

CSR STRATEGY

① Digital trust

- A reliable and responsible approach to and use of AI
- Ensuring data confidentiality and security
- Ensuring respect for human rights throughout our value chain
- Ensuring business ethics and compliance throughout our value chain

② Responsible offering

- Maintaining our customers' satisfaction in the face of new social and environmental imperatives
- Helping our customers transition to responsible digital technology with reliable, secure, innovative and sustainable solutions

③ Environmental footprint of our activities

- Measuring and reducing the environmental footprint of our digital activities and services
- Optimising our waste management
- Encouraging eco-mobility
- Optimising our energy consumption

④ Civic and social commitments

- Committing the Group to contributing to inclusion and economic development in the regions where it operates
- Value and support employees commitment to solidarity

⑤ Developing human capital

- Ensuring the health and safety of our employees
- Retaining our talent and enhancing the attractiveness of our employer brand
- Promoting diversity and inclusion in all its forms
- Promoting a responsible management approach to quality of life at work

Updating our materiality analysis helped us to build our CSR roadmap around the five most significant areas for the Group.

This roadmap is designed to support our development and growth to meet the expectations of all our stakeholders:

- 5 areas of work,
- 18 priority issues,
- 18 performance indicators and their associated targets,
- Contribution to the United Nations

Deeply invested in promoting responsible digital technology, the Group launched its Responsible Digital program in 2022 and obtained the sustainable **IT label 1** certification for several of its subsidiaries:

- Tessi Technologies France
- Innovation&trust France
- Tessi Consulting & integration Switzerland

In 2024, the subsidiary Tessi Consulting & integration France obtained the **IT level 2** certification.

