

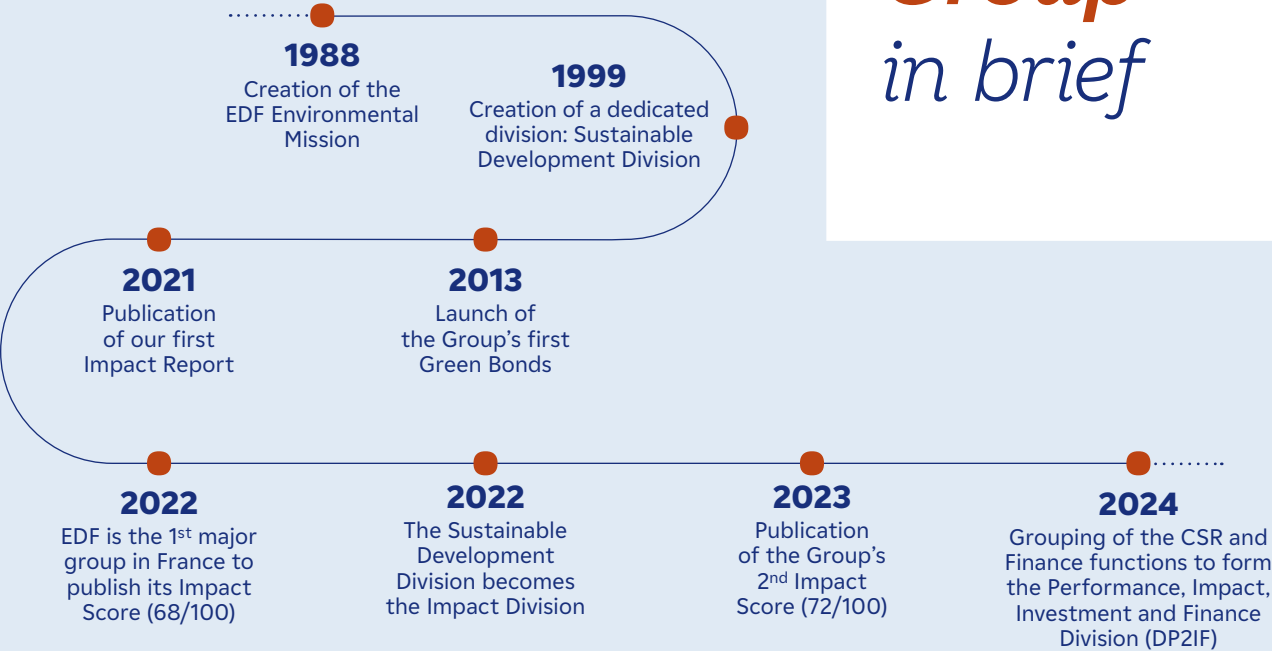


# ACTING FOR A POSITIVE IMPACT



**IMPACT  
REPORT**  
2024

Impact at EDF



# EDF Group in brief

Our key figures in 2023



**467.6 TWh**

Electricity generated by EDF Group with a carbon intensity of 37 gCO<sub>2</sub>/kWh.



**€706M**

Research and Development budget



**€18.2bn**

Investments in line with the goal of carbon neutrality



**34.3 MILLION**

Electricity customers around the world



**179,550**

Employees worldwide, of which 26% are women



**12.4 MtCO<sub>2</sub>**

Emissions avoided through the products and services supplied to our customers in 2023

A *raison d'être* driving our actions:  
To build a net-zero energy future with electricity and innovative solutions and services, to help save the planet and drive well-being and economic development.



## *Editorial by Luc Rémont*

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### *About this report*

Following the first edition in 2021, this  
new impact report describes the progress  
made by EDF Group and opens up  
perspectives on how we can pursue  
our transition towards a world of electricity  
that is fair, inclusive and sustainable.



## “As the world’s leading producer of *low-carbon electricity* we have a major responsibility...



The concept of impact has become mainstream, and is no longer up for debate. We have chosen to place it at the heart of our organisation and our approach to performance. As we know, this is more essential than ever.

The decarbonisation of energy must become a reality, and EDF has placed it at the heart of its *raison d'être*. Indeed, carbon-neutral energy helps to meet the global climate challenge, and also represents an issue of independence for our societies, while reconciling progress and well-being.

The Group's energy mix is already resolutely low carbon. In 2023, we produced 434 TWh of low-carbon electricity, 46 TWh more than in 2022. Although we have produced more, our carbon intensity is down, at 37 gCO<sub>2</sub>/kWh, twelve times less than the world average. In another extremely positive development, Moody's Ratings has confirmed that our CO<sub>2</sub> emissions reduction trajectory is in line with a global warming scenario limited to +1.5°C.

As the world's leading producer of low-carbon electricity we have a major responsibility: to act with strength and determination to meet the challenges of climate change. We need to show innovation,

determination and rigour to build the electricity system of the future, defined by new uses and growing demand, as part of a fair and ambitious energy transition.

While 2023 saw the Group post very positive financial results, the challenges we face over the coming years are numerous and on an unprecedented scale.

We are working to develop our businesses and transform our methods. This means thinking about our performance collectively, increasing our industrial output, entering a new era of builders that will give EDF the capacity to carry out, commission and operate projects that improve people's lives and make industrial activity greener.

Nuclear power will play a key role, both in maintaining the necessary production volume and in strengthening our energy sovereignty. The construction of new EPR reactors in France for the first time since the last century – in line with the government strategy to revive the nuclear industry – will enable us to take decisive steps forward. The deployment of renewable energies, particularly onshore and offshore wind and solar, is also essential. We are on the right track, but we still have a long way to go.



... to act with strength and determination to meet the challenges of climate change.”



In a particularly difficult international context, I would like to highlight some positive signs that support the transformation undertaken by EDF to meet the major challenges posed by the environmental transition. Two major initiatives, supported by France, were announced at COP28 in Dubai at the end of 2023. The first concerns the call by some twenty countries to triple the world's nuclear capacity by 2050. The second concerns the commitment by more than 120 countries to triple the world's installed renewable energy capacity by 2030.

Another challenge is the price of electricity, crucial to French competitiveness and to controlling energy costs for households. Because access to electricity is an essential need, we offer long-term visibility to our customers through contracts of up to 5 years, and sometimes 15 years for industrial customers with high electricity consumption, in a commercial approach that guarantees fair and stable prices.

Reducing the carbon footprint of our residential and industrial customers, increasing the proportion of green electricity in the energy mix, investing in the grid to meet the challenges of the ecological transition, innovating to develop flexibility solutions, and more. To better meet all the industrial and human challenges that face us between now and 2035, we have defined our vision for 2035 through our new business plan (see page 7). This vision has been jointly built with Group management and aims to give us the means to fulfil our mission: providing our customers with electricity that is available 24/7, low-carbon and competitive.

As builders, we are the agents of real change. We are ready and willing to welcome talented individuals who want to join this journey, and we continue to develop the skills needed for a carbon-free world. Our ambition is to be the generation that makes the transition a reality!

“As *builders* we are the agents of real change.”



“Our ambition is to be *the generation* that makes the transition a reality!”

1

# WE'RE BUILDING TOMORROW'S ENERGY MODELS TODAY

## Goals for 2035:

Our development, performance and transformation plans for the company

In June 2024, EDF extended the deployment of its *raison d'être* - building a net-zero energy future - by defining its new business model. "Ambitions 2035" is based on an in-depth analysis of the current socio-environmental context, future energy needs and EDF Group's strengths, with a view to developing the organisation, its strategic priorities and its operating methods by 2035.

### FOUR PILLARS FOR SUCCESS IN THE NEW ELECTRICAL REVOLUTION IN 2035:

1

Helping customers to **reduce their carbon footprint**



2

Producing more **low-carbon electricity** from nuclear and renewable sources



3

Developing the grids to meet the challenges of the **energy transition**



4

Developing **flexibility solutions** to meet the needs of the electricity system



## Finance & CSR: a new organisation for *integrated performance*

Revival of nuclear energy, continued operation of the existing fleet beyond forty years, development of renewable energy, decentralised production, support for customers in decarbonising energy uses and so on. To meet these challenges, EDF is evolving its organisation with the creation of a new entity: the Performance, Impact, Investments, and Finance Department, which has brought together the Group's CSR and financial functions/expertise since April 2024. Through this consolidation, the Group aims for a coherent management of all performance aspects: economic, operational, financial, and CSR.

“We are creating the best possible conditions for the *systemic changes* to come.”

**CARINE DE BOISSEZON,**  
Chief Impact Officer



“Bringing finance and CSR together *is the right thing to do for EDF*, but it does require a transformation of both these functions.”

**XAVIER GIRRE,**  
Group Senior Executive Vice President in charge of the Performance, Impact, Investment and Finance Division

### JOINT INTERVIEW

#### *Why this new division?*

**Xavier Girre:** The aim of bringing together the Group's Finance and CSR functions is to strengthen its economic, operational, financial and CSR performance. Consistent management of integrated performance, combining the short and the long term, is essential for both the company and its stakeholders, not least the investors. EDF is a pioneer in adopting this type of structure, which will enable us to meet the challenge of the energy transition in the best possible conditions.

**Carine de Boissezon:** This decision stems from a strong conviction: there can be no sustainable performance without the integration of three key elements: a long-term strategic vision, financial sustainability, and the consideration of planetary boundaries, climate change, and social and regional issues. DP2IF is a response to this threefold challenge, to ensure consistent governance of the risks and opportunities associated with the energy transition. It also marks a broadening of the scope of the Impact Division, as we now include Investor Relations and the Group Insurance

division, which is central to managing the repercussions of climate change.

#### *What does this change mean for EDF?*

**X G:** Bringing finance and CSR together is the right thing to do for EDF, but it does require a transformation of both these functions. Transformation of business models, the quest for global performance, development of management and decision-making tools, etc. These are just some of the areas where the teams will be finding synergies. —>



“There can be no sustainable performance without the **integration of three key elements**: a long-term strategic vision, financial sustainability, and also consideration of planetary boundaries and social issues.” **CARINE DE BOISSEZON**

“By improving our ability to analyse CSR issues, we can **ensure a long life for our assets** and access competitive funding.”  
**XAVIER GIRRE**

→ **CdeB**: The search for integrated performance positions CSR as a real driver for competitiveness, in the same way as finance. By making the most of our positive impacts while seeking to minimise our negative impacts, we are contributing to the Group's overall performance.

### **What exactly are the synergies between Finance and CSR?**

**CdeB**: They are many and varied, particularly in investor relations and our sustainable finance initiatives. CSR and finance face similar challenges when collecting data, making it more reliable, and industrialising it. By bringing our teams together, we are also developing a common language, in particular through a shared analysis of financial impacts and sustainability impacts.

In addition, even though the creation of this Department is not directly motivated by the new regulations on sustainability reporting, CSRD in particular, the fact of linking the collection and analysis of financial and extra-financial data in a seamless and automated way will also help us to respond effectively.

### **How does this re-organisation fit in with Group strategy?**

**X G**: It is essential to ensure that our massive, long-term investments do not end up as stranded assets in the future. This means that they must include an analysis of the financial impact of environmental and social risks, both present and future, from the outset. By improving our ability to analyse CSR issues, we can ensure a long life for our assets and access competitive

funding. Our road map clearly reflects these integrated performance challenges, whether in terms of allocating capital to different activities to guide our business model, or in terms of supporting major projects.

**CdeB**: This re-organisation will give us a fuller understanding of the concerns of our stakeholders, particularly investors and insurers, who are at the heart of the credibility of our CSR commitments.

# CSRD: towards *integrated performance*

## WHAT IS CSRD EXPECTED TO ACHIEVE?

The main goal of the *Corporate Sustainability Reporting Directive* (CSRD) is to harmonise corporate sustainability reporting by improving the availability and quality of the ESG information and data that companies publish. The directive is part of the European Green Pact and helps to direct investment towards sustainable business models.

Analysis of double materiality is the basic first step in implementing this directive. This means companies analysing their sustainability issues to determine if they are material, meaning whether they pose a risk or opportunity to their financial situation and performance



(financial materiality), or if, on the other hand, the company's activities related to these issues have a positive or negative impact on the environment or society (impact materiality).

This analysis enables companies to identify their main material sustainability issues, for which they must measure and manage the Impacts, Risks and Opportunities (IROs) linked to their activities and value chains. The company must then report on its management of these IROs, with contextual explanations of its management policies and actions and its impact measurement indicators.

## PRIORITY ISSUES IDENTIFIED

As a result of its initial work, EDF has identified a list of 17 material issues that are the focus of its current analysis of IROs (impacts, risks and opportunities):

- **Climate change**
- **Resources and the circular economy**
- **Pollution**
- **Water resources**
- **Biodiversity**
- **Health, safety and well-being**
- **Equality, diversity and inclusion**
- **Skills development**
- **Social dialogue**
- **Uncertainty and continuity of supply**
- **Consultation with stakeholders**
- **Regional development**
- **Human rights**
- **Personal data**
- **Business conduct, ethics and compliance**
- **Supplier relations**
- **Safety and crisis management**



The IROs linked to these issues are being analysed in detail by EDF. This analysis makes it possible to identify the positive and negative impacts of each, as well as the risks and opportunities for EDF.

## CSRD, A STRATEGIC ASSET FOR EDF

The analysis of sustainability issues that CSRD requires has confirmed the strategic commitments made by EDF. Overall, more than half of the material issues facing the Group involve positive impacts or opportunities, representing leverage for the Group. As an example, while climate change entails physical and transitional risks, it is also a key source of opportunities and positive impacts for EDF. This confirms the validity of the Group's commitment, at the heart of its strategy, to support the energy transition and help its customers and stakeholders meet this challenge.

In addition, the vast majority of the IROs so far identified relate to issues that are already covered by the Group's CSR strategy and commitments, thus confirming the validity of the risk management policies already in place in the environmental, social and governance fields. EDF is now working to take further measures to remedy the negative impacts and risks identified by its double materiality analysis.

## Including our stakeholders in implementing CSRD

EDF's Stakeholder Advisory Committee (presented on page 11) has been a driving force behind the Group's double materiality analysis. Its members were thus consulted during the work on material issues identified by the double materiality analysis.

# An ongoing dialogue with the *ecosystem*

EDF's Stakeholder Advisory Committee is a multi-disciplinary, gender-equal body made up of independent volunteers who provide an outside perspective on the Group's strategic direction. With a consultative role, this forum for dialogue brings together 13 leading figures from civil society with a wide range of backgrounds: environmental and climate specialists, academics, representatives of student groups, economists and players in the social and solidarity economy, etc. These complementary experts convey the expectations of civil society and are able to question EDF about its activities and feed into the Group's CSR strategy. The Stakeholder Council began its second three-year term in September 2023.



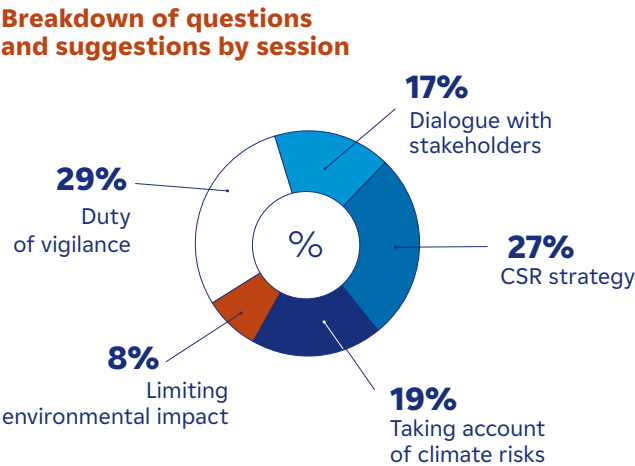
“The Stakeholder Advisory Committee is helping to make CSR a decisive issue in EDF's business model, reflected in ‘systemic corporate responsibility’ in favour of a regenerative and equitable economy.”  
**Cécile Renouard**, Joint Chair of the Stakeholder Advisory Committee during its 2023-2025 term of office



Some of the 13 members of the Stakeholder Advisory Committee  
From left to right: Joël Destom, Germain L'Hostis, Luc Rémont, Aurélien Acquier, Cécile Renouard, Kalina Raskin, Yann Algan.



“Bringing together diverse perspectives, skills, and expertise is essential to tackle the unprecedented and increasingly complex societal challenges we face.”  
**Kalina Raskin**, Joint Chair of the Stakeholder Advisory Committee during its 2021-2023 term of office. Director of CEEBIOS (a biomimetics research and expertise centre)



## Concrete progress



Since June 2021, the committee has been encouraging EDF to urge its customers to adopt practices that reduce energy consumption.

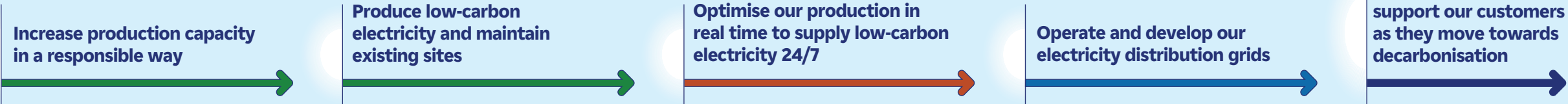
In 2022, EDF launched a major campaign to promote practical ways to save energy.  
In June 2022, the committee stressed the importance of training employees on the legislation related to the duty of vigilance, and the procedures and conduct that this implies for them in terms of *due diligence*. An e-learning course is now offered to employees, and more than 2,800 have taken it.

The committee suggested that EDF should communicate more on its resilience initiatives.

In May 2023, a first multi-business press briefing (nuclear, hydro, R&D and Impact Division) on water and climate change was held, with the participation of 27 publications.  
In 2024, EDF published its first Group booklet devoted to adaptation to climate change



# Acting across our entire *value chain*



€18.2bn

Amount invested by the Group in low-carbon technologies, i.e. 95% of Group investments

No. 1

producer of low-carbon electricity in the world  
(source: Enerdata, Power Plant Tracker in 2022)

42.6m

smart meters installed by end 2023

Enedis  
No. 1

major social-purpose company in the energy sector

12.4 MtCO<sub>2</sub>

emissions avoided through the products and services supplied to our 34.3 million customers

22.7%

EDF and Enedis purchases in France are from SMEs

Our goal: to reach net zero emissions across all our businesses by 2050

29.3%

electrification of the Group's light vehicle fleet, i.e. more than 13,700 electric vehicles

198.2m

visits to our digital consumption monitoring platforms

# Optimising our impact: our **16 commitments**

In line with EDF's *raison d'être* and strategic plan, the Group has made 16 CSR commitments in 4 areas. These commitments contribute to the 9 UN Sustainable Development Goals identified as priorities for the electricity sector by the World Business Council for Sustainable Development.

## Carbon neutrality and climate

### ISSUES AND PRIORITY SDGS



COMMITMENTS	KEY PERFORMANCE INDICATOR	GOAL	2021	2022	2023
1 - Ambitious carbon trajectory	Carbon intensity: specific CO <sub>2</sub> emissions from electricity and heat production	30 g CO <sub>2</sub> /kWh in 2030	48	50	37
2 - Carbon offsetting solutions	Deployment rate of the framework guide on carbon offsetting solutions	100% in 2023	50	50	100
3 - Adaptation to climate change	Deployment rate of the new plans for adaptation to climate change	100% in 2023	47	100	100
4 - Development of electricity uses and energy services	CO <sub>2</sub> emissions avoided through the sale of innovative products and services	>30 Mt in 2030	4.4	11.4	12.4

## Preserving the planet's resources

### ISSUES AND PRIORITY SDGS



COMMITMENTS	KEY PERFORMANCE INDICATOR	GOAL	2021	2022	2023
5 - Biodiversity	Fulfilment rate of the Group's 2023-2025 commitments under the Act4nature international scheme	100% in 2025	67 <sup>1</sup>	89 <sup>1</sup>	43
6 - Responsible land management	Implementation rate of innovative solutions to promote multiple land use	100% in 2026	20	40	60
7 - Integrated and sustainable water management	Water intensity: water consumed/electricity produced by the fleet	<0.95 l/kWh	0.86	0.83	0.83
8 - Circular economy and waste management	Annual rate of conventional waste sent for recovery	>90%	92.7	88.4	85.3

(1) Fulfilment rate for 2020-2023 nature commitments



## Well-being and solidarity

### ISSUES AND PRIORITY SDGS



COMMITMENTS	KEY PERFORMANCE INDICATOR	GOAL	2021	2022	2023
9 - Health and safety of all	Overall Lost Time Incident Rate (LTIR)	<1.8	2.1	1.9	1.7
10 - Ethics and human rights	Annual rate of response to whistleblowers within the one-month time limit, informing them of the admissibility of their report and the next steps of the procedure	100%	-	100	100
11 - Promoting equality, diversity and inclusion	Gender balance: percentage of women on the Management Committees of Group entities	33% in 2026	29.8	30.8	31.7
12 - Combating fuel poverty and promoting social innovation	Number of customers given advice each year as part of the Energy Support scheme	600,000 to 1,000,000	642,482	476,638	390,376

## Responsible development

### ISSUES AND PRIORITY SDGS



COMMITMENTS	KEY PERFORMANCE INDICATOR	GOAL	2021	2022	2023
13 - Dialogue and consultation	Annual rate of projects that include dialogue and consultation	100%	100	100	100
14 - Responsible regional development	Annual rate of purchases from SMEs in France	22% to 26%	24.9	23.2	22.7
15 - Development of industrial sectors	Implementation rate of support actions backed by EDF to promote onshoring and maintenance of skills in the nuclear sector (France Relance programme)	100% in 2023	28.6	71.4	100
16 - Sustainable and inclusive digitalization	Fulfilment rate of commitments made by EDF to the French digital responsibility institute (INR)	100% in 2024	18.8	52.5	93



To study our impact in a comprehensive way, our approach is based on four issues that stem from our *raison d'être*.

- 1 **Carbon neutrality and climate**
- 2 **Preserving the planet's resources**
- 3 **Well-being and solidarity**
- 4 **Responsible development**

Based on the three basic principles of impact analysis, we have drawn up a summary of the Group's impact on each issue:

- **Intentionality (Commitments):**  
Main CSR goals, reflecting the impact the Group wants to have.
- **Additionality (Actions):**  
Operational actions and commitments specific to the Group, i.e. actions that another organisation could not deliver in the same way or on the same scale.
- **Measurability (Results):**  
Key performance indicators that demonstrate the impact.

To go further, broad perspectives and impact stories, developed in the second part of this report, provide an in-depth analysis of the Group's impact on operational issues specific to its business model or value chain.

Additional insights are also provided through links to other content within our publication ecosystem.

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# WE'RE CONTRIBUTING TO A FAIR AND AMBITIOUS TRANSITION

CONCRETE AND MEASURABLE ACTIONS

# How can we reconcile **electrification** of uses with **planetary boundaries**?

EDF, the world's leading producer of electricity without direct CO<sub>2</sub> emissions, is a driving force in low-carbon energy value chains. By stepping up its production of low-carbon electricity and promoting reduced consumption, EDF is responding to the imperative need to keep human activity within planetary boundaries while helping to combat climate change. In line with the Paris Agreement, the Group is committed to achieve net zero emissions by 2050. Because decarbonising energy is a systemic challenge, EDF wants to involve all its stakeholders in finding the right balance between increasing electricity needs and the environmental boundaries needed to preserve the planet. The Group is committed to decarbonising the energy mix, electrifying uses and promoting reduced consumption to create a resilient and sustainable energy model.



## +1.5°C

Scenario compatible with the Group's objectives, validated by Moody's



## 93%

of EDF's electricity production in 2023 was carbon-free

### Progress with our impact

WHAT PROGRESS HAS BEEN MADE SINCE THE FIRST IMPACT REPORT IN 2021?

Performance measured between EDF Group indicators for 2021 and 2023.

–29.3%  
for scope 1 and 2 GHG emissions

+17.4%  
for investments made in line with our carbon-neutral trajectory

–29.4%  
for scope 3 CO<sub>2</sub> emissions

–22.9%  
for the carbon intensity of specific CO<sub>2</sub> emissions from the production of electricity and heat

## ✓ Commitments



### CONTINUING TO REDUCE THE CARBON INTENSITY OF THE ELECTRICITY MIX

After reducing its direct CO<sub>2</sub> emissions (scope 1) by 50% between 2017 and 2022, the Group has set new strategic milestones to achieve net zero emissions by 2050: -60% in 2025 (vs 2017), -70% in 2030 with a carbon intensity of 30 gCO<sub>2</sub>/kWh and -80% in 2035 with an intensity of 22 gCO<sub>2</sub>/kWh. Carbon contribution projects will be considered for residual emissions beyond 2030, up to a maximum of 10%. EDF also plans to be coal-free by 2030.

### ELECTRIFYING USES

With the development of new lifestyles, more reliant on electricity, the need for electricity will continue to grow while having to remain as carbon-free as possible. EDF Group produces and supplies low-carbon electricity every

day. In 2023, 473 TWh of power was produced by the Group without direct CO<sub>2</sub> emissions, i.e. 93% of its production. The goal is to avoid 45 million tonnes of CO<sub>2</sub> emissions by 2035 through the use of Group products and services, tailored to different markets: promoting the use of heat pumps, electric mobility and energy efficiency solutions.

### ENCOURAGING MORE RESPONSIBLE ENERGY CONSUMPTION

EDF wants to make reduced consumption a permanent part of its customers' everyday lives, repositioning itself as a supplier of energy savings. A campaign entitled "Les Défis Utiles" was launched in November 2023. This new environmental challenge was open to all EDF customers of at least one year's standing. The households with greatest reduction in consumption had the opportunity to win tickets to the Paris 2024 Games.

## ✓ Actions



### NUCLEAR POWER, AN AMBITIOUS RECOVERY PLAN

The Group is stepping up the development of new reactors with different technologies and capacities. With the EPR2, which incorporates feedback from the construction and operation of EPRs around the world (Flamanville 3, Taishan and Hinkley Point C), and small modular reactors (SMRs), designed as a flexible energy solution (currently in the pre-assessment phase).

### LOAD MANAGEMENT AT THE HEART OF REDUCED CONSUMPTION

EDF has set up incentive schemes to promote "load management" during periods of tension on the electrical grid. These include the "TEMPO" option on the

regulated sales tariff (TRV) and the "Zen Flex" offer, which reward reduced consumption by customers with a significant reduction in their bills. In France, a million of the Group's customers participate in load management through these commercial actions.

### ADAPTATION ACTIONS CLOSE TO THE GROUND

Adaptation to climate change is a priority for the Group. As part of the ADAPT programme, deployed across the Group's entire nuclear fleet, the "Chooz 2050" initiative has been launched in the Ardennes. This involves producing a "climate monograph" to optimise strategies for adapting the Chooz site to the specific characteristics of the local area. This study provides a real-life analysis of all aspects of the project, from the industrial facilities to the contractual and non-contractual ecosystems.



[Adaptation to climate change at EDF](#)

## ✓ Results

### LOW-CARBON PRODUCTION

92 MtCO<sub>2</sub>  
emissions avoided  
worldwide in 2023  
through EDF Group  
electricity production

12x less  
EDF Group's carbon  
intensity is twelve times  
lower than the world  
average for energy  
companies

+120%  
in connections of  
renewable energy  
facilities between  
2022 and 2023

37 gCO<sub>2</sub>/kWh  
EDF carbon intensity  
in 2023

### DECARBONISATION TRAJECTORY



### REDUCED CONSUMPTION

1 million  
French customers practise  
"load management"  
during periods of tension  
on the electrical grid

-10%  
electricity consumption  
by our customers in the  
winter months of 2022  
and 2023 vs 2021

## Decarbonisation of a property portfolio

*La Poste* group  
steps up a gear  
with EDF

As a group with a mission, La Poste is targeting net zero emissions by 2040, ten years ahead of the European Union deadline. This commitment puts the Group's property portfolio on the front line. "Our real estate portfolio accounts for one-sixth of our greenhouse gas emissions across scopes 1 and 2. We absolutely need to scale up and accelerate its energy renovation to achieve the goal we have set," emphasizes Dang Tran, Deputy CEO of La Poste Immobilier and Chairman of the joint venture created by EDF and La Poste Immobilier for this project. →

**10,000**

sites covering  
a total of 6 million  
square metres

**990 GWh**

The annual energy consumption  
of La Poste's property portfolio  
is equivalent to that of a town  
of 300,000 people.

La Poste and EDF have joined forces to speed up the energy transition of one of the largest property portfolios in France. This innovative partnership approach underlines a real determination to transform.

**€400M INVESTMENT**

How can such a challenge be met in a huge, disperse and often old portfolio (half the buildings are over 50 years old)? “We selected EDF following a European call for tenders, notably for its ability to create cross-functionality between its various subsidiaries,” says Dang Tran. In total, La Poste plans to invest €400m to improve the carbon footprint of its buildings. This ambitious programme of work will take advantage of EDF’s many areas of expertise, including deployment of energy performance management tools, energy renovation of buildings, installation of solar power plants at 250 sites for self-supply, and installation of electric vehicle charging infrastructure.

**AN INNOVATIVE APPROACH**

The partnership between the two groups is innovative in more ways than one. “This is a long contract, over twenty years, which is not that common in the world of public procurement. It also includes a promise of results over time through an energy performance contract (EPC). Finally, by creating a joint venture, we have opted for a new type of customer-supplier relationship to enhance our agility.” At the start of 2024, around a hundred people were already working on the initial stages of the project. Dang Tran concludes: “We are all aware that we are part of a transformation process that is commensurate with the exemplary nature and ambitions of our two major public groups.”



“By bringing the expertise of our subsidiaries to this partnership, EDF Group is proud to be contributing to a very significant improvement in the energy and carbon footprint of one of the largest French property portfolios.”

**Luc Rémont**, EDF Chairman and Chief Executive Officer



“We are all aware that we are part of a transformation process that is commensurate with the exemplary nature and ambitions of our two major public groups.”

**Dang Tran**, Director of real-estate decarbonisation at La Poste group

**-20%**

Target reduction in the energy consumption of La Poste’s property portfolio by 2030

**-35%**

Reduction in CO<sub>2</sub> emissions by 2030



# How can we operate while **conserving and restoring** ecosystems?

Conservation of natural resources is not a choice: it is a necessity for the sustainability of human activities that are closely linked to the state of nature. EDF Group undertakes to place conservation of nature at the heart of its *raison d'être*. This ambition is all the more crucial given that the company, with its active generation and distribution sites or those undergoing conversion, as well as its land reserves, manages some 46,000 hectares of land and water reservoirs. The Group thus has a responsibility to take action and step up its efforts in favour of the living world. The issues involved in conserving natural resources concern both existing and future projects, and are complex and long term. This is why EDF incorporates biodiversity issues into each of its projects, minimising the environmental footprint and promoting the resilience of ecosystems, while ensuring the sustainable management of its land assets. The Group also invests in research to play an active role in finding ways to restore natural areas.



**>40,000** ha  
of land where  
production  
sites neighbour  
natural areas



**€25M**

2022-2025 budget  
for the BIODIV  
project, for  
research to promote  
biodiversity

## Progress with our impact

**WHAT PROGRESS HAS BEEN  
MADE SINCE THE FIRST IMPACT  
REPORT IN 2021?**

**97%**  
Volume of freshwater  
withdrawn and returned to  
nature. Stable vs 2021

**-3.49%**  
Reduction in water  
intensity since 2021,  
down to 0.83 l/kWh.  
-0.03 l/kWh vs 2021

**10%**  
Natural uranium  
saved each year by  
reusing recycled  
radioactive waste.  
Stable vs 2021

Performance measured between EDF Group  
indicators for 2021 and 2023.

## ✓ Commitments



### REDUCING PRESSURE ON THE LIVING WORLD

Changes in land and sea use, overexploitation of resources, climate change, pollution, and so on. Faced with these factors that lead to loss of biodiversity, EDF is taking action via the “Entreprises engagées pour la nature” and Act4nature international schemes. The Group has undertaken to implement 18 actions across its entire value chain by 2025.



**Our commitments to nature**

### PROTECTING AND RE-CREATING NATURAL AREAS

In the Romanche valley, following the commissioning of the new Gavet hydropower station, EDF undertook a vast operation to dismantle old structures in order to renature 6 hectares of land and 1 hectare of wetland, and thus give a new face to this valley with its strong industrial past. EDF has also undertaken to contribute to the conservation and restoration of natural environments with local partners at 12 sites by the end of 2025.

### EXTENDING SCIENTIFIC KNOWLEDGE

For over 50 years, EDF has relied on teams of researchers dedicated to improving knowledge of the environment. Today, more than twenty employees are working in partnership with external bodies on understanding and managing the factors that lead to loss of biodiversity, and on mitigation and restoration solutions.

## ✓ Actions



### UNDERTAKING TO RECYCLE WIND TURBINE BLADES

To put a halt to sending used turbine blades to landfill, EDF Renewables was the first French player to commit to reuse, recycle or recover decommissioned blades. This has applied since 2023 in all countries where EDF operates, for assets over which it has operational decision-making power. Various experiments are currently under way to find new uses for old blades, such as turning them into aggregate or reusing them as street furniture.

### EQUIPPING OUR PRODUCTION SITES WITH ACTION PLANS

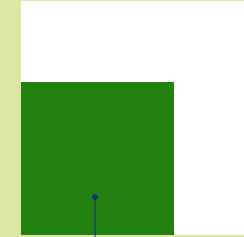
In France and Belgium, EDF is implementing biodiversity management plans at all its operating thermal and nuclear power plants. For solar power plants, environmental management plans (EMPs) are deployed at sites where biodiversity issues arise and require appropriate measures.

### INVESTING IN RESEARCH

EDF conducts research to provide scientific and technological tools to better assess, control and reduce the impact of its facilities on biodiversity. Cost-benefit approaches have been developed for these tools, commensurate with the ecological and industrial issues they address.

## ✓ Results

### CONSERVATION OF BIODIVERSITY



43%

Achievement rate, as of the end of 2023, of the Group's 2023-2025 commitments, renewed under the Act4nature International framework

### LAND USE



60%

Implementation rate of innovative solutions for land use

### WASTE MANAGEMENT

85.3%

Annual rate of conventional waste sent for recovery

1,244

tonnes of CO<sub>2</sub> emissions avoided through re-use via the [Reutiliz platform](#)

### DEMAND FOR WATER

0.83 l/kWh  
Water intensity

# Water: a shared heritage to be conserved

**More than 90% of EDF's electricity production in France depends on water:**

- directly, in the case of hydropower;
- indirectly, as a heat sink for nuclear and thermal power plants.

As well as generating electricity, EDF operates many dams and thus plays a key role in managing water resources and combating climate change by:

- **supporting water courses and the various water uses** associated with them during periods of drought;
- **storing water** when it rains heavily, thus helping to mitigate flooding in some cases. →



**Water  
management  
at EDF**



## 90%

of EDF's electricity production depends on water

## 12%

Energy sector's share of French freshwater consumption, behind agriculture and drinking water

## >10,000

water quality and environmental monitoring analyses carried out every year at each nuclear power plant

As a result of climate change, periods of drought will be more frequent and summer low-water levels will be more pronounced. EDF is working closely with its stakeholders to prevent crises and effectively manage the water resource, which is essential for the production of low-carbon energy and vital to the functioning of ecosystems.

EDF does not own the water held back by the dams but exploits this resource while taking other uses into account (irrigation, drinking water, leisure activities, etc.).

FORWARD PLANNING AND CONSULTATION

To prepare for the future and forecast the risks to this resource and the activities that depend on it, EDF takes part in meetings of national and local water governance and management bodies, notably via the UFE (Union française de l'électricité), alongside representatives of all stakeholders (State, local authorities, manufacturers, farmers, fishing associations, consumer associations, nature protection associations, etc.). Internally, following the 2003 heatwave, EDF set up a water coordination body across the production fleet and an internal body (the Water Management Group, GGE) responsible for monitoring water resources and requirements. It is responsible for monitoring water resources and needs in order to share information and ensure consistency of action across the various production sectors in the context of local consultation and the management of multiple water uses. "Forward planning for potential crises is based on several factors: analysis of the level in dams that support low-water levels in rivers, weather forecasts, data on the balance between electricity supply and demand, and consideration of operating experience," says Pascal Guihot, Water policy officer in the Nuclear Production Division.



"In response to the French government's 2023 water plan, EDF is committed to a 10% reduction in water consumption for industrial use in nuclear power plants by 2030, excluding safety requirements."

Pascal Guihot, water policy officer in the Nuclear Production Division

EXPERIMENTS AND R&D

Recognising the importance of water to EDF's businesses is nothing new. The Group has thus developed expertise in hydrometeorological forecasting over more than 50 years, and leads a number of water-related scientific research programmes: thermal-hydrobiology, development of digital twins for catchment areas, etc. Today, new initiatives are being organised around the concept of water and heat conservation, with studies into the possibilities of increasing water recycling, the use of rainwater, and/or water from wastewater treatment plants. Innovative projects have been launched, such as trials of the **Infinite Cooling** process at the Bugey nuclear power plant, designed to recycle some of the water from the steam plume in the cooling towers. In the hydropower fleet, several dams are now equipped with **Piano Key Weir** technology, which makes it easier to cope with exceptional floods at a time when extreme events are on the increase. The raising of dams, particularly in the Pyrenees, is also being studied to further secure low-water support volumes and increase the flexibility of hydropower production to meet immediate needs.



Focus: Water and R&D at EDF



LUC TABARY, in charge of water coordination at EDF Hydro

A WORD FROM

What are the challenges of water management?

Water is a naturally variable resource! It can fluctuate by 30% to 40%, upwards or downwards, from one year to another. Over the long term, in mainland France, it is above all the distribution of rainfall that is changing, with longer, drier summers. As a result, the issue of multiple uses and water sharing is becoming increasingly important.

How do you deal with crises like that in 2022?

Forward planning is part of our job. The Group has a dedicated engineering department and advanced hydrometeorological forecasting models. Every year from March to November, I lead a water management group that brings together the Group's various business lines and our representatives in the catchment areas to share information on the situation and forecast the next stage of the low-water period,

taking into account the external context (alert level triggered locally by the authorities, needs for multiple uses, possible pressure on production, etc.). Beyond operational management, it should also be noted that EDF is working with other public research bodies (INRAE, Météo-France, etc.) on the national Explore 2 project, which is studying changes in water resources between now and 2100 and their sensitivity to climate change.



A water plan that meets the challenges

In response to the French government's 2023 "Action Plan for resilient and concerted water management", EDF's Nuclear and Thermal Fleet Division has drawn up its own "water plan". Its aim is to contribute to reduced water consumption on a national scale through a series of measures. These focus on several areas: better metering and reduced withdrawal and consumption of freshwater, protection of water quality, and use of Group R&D to develop innovative processes.

[Link to the water plan](#)

30 to 40%

Freshwater availability can vary by 30% to 40% from one year to another

# Which model for a *fair and inclusive* transition?

EDF Group is convinced that the energy transition must be accompanied by an in-depth discussion of a more inclusive model of society. True to its values of responsibility and solidarity, the Group is committed to considering the expectations of all its stakeholders, both internal and external. For its employees, it has defined a social protection policy guided by the principles of responsibility and balance between competitiveness and sustainability. Offering them an inclusive working environment, making jobs more attractive and maintaining a high level of social dialogue are all ways to boost performance and retain talented individuals. The same principles of responsibility and solidarity apply to the Group's external stakeholders: EDF helps its customers to control their energy consumption and is proactively committed to combating fuel poverty. In addition to individual support, EDF also develops community programmes and partnerships to promote universal access to electricity.



## 31.7%

Gender balance:  
percentage of women  
on Management  
Committees at  
the end of 2023



## 230

EDF solidarity  
experts

## Progress with our impact

**WHAT PROGRESS HAS BEEN  
MADE SINCE THE FIRST IMPACT  
REPORT IN 2021?**

### +15.1%

in investments in projects  
by the EDF Group Foundation  
(€5.3m invested in 2023)

### +2.79%

direct and indirect  
jobs induced  
(332,000 jobs in 2023)

### +1.7%

in employees having  
benefited from a skills  
development initiative  
(i.e. 80.7% of employees trained)

### +11%

in work-study  
trainees taken on  
(8,894 trainees in 2023)

Performance measured between EDF Group  
indicators for 2021 and 2023.

## ✓ Commitments

### COMBATING ALL FORMS OF DISCRIMINATION

Aware of its responsibility to develop equality and inclusive values, EDF Group takes concrete action that addresses all its internal and external stakeholders. In 2023, EDF signed its 12<sup>th</sup> approved collective agreement for equal opportunities and the professional inclusion of people with disabilities for 2023-2025.



### BEING PROACTIVE ON HEALTH AND SAFETY ISSUES

EDF maintains the highest safety standards, particularly in the operation of its hydropower and nuclear facilities, and implements a proactive health policy for its employees and subcontractors to reduce physical and psychosocial risks. Every three years, Group entities perform

a new self-assessment of their health and safety management system against the reference framework, “BEST”.



### RESPECTING BASIC HUMAN RIGHTS

The Group undertakes to respect human rights in its activities and business relationships, and favours a dialogue-based approach, both in its development projects and in the operational management of its sites and facilities. EDF supports and promotes the protection of internationally recognised human rights such as the UN International Bill of Human Rights and the fundamental conventions of the International Labour Organisation (ILO). To this end, the Group has published its Duty of Vigilance guidelines on its website.

## ✓ Actions

### PRE-EMPTING RISKS TO OUR PRODUCTION TOOLS

Governed by very strict regulations, nuclear safety is subject to internal controls (annual reviews, internal control plans and audits by the nuclear inspectorate) and external controls carried out by experts from the International Atomic Energy Agency (IAEA). For hydropower facilities, EDF regularly monitors and maintains the dams operated by the Group, with enhanced inspection of dams classified A or B.

### CONDUCTING IMPACT STUDIES TAILORED TO EACH PROJECT

Depending on the project, studies of the impact on human rights are carried out in accordance with the principles set out in the UN Guiding Principles on Business and Human Rights. They identify at-risk activities, according to their scale and sensitivity, and cover both the communities affected and workers. Their conclusions are taken on board throughout the life of the project – development, construction, operation, end of life – via an ad hoc management system.

### TAKING A STAND AGAINST SEXISM

In 2023, to mark International Women's Day, the Group involved its employees in a national consultation on sexism at work as part of the #StOpE inter-company initiative, gathering over 11,000 responses.



### FEMINISING TECHNICAL PROFESSIONS

Given that 80% of the Group's new recruits work in technical professions, increasing the number of women in these professions is a real challenge. The ÉNERGIES Mixité network, one of the largest corporate networks for gender equality in France, rallies its 5,000 members around mentoring programmes, conferences and meetings.

## ✓ Results

### HEALTH AND WELL-BEING AT WORK

Reduction in accident rates

Overall LTIR<sup>(1)</sup>



(1) Lost Time Incident Rate.

### HUMAN RIGHTS AND WHISTLEBLOWING

100%

Response rate to whistleblowers within one month

### SOLIDARITY

390,376

“Energy support” interventions for customers with payment difficulties

### DIVERSITY AND INCLUSION

95 out of 100

EDF SA gender equality index in 2023  
+5 points vs 2022

>300

new hires of people with disabilities in 2023

### EQUAL OPPORTUNITIES

Projects supported by the EDF Group Foundation in 2023:

254

in France at a cost of €3.7m, reaching 16.5m people

35

(excluding crises/emergencies) internationally at a cost of €1.6m, reaching approximately 165,000 people

Combating fuel poverty

## An urgent social need for a basic necessity

“For years, we have been lobbying public authorities and some suppliers to stop cutting off electricity supplies in the event of unpaid bills. EDF took the lead,” says Manuel Domergue, Director of Studies at Fondation Abbé Pierre, which initiated the creation of the national day against fuel poverty. At the end of 2021, EDF decided to replace power outages with a power restriction, to be implemented from April 2022, after the winter break. This initiative was facilitated by the deployment of smart meters, which simplify remote power restriction. “We heeded the appeal from the Foundation, which had already



**3.2 million**

French households were  
in fuel poverty in 2022<sup>(1)</sup>

**11 days**

Median duration  
of power restriction

Heating, lighting and cooking are basic needs that make electricity an essential commodity. Despite this, fuel poverty still affects many households, some completely without electricity because they cannot afford it. And the situation is getting worse against a backdrop of inflation and increasing poverty.

(1) Source: Commissariat général au développement durable (Office of the Commissioner General for Sustainable Development), *Théma essentiel*, May 2024.

been a partner for more than ten years in the field of energy renovation. And we made a responsible decision. Responsible, first because we want to support our customers in all circumstances; and secondly because restricting power is in no way an incentive to stop paying your bills,” explains Cécile Venel, Director of Partnerships, External Relations and Consumers at EDF.

### HOW DOES POWER RESTRICTION WORK?

Less drastic than cutting off the electricity, power restriction is used as a last resort after the customer has received several reminders. The only condition is that they have a Linky smart meter (or that they make their conventional meter accessible). In 2023, 271,000 power restrictions were put in place. In practical terms, the power is reduced to 1 kVA, which means that basic and social needs (fridge, computer, lighting, etc.) can be met, while the impact on everyday life remains restrictive – it is impossible to operate large electrical appliances, for example.

### WHAT IS THE RESULT?

For EDF, it was important to draw up a comprehensive review of the scheme's results. An exhaustive study was conducted. “This scheme is a real catalyst for solutions,” says Cécile Venel. “One-third of households contacted us when they received the letter informing them of the power restriction, and solutions were found for 70% of them, who saw the debt on their energy bills reduced.

We remain ready to take action, even as payment difficulties increase due to households' economic constraints. To this end, we have a network of 230 employees who work with local social action partners and regional authorities.” For Fondation Abbé Pierre, this is a key step forward. “Being cut off takes its toll symbolically, it is a real humiliation. Households consider power restriction to be a fairer solution. But we need to go further: the government must ensure that all suppliers are treated equally,” argues Manuel Domergue.



“We made a responsible decision because we want to support our customers in all circumstances.”

**Cécile Venel**, Director of Partnerships, External Relations and Consumers at EDF



“Being cut off takes its toll symbolically, it is a real humiliation. Households consider power restriction to be a fairer solution.”

**Manuel Domergue**, Director of Studies at Fondation Abbé Pierre

**For 3 households in 5**

unpaid bills are linked to loss of income

**271,000**

customers have had their electrical power restricted to 1 kVA



### PARTNERSHIP

### DEVELOPING ALLIANCES FOR GREATER IMPACT

Since 2021, EDF Group has been working to combat extreme fuel poverty by pooling its expertise with Réseau Éco Habitat, an organisation that promotes thermal improvements to housing, and the NGO Ashoka, a network of social entrepreneurs. Together, they have developed a national programme and expanded their capacity to take action: Territoires Zéro Exclusion Énergétique. Tools and solutions devised by Réseau Éco Habitat will thus be rolled out in 14 regions to identify and support people whose homes need energy renovation.



**Video presentation of the project**

# How can value be **shared** more effectively with the **regions**?

For EDF, deployment of a new energy model must be in the interest of responsible development and must benefit all its stakeholders. Committed to making energy accessible, the Group is tackling the challenges of low-carbon electrification of isolated areas, such as islands, and access to energy in developing regions. The value created is really worthwhile only if shared by all, so the Group is committed to developing and maintaining a high level of dialogue with all its stakeholders. This enables it to play an active part in the social and economic development of the regions in which it operates. By working closely with regional institutions, companies and residents, EDF helps to create jobs, support local initiatives and promote renewable energies in the regions. The Group also invests in sustainable infrastructure and educational programmes to build local capacity, thus promoting inclusive and sustainable growth. This integrated approach ensures that everyone benefits from the energy transition, while strengthening the resilience of communities and supporting balanced and equitable economic development.

**100%**  
of projects  
include dialogue  
and consultation



**332,000**  
jobs are supported  
by EDF in France  
(of which 63,000  
are direct jobs)

## Progress with our impact

**WHAT PROGRESS HAS BEEN MADE SINCE THE FIRST IMPACT REPORT IN 2021?**

97%

of employees at sites that have closed down have found in-house jobs (Fessenheim and Le Havre power plants)

>700

Employees were redeployed in house between 2021 and 2023

+33.4%

Of suppliers take advantage of reverse factoring (see glossary), i.e. 743 suppliers

+7.6%

increase in productivity within EDF through productivity partnerships (€59.4m)

Performance measured between EDF Group indicators for 2021 and 2023.

## ✓ Commitments

### MAINTAINING DIALOGUE WITH OUR STAKEHOLDERS

Consultation with our stakeholders is one of the key pillars of societal engagement at EDF. To better guide its actions, the Group has set up a multi-disciplinary Stakeholder Advisory Committee made up of leading figures from civil society (see page 9). EDF has also set up counselling schemes and maintains regular dialogue with a wide range of external stakeholders – the general public, NGOs, educational establishments, think tanks – as well as with EDF employees, through a collective intelligence initiative called “Parlons énergies”.



### CONTRIBUTING POSITIVELY TO LOCAL EMPLOYMENT

As an employer, EDF contributes to the economic development of the regions in which it operates. A study carried out in 2023 showed that 332,000 jobs (of which 63,000 are direct jobs) are provided by the Group in France, either directly or indirectly.

### INCORPORATING CSR CHALLENGES INTO OUR PROCUREMENT POLICY

The Group Procurement Division has strongly increased consideration of environmental issues when signing contracts, with a Sustainable Procurement Plan that aims for a 30% reduction in the carbon impact of purchases by 2030. In 2023, the Group published the new EDF CSR Charter with its suppliers and subcontractors. The CSR Suppliers' Club was launched in 2023, bringing together more than 80 strategic suppliers to focus on the issues of carbon and resources. It is continuing in 2024 through working groups, by industrial sector, on the challenges of decarbonisation and the conservation of water resources.

## ✓ Actions

### SUPPORTING STIMULATING PROJECTS

EDF supports local economic development through SAFIDI. This subsidiary is a tool for regional engagement, and its mission is to facilitate industrial conversion and spin-offs by granting equity loans to job-creating SMEs and acquiring minority stakes in various other structures.



### CONVERTING OUR POWER PLANTS WHILE MAINTAINING JOBS

The Group makes use of Ecological Transition Contracts, which involve regional stakeholders in a concerted effort to convert the local economic fabric through sustainable projects. This mechanism was used at the Aragon thermal power plant (in the Gard), which has been replaced by a solar power plant.

300 jobs were thus maintained and 38 created.

### DEVELOPING SUSTAINABLE INDUSTRIAL SECTORS IN COLLABORATION WITH LOCAL PLAYERS

At Fécamp, Courseulles-sur-Mer and Saint-Nazaire, the Group is leading projects that are crucial to the development of the offshore wind sector in France. All were based on several phases of consultation with all stakeholders to study and limit the impact of the facilities on local maritime activities, fishing in particular.

### PROMOTING EMPLOYMENT AND SOCIAL AND PROFESSIONAL INTEGRATION

The EDF FAPE fund (Fonds Agir Pour l'Emploi) supports and finances concrete, innovative projects that meet the needs of vulnerable people in the jobs market, with 4 themes: integration, creation of VSEs, mobility, and the emergence of social and solidarity economy projects. Every year, more than 300 projects are supported and almost 3,500 jobs are created or consolidated.

## ✓ Results

### WITH THE EDF “ONE RIVER, ONE REGION” PROGRAMME

>60  
companies have received a loan

>650  
jobs created or saved

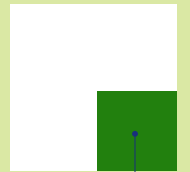
### DEVELOPMENT OF INDUSTRIAL SECTORS

100%  
+28.6 points vs 2022  
Implementation rate for onshoring and maintenance of skills in the nuclear sector

3,693  
employees redeployed since 2018 to the energy sectors of the future

### RESPONSIBLE PROCUREMENT

€15.7m  
Value of EDF purchases from the solidarity sector



22.7%  
Percentage of Group purchases (EDF and Enedis) made from SMEs located in France

1,500  
SMEs made aware since July 2023 through the Pacte PME alliance for decarbonisation and the ecological transition, of which EDF is a member

30

# Taking action to speed up the **transition** in the **regions**

## In Corsica: a collective commitment to the climate

The ambition of the Convention des Entreprises pour le Climat (CEC) is to get economic decision-makers to reinvent their business models within planet boundaries. EDF Corsica and around 70 other structures in Provence and Corsica have joined the movement. CEC has devised a programme for business leaders designed to raise awareness and bring about change, featuring expert viewpoints, educational and methodological input using collective intelligence, and insight from pioneers.

The wide-ranging programme is divided into six themed sessions, with the main aim of moving companies' business models to regenerative economics by 2030. For EDF Corsica, which already leads CSR initiatives in the fields of mobility and biodiversity, the idea is to go even further and think about the future energy model for Corsica, where electricity supply remains constrained by its geography.



Since the creation of the CEC in 2020, EDF Group has taken part in various regional and sectoral CEC programmes (CEC for the financial world, CEC for industry).



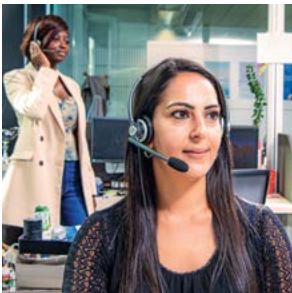
“Through the CEC, we have met other Corsican business leaders who share the same ambitions and have the same problems. We’re already planning to work together to challenge each other and for our mutual benefit.”

Vincent de Rul, Regional Director, EDF Corsica





Video presentation of the programme



**>2,400**

local companies listed by EDF supplier procurement departments through these branches

### In the valleys: acting on the local fabric

EDF Group deploys numerous initiatives to boost the economic, social and human fabric of the regions in which it operates. One of these initiatives was the creation, more than 10 years ago, by EDF Hydro, of “EDF, one river, one region” branches. This original programme aims to contribute to the sustainable and shared development of regions that are generally rural and mountainous, and sometimes isolated. The seven branches were jointly created with local institutions, businesses and associations. They support local SMEs

in accessing our markets, providing EDF Hydro with a listing of more than 2,400 local providers of specific hydropower services and enabling it to make more than 67% of its purchases in the regions where the hydropower facilities are located. The branches also provide equity loans to companies in the hydropower valleys working in water, energy, the environment or local tourism. A total of 737 jobs have been created in ten years, including 60 in 2023, despite the difficult economic climate in France.



**500,000**

tonnes of CO<sub>2</sub> emissions avoided each year due to the bioenergy power plant



### On Reunion Island: a bioenergy power plant that has transformed the landscape

A world first for a power plant of this capacity: in December 2023, EDF Group through its subsidiary EDF Insular Electricity Production inaugurated the Port-Est bioenergy plant on Reunion Island. Its 12 engines, which previously ran on fuel oil, now use liquid biomass produced from rapeseed oil. This real technical feat required two years of technical preparation and took six months to build. This conversion improves air quality on the island by eliminating sulphur emissions and reducing dust emissions,

while ensuring on-site production of 212 MW of electricity. Each year, this low-carbon power plant will thus help to avoid the emission of 500,000 tonnes of CO<sub>2</sub>. Through this project, EDF has made all its generation on Reunion Island fully renewable – in line with European criteria – and is thus supporting the island’s ambition to achieve 100% renewable energy by 2030.



Playing as a team to maximise our impact

All *pulling together!*



**>80,000**  
employees made  
aware through the  
Climate Fresk

#### RAISING AWARENESS AND MOTIVATING

Raising employee awareness of the issues first means understanding the issues. The **Climate Fresk** is a powerful tool that can be deployed on a large scale. More than 80,000 Group employees have already taken part in these workshops, which rely on collective intelligence to better understand the mechanisms of climate change identified in reports from the Intergovernmental Panel on Climate Change (IPCC). EDF employees trained in this way represent **15% of all employees trained in companies throughout the world.** →

Raising their awareness is one thing; motivating them is even better! In playing its full part in the energy transition, EDF can count on the commitment of its employees.



Find out more about  
the Climate Fresk at EDF

Now the need is to speed up and encourage the move to action. The **“Combating CO<sub>2</sub> starts with us”** programme, developed with the Human Resources Division and the Sales Division, serves this purpose. It aims to encourage employees to better control their carbon footprint using the Group’s products and services, as well as by adopting eco-friendly practices in their daily lives.

**SPONTANEOUS INITIATIVES**

“Our annual barometer to measure the impact of our actions shows that **Group employees are well aware of the environmental emergency**. 95% of them say they are concerned about climate change and 99% about the pollution of lakes, rivers and oceans,” explains Laure Hervé, Head of Societal Engagement for EDF’s Impact Division.



“This course has taught me about human rights and consultation, which proved essential when I took up my new role, as project acceptability is a key issue for island regions.”

**Muriel Ismert**, Environment Manager, Island Energy Systems Division (SEI)

Today, many are going further, as demonstrated by the spontaneous initiatives taken by employees. This is the case with the **Rhizome collective**, a place of inspiration and sharing dedicated to ecological issues. Created in 2020, it now has more than 1,800 members and is part of a network of 120 company groups committed to the climate. This additional energy is essential to the transformation of the company and the fulfilment of the Group’s CSR commitments.

**E&S**  
training courses

FOCUS

**PROFESSIONAL DEVELOPMENT AND LEADERSHIP OF A COMMUNITY OF CSR EXPERTS**

Jointly created in 2021 by the Impact Division and representatives of the Group’s business lines and subsidiaries, the Environment & Society (E&S) training course aims to provide participants – employees with experience in environmental and/or societal issues – with a common base of knowledge on the Group’s main CSR issues. It consists of 16 modules spread over eight months, totalling 50 hours of training. Beyond that, the aim is also to promote the network effect and give life to the E&S community within the company. Nearly 80 people have already been trained.

FOCUS

**COMMITTED TO THE PLANET, TRAINING TO UNDERSTAND AND TAKE ACTION**

Launched in 2023, these short video modules on climate, biodiversity and natural resources are accessible to everyone via the e-learning platform. Specific courses are available for different departments (communication, finance, human resources, etc.) to enable trainees to take practical action on a day-to-day basis.

**95%**  
of EDF employees  
are concerned about  
climate change

(source: 2023 internal  
barometer of environmental  
perceptions)



# To go *further*

Check out the following publications  
by clicking on the visuals.



OBS'COP 2023



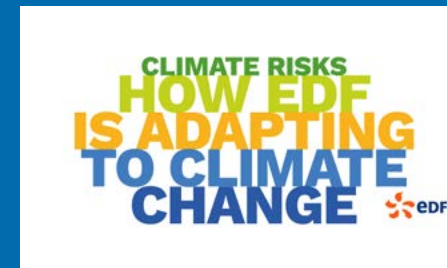
2023 URD



COLLECTIVE REPORT LED  
BY THE IMPACT TANK



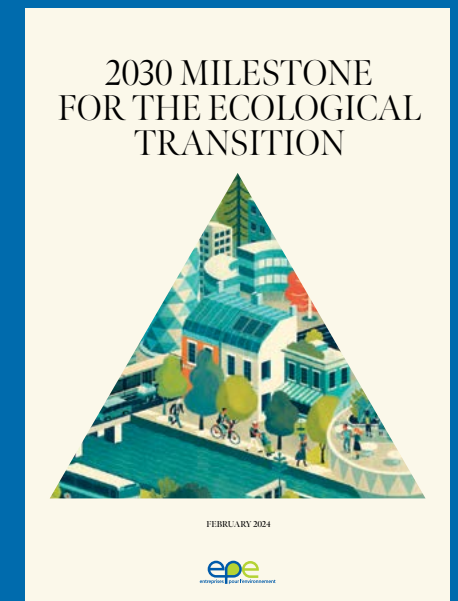
2021 IMPACT REPORT



ADAPTATION BOOKLET



"WATT?  
OBJECTIF  
2050"  
PODCAST



1ST REPORT OF ENTREPRISES  
POUR L'ENVIRONNEMENT (EPE)

[www.edf.fr](http://www.edf.fr)



# Glossary

**Adaptation to climate change:**

Short-, medium- and long-term solutions to tackle natural risks (flooding, coastal erosion, heatwaves, drought, etc.) linked to climate change.

**Carbon intensity:** For EDF, this means the CO<sub>2</sub> emissions linked to an organisation's activities, divided by that organisation's production volume.

**Carbon neutrality:**

According to the IPCC (Intergovernmental Panel on Climate Change) report, this is when the quantity of CO<sub>2</sub> emitted is equal to the quantity sequestered (by carbon reservoirs or sinks), to stabilise the concentration of CO<sub>2</sub> in the atmosphere.

**Collaborative reverse factoring:**

Solution offered by EDF Group to its suppliers, enabling them to pre-finance their invoices before the contractual due date, as soon as EDF issues the payment order.

**CSRD (Corporate Sustainability Reporting Directive):** European directive, applicable from 1 January 2024, aimed at improving and harmonising the disclosure of environmental, social and governance (ESG) data by companies.

**Double materiality:**

The combination of financial materiality - which assesses the opportunities and risks generated by the socio-economic and natural environment on a company's performance - and impact materiality - which takes into account the positive and negative impacts of a company on society and the environment.

**Duty of vigilance:**

According to article L. 225-102-4 of the French Commercial Code, any company with at least 5,000 employees must draw up and implement a vigilance plan for the activities of the company and all the subsidiaries it controls, to prevent serious violations of human rights, fundamental freedoms, health and safety and the environment.

**Energy mix:** Breakdown of the different sources of energy consumed in a given area.

**ESG (Environment, Social, Governance):** International acronym used by the financial community to designate the three criteria that generally form the pillars of extra-financial analysis.

**Impact:** The effect of an organisation's activities on the economy, the environment and society.

**Load management:** Also known as a load shedding, load management consists in asking private individuals or companies to temporarily reduce their use of electricity at times of peak consumption. Consumers who sign up benefit from advantageous pricing for a large part of the year, and even remuneration in some cases.

**Materiality:** A material issue is one that can have an impact, positive or negative, on an organisation's activities and its ability to create value.

**Material risk:** Negative impact on an organisation's performance caused by the socio-economic and natural environment.

**Planetary boundaries:**

Thresholds to maintain natural balances. Nine boundaries have been identified: climate change; loss of biodiversity; disruption of the nitrogen and phosphorus cycles; changes in land use; the freshwater cycle; the introduction of new entities into the biosphere; ocean acidification; depletion of the ozone layer; and an increase in the presence of aerosols in the atmosphere.

**Responsible procurement:**

Procurement policy aimed at limiting a company's negative impact on society and the environment.

**Scopes 1, 2, 3:** Categories of greenhouse gas (GHG) emissions used to perform a company's carbon audit. According to the GHG Protocol - the most widely recognised method for carbon accounting internationally - scope 1 corresponds to direct emissions, scope 2 to indirect emissions associated with the consumption of electricity, heat or chilled water for internal use, and scope 3 to indirect emissions resulting from the activities of a company's suppliers and emissions not included in scopes 1 and 2.

**SDGs (Sustainable Development Goals):** List of 17 priorities for 2030, established in 2015 by the United Nations, to combat inequality and tackle climate change.

**Water intensity:** Direct and indirect consumption of freshwater divided by an organisation's production volume.

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