



LOW CARBON STRATEGY



 - 50% in our Greenhouse Gas Emissions by 2030 to reach "Net Zero Emissions" by 2050

- **Action 1** Performance of a new Group carbon assessment in 2022 (Scope 1,2,3 GHG Protocol Methodology)
- **Action 2** Definition of an action plan to reduce our carbon emissions

 - 40% of energy consumptions by 2030 (buildings over 1000m2 - France)
 - 15% of energy consumptions between 2022 and 2023 (France)
 100% guaranteed renewable electricity purchases by 2025


➤ **Action 1** Launch of an energy sobriety plan in France
 ➤ **Action 2** Creation of a network of 41 energy ambassadors

ENERGY EFFICIENCY




CIRCULAR ECONOMY



 100% of our office and hazardous waste to be recycled or reused by 2023 (France)

- **Action 1** Implementation of waste sorting in France
- **Action 2** Adaptation of the end-of-life management policy of our IT equipments (more reuse, less destruction)

 - 5% GHG emissions due to business travels

➤ **Action 1** Strengthening of the Group travel policy
 ➤ **Action 2** Application of financial incentives in favour of sustainable mobility (in 100% of the French subsidiaries)

ECO-MOBILITY



SUSTAINABLE IT



 100% of Tessi's new digital solutions will incorporate sustainability criteria in their design by 2025
 100% of our employees will be made aware of responsible digital technology issues by 2025

- **Action 1** Launch of the Sustainable IT Program
- **Action 2** Organisation of "Digital Fresk" training workshops

 Raise our employees' awareness on climate issues and the environmental impact of our activities

➤ **Action 1** Organisation of CSR challenges around the SDGs
 ➤ **Action 2** Organisation of "Climate Fresk" training workshops

AWARENESS TRAINING



In line with the United Nations Sustainable Development Goals (SDGs)

