

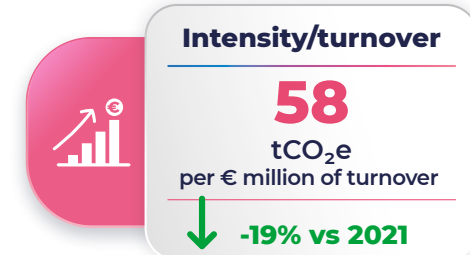
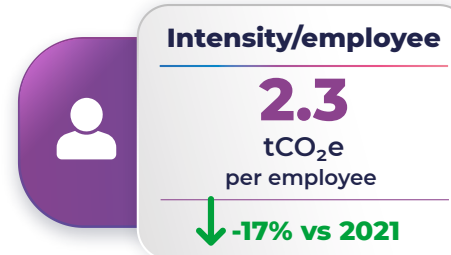
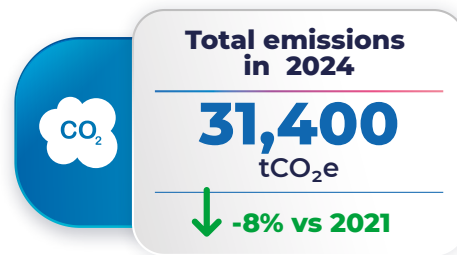
CARBON FOOTPRINT

The Tessi Group and all its subsidiaries are committed to climate action.

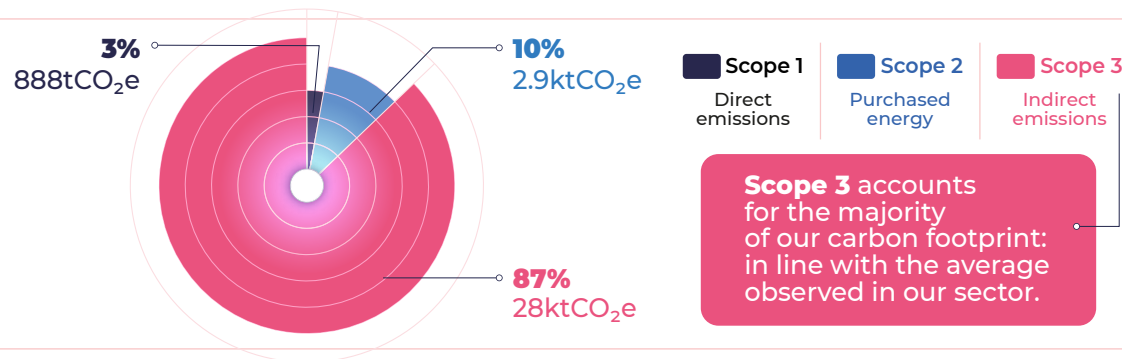
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By renewing its comprehensive Carbon Footprint® (scopes 1, 2, and 3) in accordance with the GHG Protocol methodology in 2024, Tessi is structuring its low-carbon trajectory around proven data and concrete actions.

Environmental performance and progress towards climate targets



Breakdown of emissions by scope



Greenly awards Tessi **Bronze status** for its carbon footprint



Heading towards 2030 with a clear action plan

- Targets and a trajectory aligned with the Paris Agreement and the SBTI* currently being defined
- Submission of our commitments to the SBTI planned for 2026
- Committing our suppliers
- Measuring and reducing the impact of our digital solutions
- Strengthening our actions in the area of energy efficiency
- Boosting low-carbon mobility practices

*Science Based Targets Initiative



CARBON FOOTPRINT

Since 2021, performance achieved through the implementation of more sustainable practices:
energy efficiency, renewable electricity supply, Sustainable IT programme.



Our successes

- ★ Reduction in carbon footprint (-8%) despite an increase in headcount (+11%) and turnover (+13%) between 2021 and 2024
- ★ Employee commuting: incentives for alternative modes of transport (France), mobility assessments and plans for 15 priority sites
- ★ Rollout of energy efficiency plan and supply of French-sourced renewable energy
 - Reduction in gas usage: -33% (2021-2024)
 - Reduction in electricity consumption: -10% (2021-2024)
- ★ Rollout of the sustainable IT programme



Areas for improvement: trajectory for 2030

- 🎯 Commitments from our suppliers to a 1.5°C compatible trajectory
- 🎯 Employee commuting: rolling out of incentives internationally
- 🎯 Business travel: reducing travel, promoting carbon-free alternatives and electrifying the Group's vehicle fleet
- 🎯 Rolling out the international energy efficiency plan and sourcing renewable energy
- 🎯 Strengthening sustainable IT and AI operational practices

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