

CSR Manifesto

Revised Version – October 2024

Coexya

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coexya.eu



COEXYA
Connect skills, create more



Because we are convinced that we have a role to play in facing the challenges of the 21st century, particularly regarding responsible digital technology, because we believe that our job should go beyond supporting businesses and organizations, because we think our role is not only to create value but also to create values, here is our purpose:

Acting for innovation and progress while respecting individuals and the planet

A mission based on **4 pillars and commitments** that guide our actions

9 INDUSTRIE,
INNOVATION AND
INFRASTRUCTURE



Cultivate **innovation** and leverage our technical expertise for **responsible and sustainable performance**

8 DECENT WORK &
ECONOMIC
GROWTH



Develop **our talents** to build a common future

3 GOOD HEALTH
AND WELL-BEING



Offer a **favorable work environment** for the fulfillment of our employees

12 RESPONSIBLE
CONSUMPTION &
PRODUCTION



Act for **sustainable production** and consumption

The components of our CSR approach



Connect skills, create more

OUR PURPOSE

Acting for innovation and progress while respecting individuals and the planet

OUR VALUES

Engagement Respect Sharing

OUR COMMITMENTS

Industry,
innovation,
and
infrastructure

Decent work
and economic
growth

Good health
and well-
being

Responsible
consumption
and production

OUR MISSION

Let's transform organizations and our society together through technological innovation and collective intelligence

1

Cultivating **innovation** and leveraging our **technical expertise** for responsible and **sustainable performance**

Innovation is part of our **DNA**

Our company is committed to **responsible innovation** that contributes to **sustainable economic and environmental development**.

We are developing a culture of innovation and technical expertise to offer **tailor-made sector-specific business solutions**, such as the **dematerialization** of intellectual property processes, the **digitization** of the medical and hospital sector, or the improvement of industrial performance through Industry 4.0.

We also draw on **advanced technologies** such as RPA, blockchain and sovereign cloud, and IoT to guarantee the security, transparency and efficiency of our projects.



OUR ACTIONS

Developing tailored sector-specific business solutions



Intellectual Property



E-Health

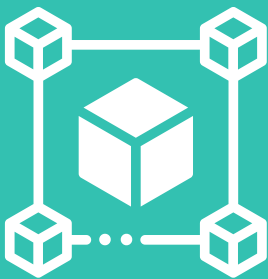


Industries 4.0



Smart Territories

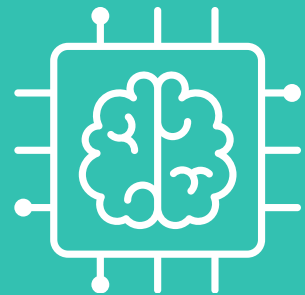
Continuously cultivating innovation through advanced technologies



Blockchain



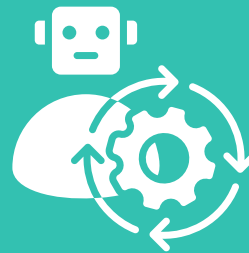
IIoT



IA



Sovereign
Cloud



Robotic
Process
Automation

Acting for Responsible Digital Practices



Eco-design
awareness



Testing the frugger
solution



State action plan
and roadmap

2

Developing **our talents** to build a **common future**

From **value** creation to the creation of our **values**

At Coexya, we believe that economic growth can only be sustainable if it is **shared** and **equitable for all**. It relies on our ability to reinvent ourselves and create new offerings that create value.

We are committed to supporting the development of our employees by investing in their **training** and promoting their **professional advancement**, while contributing to local economic growth.

We also place **ethics and responsibility** at the heart of our business policy, and support tomorrow's startups through our incubator "**Le Connecteur**".



At Coexya, we are convinced that growth must be collective, ethical and responsible if it is to be sustainable.

OUR ACTIONS



Developing Coexya's
growth



Developing our
employees' skills



Developing the local
economy

OUR PERFORMANCES

109 M€

of sales in 2023



%
customer loyalty

2,1 M€

dedicated to employee
training

3

Providing a **working environment** conducive to **employee fulfillment**

Quality of Life and Working Conditions for employees at the heart of our **commitments**

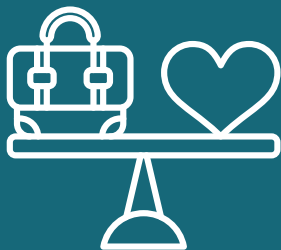
We are convinced that the well-being of our employees is an essential condition for their professional and personal fulfillment.

That's why we offer :

- A **hybrid work organization** with alternating telecommuting and presence on our premises, organized by project offices.
- We guarantee a **healthy, safe and pleasant working environment**, with modern, high-performance equipment.
- We are developing **support and prevention initiatives** for our employees, including a charter to prevent harassment and violence in the workplace, vaccination campaigns, an introduction to sophrology, a mutual insurance plan that includes alternative medicine, and 24-hour psychological assistance provided by APICIL.
- We are committed to the **health and well-being** of our employees, because we know that is the key to our collective to our collective success.



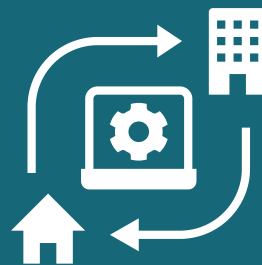
OUR ACTIONS



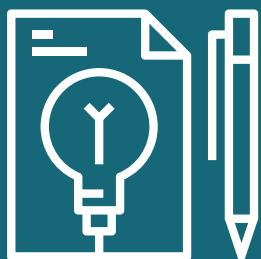
Work life balance



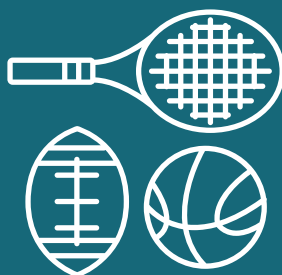
Pleasant and safe working environment



Hybrid work



Interest and atmosphere of the projects



Various sporting activities



Healthy and balanced diet

NOS PERFORMANCES

3,9

out of 5
The rating given to well-being by our employees

77

% of our employees would recommend Coexya to someone close to them

5,1

Average years of seniority of our employees

4

Acting for **sustainable** production and consumption

Reducing our **carbon footprint** and raising **awareness** of environmental issues in our ecosystem

At Coexya, we are committed to sustainable production and consumption by adopting **eco-responsible practices** at every level of our organization.

We reduce our **ecological footprint** by optimizing the **environmental management of our buildings**, encouraging sustainable mobility, raising employee awareness and ensuring **responsible resource management**.

We also encourage our **stakeholders** to adopt sustainable and responsible practices, while promoting an **eco-responsible corporate culture** by making our employees aware of the challenges of sustainable development.

Together, we are working to build a more sustainable future for generations to come.



OUR ACTIONS

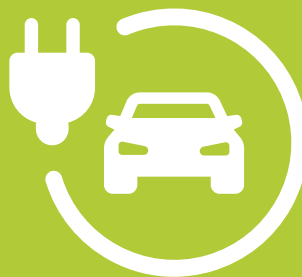
Adopting more environmentally-friendly practices



Responsible
digital



Environmental
management of
our buildings



Sustainable
mobility



Responsible
resource
management

Encouraging our stakeholders to adopt sustainable and responsible practices

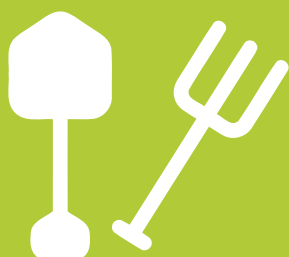


Promoting ethical and
sustainable practices



Encouraging our
stakeholders to assess their
carbon footprint

Former et sensibiliser nos collaborateurs



Gardening classes



Book exchange



Selective sorting