CLIMATE ACTION PLAN

JANUARY 2026

At Reforest'Action's, we leverage Nature-based Solutions as a strategic, cross-cutting lever to remove carbon, secure supply chains, and strengthen the resilience of business models. Our projects are developed in carefully selected areas, based on local contexts, scientific knowledge, and the power of new technologies. This commitment is also reflected in the internal targets identified in this climate action plan.

Climate action plan

Deliverable	Action plan	Editor	V. LECLERC
Department	HR / CSR	Approver	S. HALLAIRE
Creation date	01.01.2026	Version and update	1.0

This plan is reviewed every 36 months or whenever there is a significant change to the proposed/ implemented measures. Each review results in a new, numbered version.

Context and issues

Reforest'Action is committed to actively contribute to the global effort to limit global warming to 1.5 °C above pre-industrial levels, in line with the objectives of the Paris Agreement and the latest recommendations from the scientific community.

Indeed, our absolute emissions reduction plan for Scope 1 & 2 (-42% by 2030 compared to 2022–2023) was validated by the Science Based Targets initiative (SBTi) in 2024.

As an organization committed to ecosystem restoration, we recognize our responsibility and ability to take action towards a low-carbon future. This plan sets out our roadmap for reducing our greenhouse gas (GHG) emissions and strengthening the resilience of our operations in the face of climate change challenges.

This plan includes seven key objectives, which are aimed to be achieved by 2030. It has been prepared on the basis of the baseline scenario linked to the 2022–2023 carbon footprint assessment.

Resources

Financial and human resources have been allocated to this action plan.

In particular, the position of CSR Project Manager (1 FTE) was created in 2023. Furthermore, the implementation and adherence to this action plan are considered in the annual CSR budget and in the setting of individual targets.

Emissions reduction by scope 1, 2 et 3

Scope 1

Action	Deadline	Status	Target (tCO2e)	Responsible
Reduce and/or replace our vehicle fleet with electric or hybrid vehicles	2030	In progress	-42% compared to 2022-2023 baseline (2,12 tCO2e)	Founder and CSR Projects Manager
Eco-driving training	2030	In progress	-5 à 10% compared to 2022-2023 baseline (0,51 tCO2e)	Head of HR and CSR Projects Manager

Scope 2

Action	Deadline	Status	Target (tCO2e)	Responsible
100% Renewable electricity – offices privative premises	2023	Done	-42% compared to 2022-2023 baseline *(4,04 tCO2e)*	CSR Projects Manager
100% Renewable electricity – offices collective areas	2030	In progress		Founder, Office Manager and Property manager

Scope 3

Action	Deadline	Status	Target (tCO2e)	Responsible
Implement a low-carbon business travel policy	2025	Done	-10% compared to 2022-2023 baseline *(7,96 tCO2e)*	CSR Projects Manager and Managers
Decarbonization of key suppliers*	2030	In progress	-50% compared to 2024-2025* (1,9 tCO2e) -30% compared to 2024-2025** (0,08 tCO2e)	CSR Projects Manager and Suppliers
Reducing our waste	2030	In progress	-50% compared to 2022-2023 baseline *(0,68 tCO2e)*	CSR Projects Manager and employees

Based on the public reduction commitments reported by these suppliers: Salesforce, Adobe**.

Our market-based carbon emissions

GHG Protocol methodology

	2020/2021	2022/2023	2023/2024	2024/2025
CO_2	139 tCO2e	339 tCO2e	355 tCO2e	328 tCO2e
	3,9 tCO2e / employee	5,7 tCO2e / employee	4,9 tCO2e / employee	4,7 tCO2e / employee
	35 employees *	60 employees*	73 employees*	76 employees*

*Average number of employees during this period.

Approval and signature

This action plan has been approved and implemented by the signatories listed below.

Editor	Approver
Name : Véronic LECLERC Role : CSR Projects Manager Signature :	Name : Stéphane HALLAIRE Role : Founder & Executive Chairman Signature :

Reforest'Action
www.reforestaction.com
10 rue Jacques Daguerre, 92500 Rueil-Malmaison
RCS n° 494 438 146