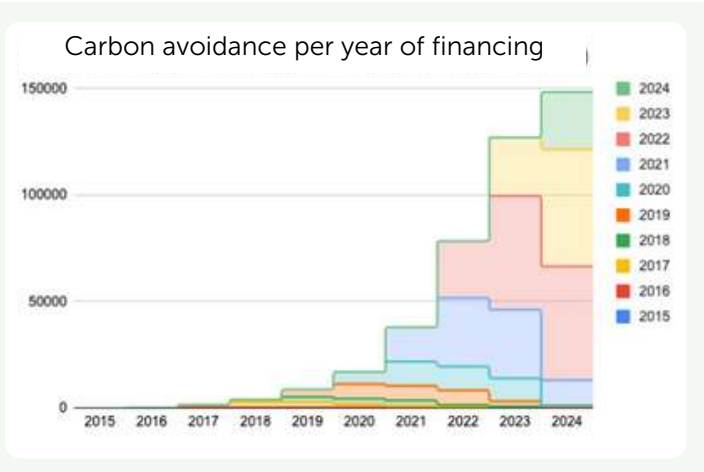
Thanks to this tool, each investor can become fully aware of the environmental impact of their financial choices and measure, in just a few clicks, their contribution to the energy transition.

All renewable energy projects financed by Enerfip generate greenhouse gas emissions. As scientists regularly remind us, "There is no such thing as free energy," and renewable energy is no exception.

However, to illustrate the concrete impact of money invested in Enerfip, we compared €1,000 invested on our platform with those invested in a traditional bank. According to Oxfam, investing €1,000 in a traditional bank results in the emission of 495 kg of CO₂e per year. In contrast, with Enerfip, the same €1,000 generates only 43 kg of CO₂e**. Thus, money invested in Enerfip emits on average 10 times less CO₂e than in a traditional bank.

CO2 EMISSIONS AVOIDED EACH YEAR

thanks to the investments of our **54 000** investors



We estimate that by 2024, more than 150,000 tonnes of CO₂e will be avoided. (1)

Since funding our very first project in 2015, more than 440,000 tonnes of CO₂e have been avoided, thanks to the 600 million euros invested in Enerfip.

(1) In 2024 (right column), more than 150,000 tonnes of CO₂e are avoided: approximately 15,000 tonnes from projects financed in 2021 (in blue), 50,000 tonnes from projects financed in 2022 (in red), 50,000 tonnes from projects financed in 2023 (in yellow), and 25,000 tonnes from projects financed in 2024 (in green).

* This carbon calculator has been developed for renewable energy projects only.

** This figure may vary over time depending on the renewable energy projects financed on the platform, as the emission factors vary depending on the energy source. Here are the factors we apply in our calculations (ADEME report):

Solar: 40 g CO₂e/kWh Wind: 13 g CO₂e/kWh Bioenergy: 30 g CO₂e/kWh Hydroelectric: 15 g CO₂e/kWh District heating: 50 g CO₂e/kWh Energy mix: 40 g CO₂e/kWh





ZOOM
IN ON 

EUROPEAN EXPANSION

ACCELERATING OUR EUROPEAN EXPANSION




In 2024, we're accelerating our European development, taking a new step in our international expansion. A year punctuated by major advances and some exciting developments!

	Number of projects funded	Number of investors	Amount raised	Tons of CO2 avoided
Since the creation	550 funded projects	54 000 investors	600 million euros	440 000 tons of CO2
In 2024	100 funded projects	7 000 investors	150 million euros	150 000 tons of CO2

NEWS FROM ENERFIP IN SPAIN AND ITALY



 Spain remains a key driver of the group's growth, representing 20% of the projects financed.

 In Italy, we have just obtained new approval which will allow us to finance projects in the form of debt, thus opening up new development prospects.

Our **ambition** : is to create bridges between France and European countries where the financing needs for the energy transition are particularly high.



We are aiming primarily at:

- the Iberian Peninsula, where the growth dynamics of renewable energies are spectacular;
- the transalpine republic, where the stakes are high: to quickly reduce the still too high share of fossil fuels, particularly gas, in the national energy mix.



**ZOOM
IN ON** 

A CLEAR, COMMITTED AND STRUCTURED CSR STRATEGY

In 2024, the Enerfip Group's CSR (corporate social responsibility) commitment will enter a new phase: more structured, more ambitious, and now supported by dedicated human and financial resources. CSR is becoming a strategic priority, integrated into the heart of our businesses and our decisions, so that everyone, regardless of their role, can contribute to a positive impact on people and the environment.

This approach is a continuation of work undertaken over two years ago with the creation of a CSR committee. This discussion group, which meets monthly, helps to bring to light an important reality: many initiatives already existed, spontaneously carried out by employees, but often remained invisible or isolated. It therefore seemed essential to structure and promote these actions, by including them in a clear roadmap, based on:

1

The development and monitoring of existing initiatives

2

Defining concrete and measurable objectives

3

Regular and transparent communication of our actions

The starting point for this structuring was the co-construction of the group's CSR objectives for 1, 3 and 5 years. A collaborative workshop, organized on April 22, 2024, on the occasion of Earth Day, brought together all employees around 7 main themes:



BIODIVERSITY



REDUCTION

social inequalities



CONSUMPTION

responsible



EQUALITY

women-men



MANAGEMENT

waste



MOBILITY

and transport



GOVERNANCE

Divided into five working groups based on their interests, participants collectively formulate concrete short, medium, and long-term objectives. These proposals are then consolidated and refined by the CSR committee to arrive at a shared strategy that is both realistic and ambitious.

Discover some concrete examples of these commitments and the action plan we are deploying throughout the year to implement them!

1 YEAR

Promote social advancement among young people (3rd year internship, career fair, etc.)

- Welcoming people in precarious situations to the office
- Join a network of company daycare centers
- Integrate salary transparency

3 YEARS

Implement a responsible transport policy

- Repair, reuse, recycle computer equipment
- Draw a responsible purchasing program
- Participate in the greening of the city
- Promoting renewable energy and biodiversity among children

5 YEARS

Allocate part of the group's turnover to benefit impactful associations

- Draft an ESG responsibility charter to be respected by project leaders
- Buy a forest and create a wetland

An action plan is defined to achieve the objectives set for one year. Each objective is now led by one or more "lead collaborators," who work in tandem with the CSR project manager. Together, they are responsible for implementing the action, with a clearly defined deadline and monitoring by the CSR committee.

1-YEAR OBJECTIVES



64%

December 31, 2024

Once the 1-year CSR objectives have been fully achieved, the CSR committee will meet again to take stock of where we are in 2025. This meeting will allow progress to be assessed, readjust if necessary, and, above all, to prioritize the 3-year objectives. A "lead collaborator" is designated for each of these objectives to ensure their monitoring and achievement.

The challenge of these short and medium-term CSR objectives is to maintain collective momentum and pursue our commitment with ambition, rigor and consistency to always do better, together.

ENVIRONMENTAL

- Biodiversity
- Responsible consumption
- Waste management
- Transports



SOCIAL

- Social inequalities
- Gender equality



GOVERNANCE

- Governance





**Fabrice
Delobette**

CSR Project Manager

In this dynamic and to concretize the group's desire to fully integrate CSR into its global strategy, the recruitment of a CSR project manager was put into place in September 2024. Fabrice Delobette joined Enerfip on a work-study program, as part of his MBA CSR & Management of Sustainable Organizations at the International Terra Institute in Paris.

Fabrice's mission is to drive, structure and coordinate the actions defined within the framework of the group's CSR strategy.

Among his main responsibilities:

- support employees in achieving CSR objectives over 1, 3 and 5 years;
- lead internal awareness-raising actions;
- ensure the monitoring and consolidation of reporting, in particular via this impact report.

"Ready to change the world with the Enerfip Group, the issues related to global warming and respect for the human condition are paramount and must be prioritized by everyone" - Fabrice Delobette

Since Fabrice's arrival, the CSR committee now meets weekly, with regular participation from members of the management team. This new organization strengthens the anchoring of CSR in the group's strategic orientations, ensuring better coordination and more agile decision-making.

EMPLOYEE ENGAGEMENT, A KEY LEVER OF OUR IMPACT

In 2024, the governance is launching Hybrid Week, an initiative aimed at offering employees the opportunity to engage, on a voluntary basis, in concrete actions within associations working for the environment, people or society.



To do this, we have chosen to collaborate with the Komeet platform (formerly Vendredi), whose mission is:

- to help associations recruit corporate volunteers, ready to commit to working alongside them;
- to offer committed companies the opportunity to enable their employees to take concrete action.

Our goal is to integrate employee community engagement and civic engagement into our corporate culture, leveraging our network of partner organizations. This commitment translates into concrete field missions, particularly during carefully selected key events, as well as online awareness-raising activities on various topics, in French and English. Thus, each employee has 12 half-days per year to get involved in missions with associations, during their working hours.

To make this possible, the platform legally regulates employees' missions through a system called "skills sponsorship." This mechanism, which represents a donation in kind, allows a company to make its employees available to a public interest organization, free of charge. These employees mobilize their skills, commitment, and time, whether work or personal, not in the service of the company but for an association, with the aim of generating a real and concrete impact on society or the environment.

OUR EMPLOYEES



100 % registered on the platform

91 % feel they have been useful, have served a cause

59 % complete a mission, in the field

43 % are made aware, online

70 missions carried out

174 impact hours achieved (i.e. 24.9 working days)

4.59/5
Team satisfaction according to
27 testimonies

5/5
Satisfaction of associations according to
13 testimonies



TESTIMONIES

A clear, committed and structured CSR strategy



Cynthiana

Communications Manager

"It's great to help make every child smile this Christmas!"

Mission: Give a gift to a child hospitalized at the Montpellier University Hospital for Christmas



Ewen

Product manager UX

"I feel like I've made the world a better and kinder place in a very direct way, it's very rewarding and makes you want to do it again."

Mission: Write a letter for an isolated elderly person with 1 letter 1 smile

MOST POPULAR THEMES



Environment and biodiversity



International solidarity



Poverty and precariousness

For what purposes?





**ZOOM
IN ON**



ACTIONS IN SUPPORT OF OUR COMMITMENTS



The aim of this section is to present an overview of new best practices and ongoing actions implemented around three main themes.



Act for the environment



Acting in favor of humanity



Act for responsible governance



1 - FRESCO OF FINANCE

The Finance Fresco was held several times within our organization in 2024, both to the group's employees and to our investors and partners. It is an educational tool designed to raise awareness of the financial world by presenting its impacts on the economy and societies. It also aims to demystify the financial system, explain its abuses, and encourage individual and collective action for a more sustainable financial system.



ACT FOR THE ENVIRONMENT





2 - PROMOTION OF SOFT MOBILITY

We position ourselves as a committed player in promoting soft mobility for travel. In 2024, we will begin a certification process to obtain the Pro-Cycling Employer label, a distinction that recognizes private, public, and non-profit employers committed to promoting bicycle mobility. Through concrete, pro-cycling measures, we encourage our employees to adopt this environmentally friendly and health-promoting mode of transport, both for their daily and professional commutes. As part of this approach, several actions have already been implemented:



› A bicycle repair and maintenance workshop:

As part of the promotion of soft mobility and sustainable development, the establishment of a regular bicycle repair and maintenance workshop within the company is an initiative with a strong environmental impact as it aims to encourage employees to adopt the bicycle as their preferred mode of daily transport, by offering them a practical and accessible service, at the foot of our offices, with the intervention of a professional cycle mechanic, a local service provider. The first workshop was carried out in September 2024 and the objective is to offer one per year.

› Train employees to ride safely:

This training (lasting 1.5 hours) allows employees to become familiar with the use of bicycles in urban areas.

A local service provider intervened in September 2024 to provide this training to the employees concerned in order to enable them to:

- be able to ride a bicycle safely with other riders;
- know the right actions and best practices to encourage the use of bicycles as a means of transport.



Finally, it's important to note that we provide a bicycle storage room equipped with secure racks, allowing everyone to park their bikes in complete peace of mind. In addition, a complete maintenance kit, including a foot pump, a toolbox, a repair kit, and a workshop stand, is also available to all. By facilitating bicycle maintenance and encouraging their use, we are fully committed to a healthier and more balanced lifestyle for our employees.





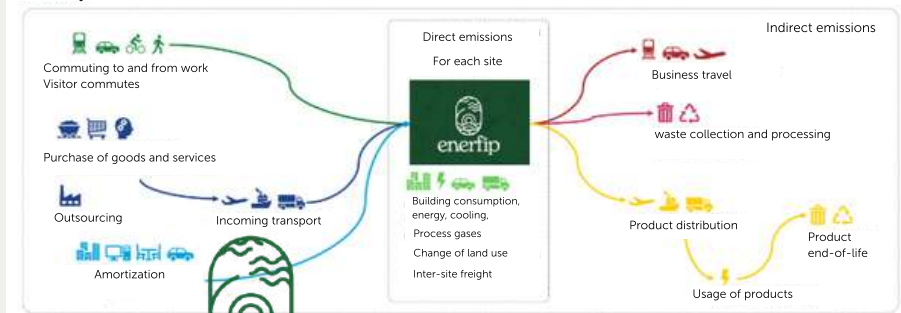
3 - CARBON FOOTPRINT

To establish our carbon footprint, we need to define a comprehensive scope of analysis, including the direct and indirect emissions generated by our activities. This scope comprises three main areas of application, defined by scopes 1, 2, and 3.

Our **objective** is to significantly reduce our greenhouse gas emissions and thus contribute to the fight against climate change:

Analysis Meter

The study covers the implementation of all direct and induced activities by each of the company's sites over a full year of activity.



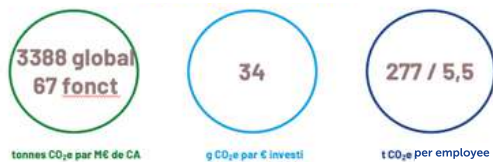
Overall Results

12 195 t CO₂e in 2023, uncertainty 28%.

This is equivalent to:

- the annual emissions of 1,245 French people
- 2,000 circumnavigations of the earth by plane (6,900 return trips from Paris to New York)
- 56 M km travelled in an average internal combustion vehicle
- 20.5 M liters of coffee

Principal Indicators



The **results** of our carbon footprint shows that 77% of our total CO₂e emissions come from inputs and services. This highlights the importance of our upstream value chain in our overall carbon footprint.

They allow us to identify key opportunities to reduce our carbon footprint. We will therefore focus our efforts on optimizing our procurement processes and integrating more sustainable practices into our value chain.

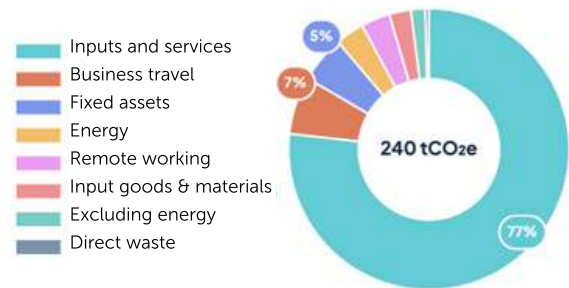


To address this observation, in 2025 we will propose an action plan structured around several key areas, linked to the 3 and 5-year CSR objectives defined.

This action plan will aim to significantly reduce our carbon footprint by targeting the largest sources of emissions, while strengthening our commitment to a more sustainable economy.

Overall Results

Excluding capital expenditures
240 tCO₂e in the year 2023 (uncertainty 28%)



The success of this approach requires the involvement of all stakeholders and a continuous monitoring and improvement strategy.

EXAMPLES OF ACTIONS:

- significantly reduce air travel and systematically offset its impact;
- optimize our equipment purchasing strategies and offset their impact;
- train our teleworking employees on issues and best practices;
- draft responsible purchasing best practices;
- draft guidelines for responsible communication;
- draft guidelines for responsible event communication;
- give preference to local purchases, particularly in digital matters, with French players, whose servers are powered by low-carbon electricity;
- train 100% of the team in the Climate Mural to encourage good actions (in particular avoiding meat);
- maintain good practices (public transport, refurbished IT equipment, etc.);
- server optimization (some servers turned off in the evenings and on weekends), reduction of the size of content on all of our sites/applications;
- prioritize sustainable mobility (train, bicycle, public transport) for business trips;
- raising employee awareness of their carbon footprint.



ACTING FOR HUMANITY



Consuming and producing more responsibly remains a core concern. Our partnerships are being extended into 2024, notably with Slow Forest Coffee (high-quality coffee with a low environmental impact) and Poppee (a sustainable, recycled, fragrance-free toilet paper produced in France).

In 2024, a wonderful initiative was launched: a collective effort allowed each employee to be offered responsible and local products for purchase by the entire group. Coffee, toilet paper, olive oil, and even honey, all sourced from short supply chains, were thus made available internally. A concrete way to promote more sustainable consumption on a daily basis—and it's a success!



A network of more than 3,500 nurseries in France

Always in favor of employee well-being, since 2024, a company crèche service has been available to all employees as a concrete approach to improving the quality of life at work. Thus, it makes it easier to reserve a crèche place through the "Choisir ma crèche" network to which we are a member. From identifying the need to reserving the spot, the contact at "Choisir ma crèche" takes care of everything, in order to save future parents time, ensure they have a spot for their newborn and relieve them of the delays that can come from administrative side of setting everything up for their new family member.



Finally, because we are concerned about health and safety at work, first aid training is being organized on June 18, 2024. Performing cardiac massage, putting someone in the PLS (recovery position), reacting correctly to a burn, calling for help... none of these actions can be improvised. However, in a distress or crisis situation, it is difficult to keep a cool head. This is why learning first aid is essential in a growing company where the number of employees is constantly increasing.





Many other independent initiatives are carried out during the year, including the following examples:
the showers available to employees now include a meter to make them aware of the quantity of water used;

- sanitary protection is available in the women's restrooms;
- plants are integrated into offices to improve the quality of life at work;
- English courses with a native teacher are now offered internally throughout the year;
- Sophrology sessions are renewed throughout the year with access to individual sessions.

ACT FOR RESPONSIBLE GOVERNANCE

At the end of 2024, a new initiative was also launched: making our offices available to accommodate a person in a precarious situation.

<https://www.bureauxducoeur.org/>



Les bureaux du cœur is an association whose main objective is to combat the problem of poor housing by enabling anyone in a precarious situation to access decent housing regardless

of their income and social situation. We have therefore committed to this association to make our premises available to provide emergency accommodation for periods ranging from 3 to 6 months for people in precarious situations. In November 2024, we welcomed the first person who could benefit from our premises by spending their nights in a heated and safe place.



Salary transparency is becoming an essential subject for organizations, according to the European directive (2023/970 of May 10, 2023) which must be transposed into French law by June 7, 2026, thus aiming to strengthen the transparency of remuneration to combat salary inequalities in companies.



At Enerfip, we've identified an advantage in anticipating this European regulation, and we believe that salary transparency is a real opportunity: a corporate culture based on fairness strengthens team confidence and contributes to the employer brand. Communicating openly about salaries is a commitment to professional equality, reducing pay inequalities and eliminating wage discrimination, while building loyalty, improving the confidence, and motivating our employees.

Since the second half of 2024, we have therefore been introducing this transparency within the group, allowing everyone (including members of management) to make their remuneration available to all employees, on a voluntary basis.



[Link to the website](#)



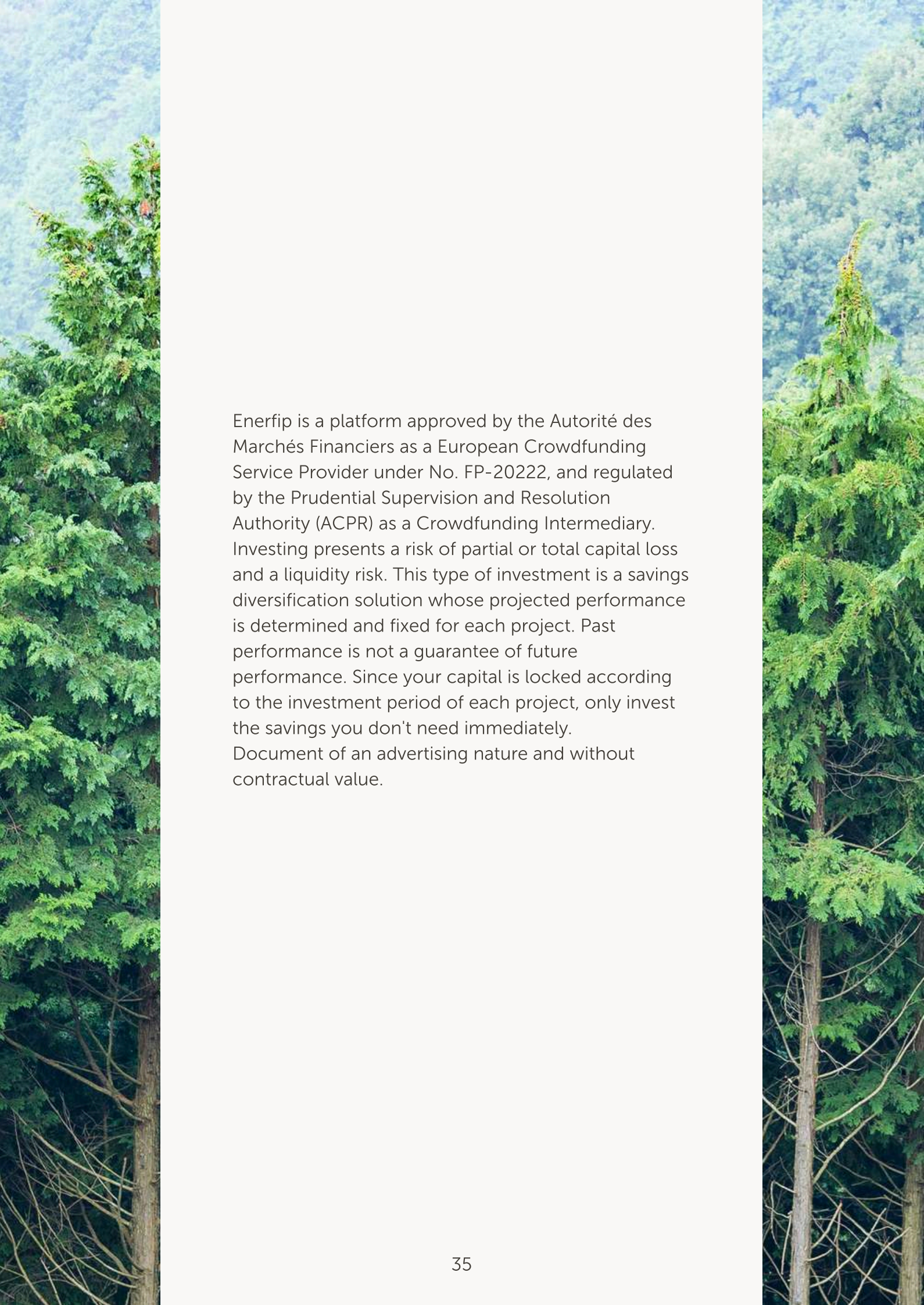
Finally, it is necessary to remember that we always encourage intrapreneurship with a dynamic that continues in 2024. The association "Enerfip En Roue Libre" is now called "Smile Planet" and aims to bring on board as many people as possible and to raise awareness among the general public to the

challenges of the ecological transition, and in particular environmental, social and societal challenges, with numerous upcoming actions already planned for the year 2025:

vegetarian cooking workshop;

- theater-debate around the ecological transition;
- climate fresco and river clean-up action jointly with other local associations.





Enerfip is a platform approved by the Autorité des Marchés Financiers as a European Crowdfunding Service Provider under No. FP-20222, and regulated by the Prudential Supervision and Resolution Authority (ACPR) as a Crowdfunding Intermediary. Investing presents a risk of partial or total capital loss and a liquidity risk. This type of investment is a savings diversification solution whose projected performance is determined and fixed for each project. Past performance is not a guarantee of future performance. Since your capital is locked according to the investment period of each project, only invest the savings you don't need immediately. Document of an advertising nature and without contractual value.



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04 119 34 111

S.A.S. with capital of 109,012 euros RCS
Montpellier 804 231 546 AMF approval
number: FP-20222

