CSR Report

2024

Table of Contents

1 | CEO'S FOREWORD

2024 marks a pivotal year for the Coexya group, now part of the Talan group. This strategic alliance will accelerate our commitment to sustainable and responsible innovation by leveraging our expertise to drive digital and societal transformation.

Our progress this year has been significant: we have strengthened our CSR approach by structuring our actions around concrete and measurable objectives. Our efforts in responsible digital practices, carbon footprint reduction, and talent development position us as a committed and exemplary player in our sector. Achieving an EcoVadis score of 73/100 — placing us among the highest-rated companies — reflects this dynamic of continuous improvement.

We share with the Talan group a common vision: innovation and technology must serve a more ethical, inclusive, and sustainable world. Our shared ambitions for the future are clear: accelerate our transition towards more virtuous practices, increase the impact of our solutions on environmental and social issues, and support our clients in their own responsible transformation.

Because CSR is a collective journey, we will continue to engage our employees, partners, and clients to build a sustainable future together, in alignment with our purpose:

"Act for innovation and progress with respect for people and the planet."

Philippe LE CALVÉ
Chief Executive Officer

2 | WHO WE ARE

Coexya is a digital leader and multi-specialist, operating as a consultancy, systems integrator, and business solution software provider.

Its mission is to transform businesses and organizations through technological innovation and collective intelligence.

CONSULTING

INTEGRATION
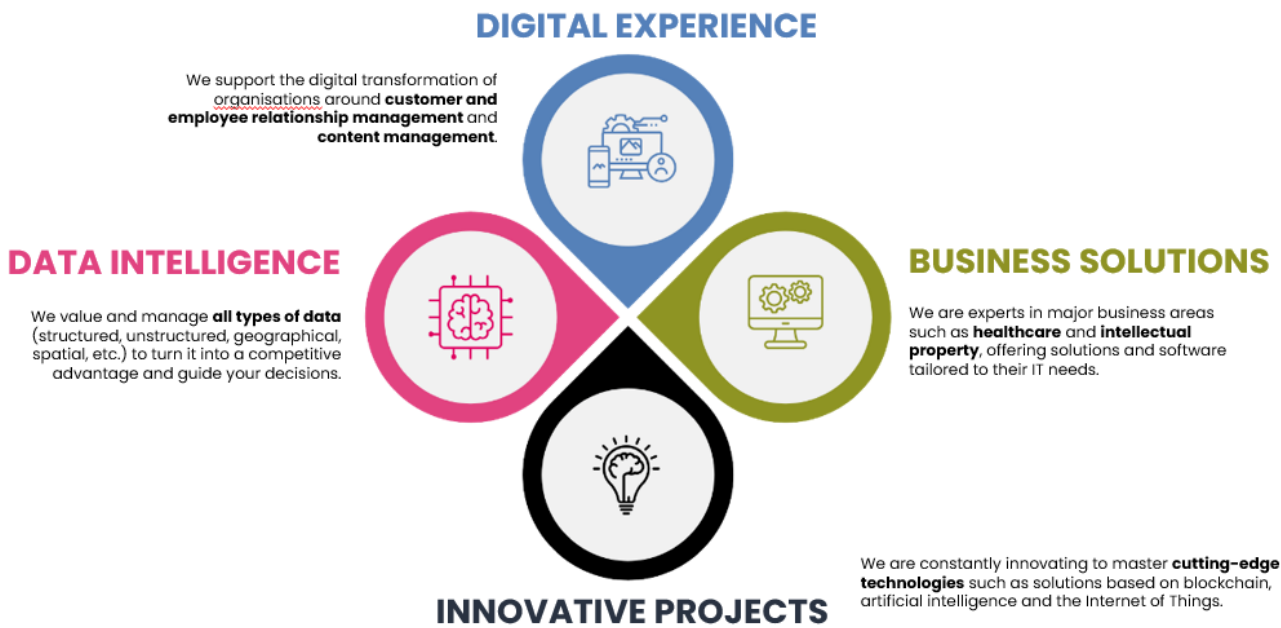DEVELOPMENT
OPERATION

PUBLISHING
BUSINESS
SOLUTIONS

In 2020, Coexya became independent from the Sword Group, supported by its executive team, operational management, and the European investment fund Argos Wityu.

Then, at the end of 2024, Coexya joined the Talan Group — an international consulting and technology company that accelerates its clients' transformation through innovation, technology, and data.

As of the end of December 2024, the Group had **1,060 employees**, including **170 subcontractors**.

Our areas of expertise

Coexya operates across several fields of expertise:

DIGITAL EXPERIENCE

We support the digital transformation of organisations around **customer and employee relationship management** and **content management**.

DATA INTELLIGENCE

We value and manage **all types of data** (structured, unstructured, geographical, spatial, etc.) to turn it into a competitive advantage and guide your decisions.

BUSINESS SOLUTIONS

We are experts in major business areas such as **healthcare** and **intellectual property**, offering solutions and software tailored to their IT needs.

INNOVATIVE PROJECTS

We are constantly innovating to master **cutting-edge technologies** such as solutions based on blockchain, artificial intelligence and the Internet of Things.

To support these areas, we offer a comprehensive range of services around Microsoft cloud infrastructures, including consulting, integration, and operations. We are also deeply committed to continuous innovation, providing cutting-edge technologies such as solutions based on blockchain, artificial intelligence, and the Internet of Things (IoT).

Our key differentiators

Our Culture of Commitment

A strong **culture of fixed-price** projects with performance-based commitments and long-term client support.

Our Decentralized Organization

A **decentralized structure** organized into human-scale centers of expertise.

Our Multi-specialist Experts

A team of over **1,000 professionals**, each **expert** in their field and committed to a collective mission.

Our Partner Network

An **extensive network** of business solution software partners.

Our CSR Commitment

A strong dedication to **employee well-being** and environmental and ethical sustainability.

Locations

We are present in five offices located across Île-de-France, Hauts-de-France, Brittany, and Auvergne-Rhône-Alpes, from which we manage projects both nationally and internationally.
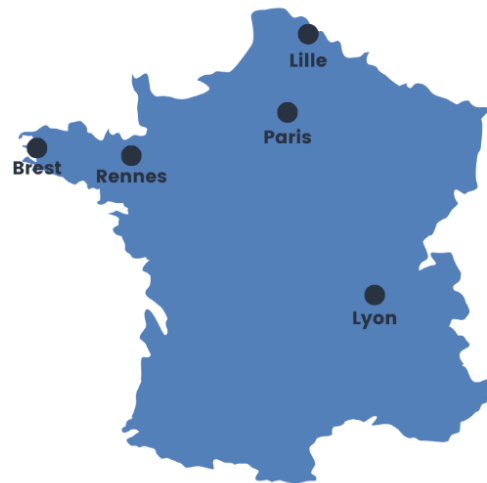
3 | INTRODUCTION

Our purpose

At Coexya, we believe our role goes beyond supporting businesses in their digital transformation. Technological advances are reshaping the way we live and work, and these changes bring new challenges. We believe that value creation relies on a balance between economic performance, social engagement, and environmental preservation.

In this spirit, we have defined our purpose as follows:

> **"Act for innovation and progress with respect for people and the planet."**

This purpose is the result of a collective reflection and was submitted for approval by our employees.

For us, **innovation** is a lever to address today's challenges by designing more efficient, accessible, and resource-conscious solutions. We incorporate eco-design principles to limit environmental impact, ensure that our digital services are accessible to all, and optimize performance by promoting modular and adaptable architectures — thereby reducing the resources required for execution and maintenance.

Progress relies on continuous learning and adaptation to support our clients and contribute, at our level, to the transformation of our industry and to broader societal changes.

Respect for individuals is built on listening, understanding expectations, and embracing the diversity of our stakeholders — including employees, clients, suppliers, partners, and shareholders — through an approach grounded in fairness and inclusion.

Lastly, we view respect for the planet as a shared responsibility and a source of opportunity. This translates into ongoing efforts to reduce our environmental footprint and into the integration of social, environmental, and ethical considerations into our strategy.

Our mission

We are committed to transforming organizations and society together through technological innovation and collective intelligence. We leverage technological innovation to design more efficient and accessible solutions by applying eco-design and accessibility principles from the early stages of development.

We rely on reference frameworks such as the **General Framework for the Eco-design of Digital Services (RGESN)** to minimize the environmental impact of our digital services, and the **General Framework for Improving Accessibility (RGAA)** to ensure that they are accessible to as many people as possible.

We are also working to evaluate the **social and environmental impact** of our solutions in order to optimize their performance, reduce their ecological footprint, and provide our clients with concrete indicators on these criteria.

Collective intelligence is at the core of our approach. Through collaboration, knowledge sharing, and complementary expertise, we develop solutions that address the challenges of a wide range of sectors. The **multidisciplinarity** of our teams is a strength we fully leverage to design cutting-edge solutions.

Our values

In carrying out our mission, we are guided by three core values: **commitment**, **respect**, and **sharing**.

Commitment   Respect   Sharing

Commitment fosters a relationship of trust with our clients, reflected in over 65% of our work being delivered in project-based engagements. We favor a pragmatic and proactive approach, driven by our passion for innovation to continuously enrich our service offering. Our teams are deeply dedicated to their work, adapt to market evolutions, and leverage their expertise to meet the technological and operational challenges of our clients.
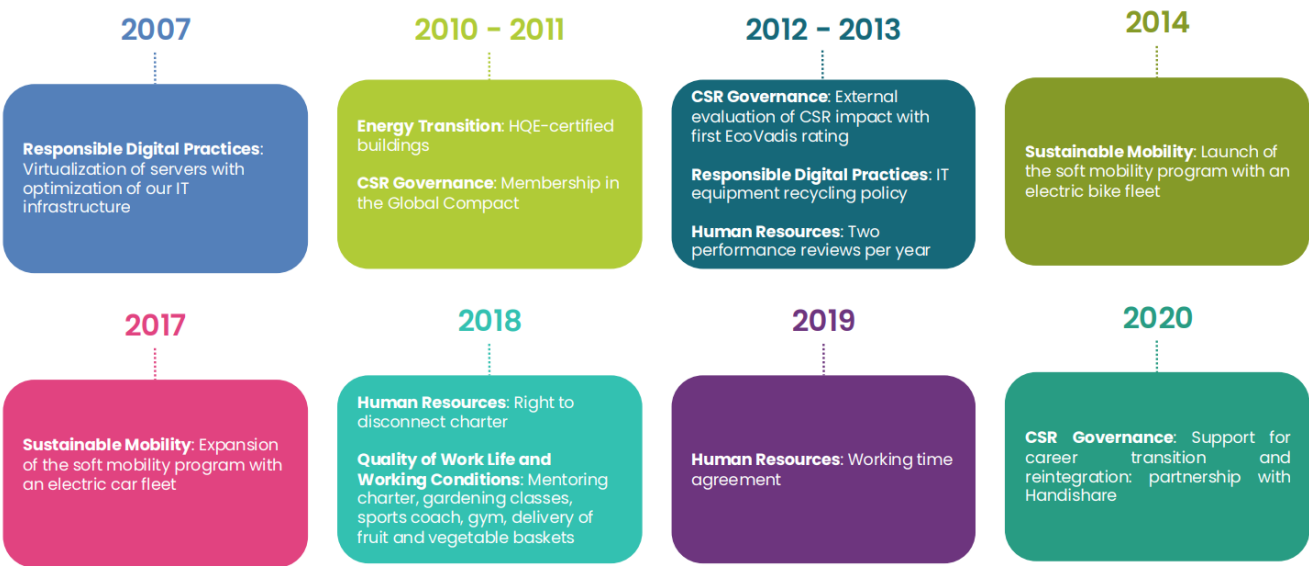
Respect is a core value at Coexya. We value autonomy, initiative, and recognition of each individual's work. We are committed to promoting diversity in all aspects of our company — both in our recruitment processes and in the career development of our employees. We also foster a culture of innovation where respect and collaboration play a central role.

Sharing contributes to team cohesion and fosters a constructive working dynamic. Friendliness, cooperation, and open-mindedness are key elements of our corporate culture, encouraging engagement and efficiency. We promote the sharing of knowledge and resources, while striving to create an environment that supports employee fulfillment — built on transparent communication and close managerial relationships.
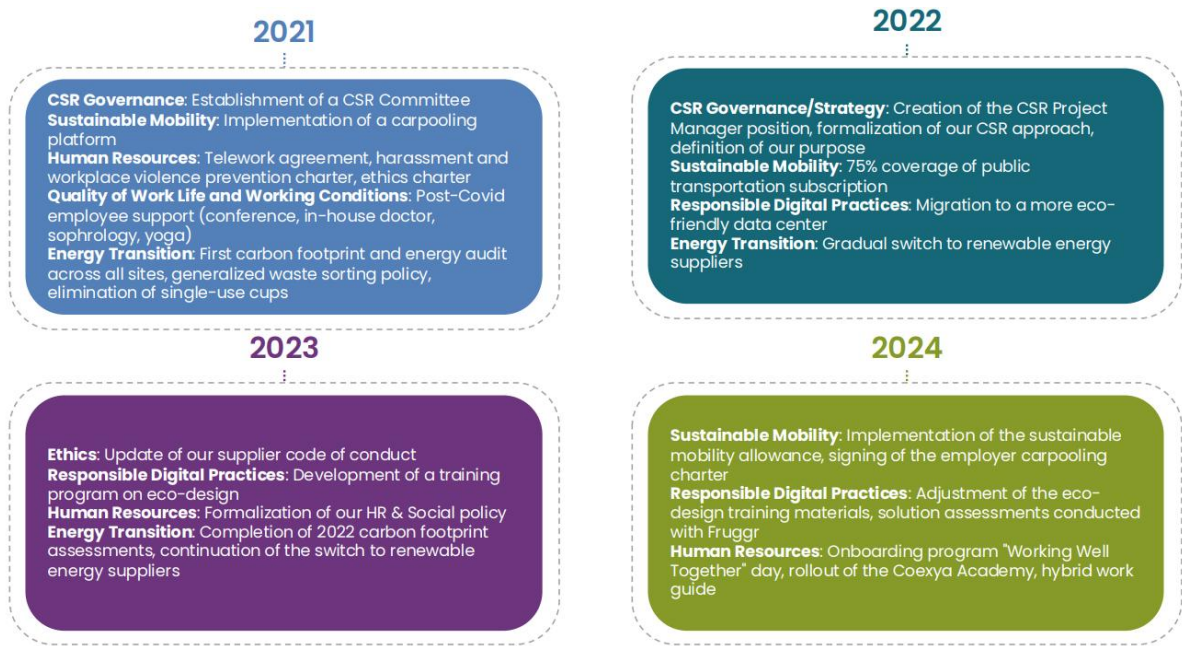
Our CSR commitments

Our journey toward sustainability

For over fifteen years, Coexya has been committed to a CSR (Corporate Social Responsibility) approach built step by step. From server virtualization to the integration of our first governance and sustainable mobility commitments, the initial phase (2007–2020), outlined below, illustrates the gradual maturation of our CSR policy. This period was marked by foundational actions in areas such as the energy transition, quality of work life, and business ethics.

2007

Responsible Digital Practices: Virtualization of servers with optimization of our IT infrastructure

2010 – 2011

Energy Transition: HQE-certified buildings

CSR Governance: Membership in the Global Compact

2012 – 2013

CSR Governance: External evaluation of CSR impact with first EcoVadis rating

Responsible Digital Practices: IT equipment recycling policy

Human Resources: Two performance reviews per year

2014

Sustainable Mobility: Launch of the soft mobility program with an electric bike fleet

2017

Sustainable Mobility: Expansion of the soft mobility program with an electric car fleet

2018

Human Resources: Right to disconnect charter

Quality of Work Life and Working Conditions: Mentoring charter, gardening classes, sports coach, gym, delivery of fruit and vegetable baskets

2019

Human Resources: Working time agreement

2020

CSR Governance: Support for career transition and reintegration: partnership with Handishare

Starting in 2021, our approach entered a new phase with the establishment of a CSR governance body, the creation of a dedicated position in 2022, the implementation of cross-functional policies, and the acceleration of our commitments to

responsible digital practices. This momentum marks a turning point in our strategy and confirms the integration of sustainability into our activities, aligning economic, social, and environmental dimensions.

2021

CSR Governance: Establishment of a CSR Committee
Sustainable Mobility: Implementation of a carpooling platform
Human Resources: Telework agreement, harassment and workplace violence prevention charter, ethics charter
Quality of Work Life and Working Conditions: Post-Covid employee support (conference, in-house doctor, sophrology, yoga)
Energy Transition: First carbon footprint and energy audit across all sites, generalized waste sorting policy, elimination of single-use cups

2022

CSR Governance/Strategy: Creation of the CSR Project Manager position, formalization of our CSR approach, definition of our purpose
Sustainable Mobility: 75% coverage of public transportation subscription
Responsible Digital Practices: Migration to a more eco-friendly data center
Energy Transition: Gradual switch to renewable energy suppliers

2023

Ethics: Update of our supplier code of conduct
Responsible Digital Practices: Development of a training program on eco-design
Human Resources: Formalization of our HR & Social policy
Energy Transition: Completion of 2022 carbon footprint assessments, continuation of the switch to renewable energy suppliers

2024

Sustainable Mobility: Implementation of the sustainable mobility allowance, signing of the employer carpooling charter
Responsible Digital Practices: Adjustment of the eco-design training materials, solution assessments conducted with Fruggr
Human Resources: Onboarding program "Working Well Together" day, rollout of the Coexya Academy, hybrid work guide

CSR Governance to Structure Our Actions

In 2021, Coexya formalized its CSR commitment by creating a **CSR Committee**, composed of ambassadors from various support functions (IT, Finance, Marketing, Recruitment, HR, and CSR), along with a technical expert representing our operational teams. This committee meets monthly to oversee projects, monitor their progress, and adjust our priorities based on identified challenges.

Governance was further strengthened in 2022 with the creation of a dedicated role for the operational management of CSR initiatives. This position is responsible for implementing the actions defined in our roadmap, ensuring proper follow-up, and coordinating cross-functional initiatives.

Each year, the CSR roadmap is developed collectively, taking into account strategic priorities, stakeholder expectations, and input from committee members. This process ensures alignment between our strategic vision and the actions implemented on the ground.

The diagram below illustrates the structure of our CSR governance, which is organized into several levels of oversight to coordinate both our strategic and operational directions:

Overall Supervision

Strategic Committee and Executive Committee
- Committees responsible for the company's strategy, its execution, and ensuring alignment with corporate objectives.
- The CEO and CFO are also members of the CSR Committee.

Strategic Steering

CSR Committee
- Decision-making group responsible for developing the CSR roadmap, evaluating initiatives, and ensuring the follow-up of actions.
- 8 members (CEO; 2 Business Unit Directors, CIO, Finance, Marketing, HR, Recruitment, CSR)

Operational Management and Implementation

CSR Project Manager
- Implementation and monitoring of CSR projects, coordination of sub-committees

CSR Sub-committees
- Formation of working groups on specific themes (responsible digital practices, career transition, solidarity initiatives, etc.)

The Sustainable Development Goals (SDGs) at the Heart of Our Strategy

In 2022, we adopted the United Nations Sustainable Development Goals (SDGs) as a framework to structure our CSR strategy. Following a dialogue with our internal and external stakeholders, we identified four priority SDGs directly aligned with our business activities and strategic priorities:

SDG 9: Industry, Innovation and Infrastructure – This goal reflects our technological expertise and our commitment to integrating eco-design and accessibility principles into the development of our solutions. We strive to enhance the efficiency of our digital services and to optimize our infrastructures in order to reduce their environmental impact.

SDG 8: Decent Work and Economic Growth – We are dedicated to fostering a working environment that promotes professional development and equal opportunities. This includes training programs, inclusion-focused initiatives, and efforts to improve quality of life at work.

SDG 3: Good Health and Well-being – We have implemented several initiatives aimed at preventing psychosocial risks, raising awareness around mental health, and supporting our employees in achieving a better work-life balance. This also includes physical well-being programs, such as access to sports activities.

SDG 12: Responsible Consumption and Production – We are committed to reducing our environmental impact, particularly our greenhouse gas (GHG) emissions, by conducting an annual carbon footprint assessment. This involves our transition to renewable energy suppliers, our sustainable mobility policy, and efforts to raise employee awareness about sustainability issues.

Our projects follow a cross-cutting approach, contributing simultaneously to several SDGs. As such, our four priority SDGs are interconnected with other Sustainable Development Goals, reinforcing the impact and reach of our actions.

Developed in parallel with the selection of the SDGs, the **materiality matrix** has been a key tool in prioritizing our CSR challenges, taking into account stakeholder expectations and strategic relevance. It enables us to guide our priorities, structure our actions, and ensure alignment with our CSR commitments and long-term vision.

Our Certifications and Recognitions: A Testament to Our Commitment

Global Compact: As a member of the United Nations Global Compact since 2011, Coexya supports the principles related to human rights, labor standards, environmental protection, and anti-corruption.

EcoVadis: In 2024, Coexya achieved a score of 73/100, placing us among the top 6% of rated companies (94th percentile out of 130,000 companies). This represents a 7-point increase compared to 2023, reflecting progress particularly in the areas of Environment (+20 points) and Responsible Purchasing (+10 points). ☞ For more details on this assessment, please visit the dedicated news item on our website.

ISO 27001 Certification: Since 2019, we have been ISO/IEC 27001 certified — the international standard for information security management. This certification demonstrates our commitment to protecting, improving, and optimizing our information management system and the data it contains.

CyberVadis: In 2024, Coexya obtained a score of **917/1000** in the latest CyberVadis assessment, representing an improvement of **91 points** compared to our previous score of **826/1000** in 2021. For comparison, the **average score of evaluated companies is 671/1000**, highlighting our strong commitment to information security and compliance.

Villeurbanne Recovery Data Center: Coexya's Recovery Data Center, hosted by Euclyde in Villeurbanne since 2023, supports our strategy to reduce the environmental impact of our infrastructure. Certified **ISO 27001** and **ISO 50001**, the site leverages sustainable technologies such as energy-efficient cooling systems ("free cooling"), solar panels, and LED lighting. With 2 MW of available power and 2,000 m² of floor space, it meets high energy efficiency standards to minimize greenhouse gas emissions associated with its energy consumption.

Responsible Supplier Relations and Procurement Charter: In 2024, Coexya signed the **Responsible Supplier Relations and Procurement Charter (RFAR)** — an initiative promoting business relationships based on balance, transparency, and sustainability. This commitment aims to strengthen trust with our partners and promote more responsible purchasing practices.

Bonanza Ranking: In 2024, Coexya was listed among the **Top 30 best-performing companies in employer branding on social media**, according to the Bonanza ranking, a specialist in digital recruitment. This recognition highlights the effectiveness of our recruitment campaigns on social media and our ability to promote our values, working conditions, and career development opportunities for employees.

The Components of Our CSR Approach

The pyramid above puts into perspective the foundations of our CSR approach and illustrates how each component contributes to our strategic vision:

- **At the top**, our purpose — *"Act for innovation and progress with respect for people and the planet"* — guides both our strategic and operational decisions.

- **The second level** highlights our core values of commitment, respect, and sharing, which embody the mindset cultivated within our teams.

- **The third level** presents our strategic pillars, aligned with the SDGs, and reflects the impacts we aim to achieve through our actions.

- **At the base of the pyramid**, our mission expresses our ambition to positively transform organizations and society through technological innovation and collective intelligence.

4 | SUSTAINABILITY REPORT

Pillar 1

Leveraging innovation and technical expertise as drivers of sustainability
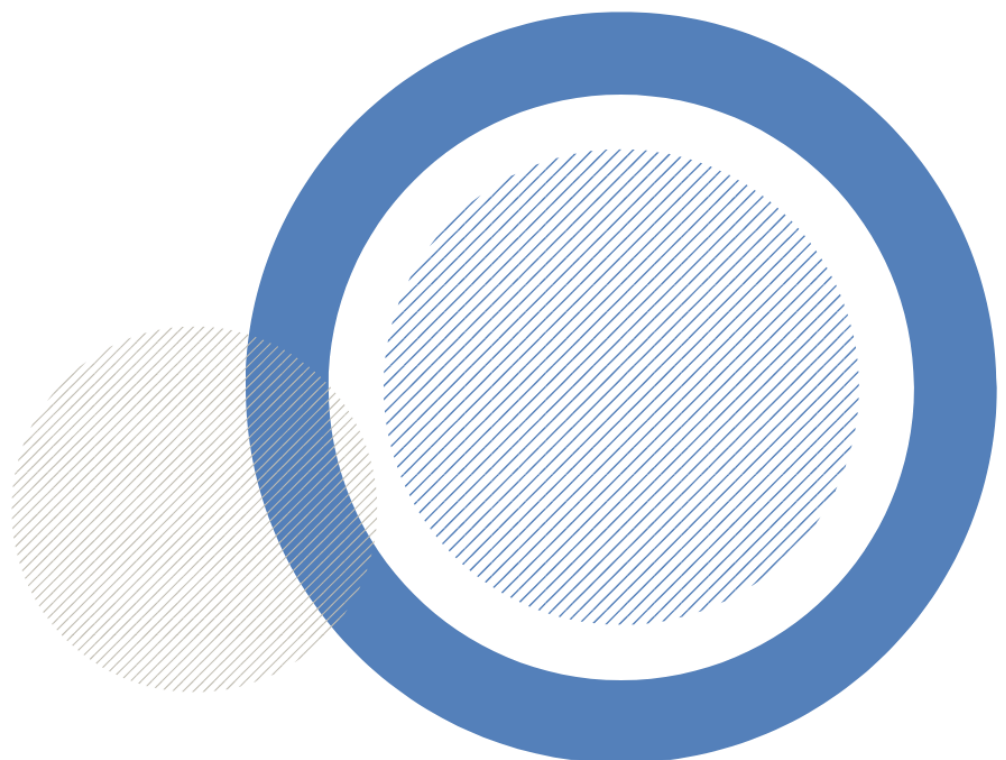
Innovation as a Driver of Transformation

Artificial Intelligence: Addressing Your Challenges by Improving and Securing Processes

For nearly 25 years, we have stood out for our expertise in data processing — whether structured or unstructured (text, 2D and 3D images, sound, video) — from capture to enhancement. Thanks to our technological tools, industry-specific knowledge, and the dedication of our teams, we design solutions tailored to a wide range of use cases.

2000 – 2012: The Early Days of Symbolic Artificial Intelligence (AI) at Coexya

01

Industrial Property
- Image similarity measurement and automatic classification

02

Health
Automatic interpretation of medical procedure reports for:
- Managing emergency patient care (LERUDI)
- Building oncology cohorts (CONSORE)

03

Legislative
- Support for the consolidation of French law through analysis of the Official Journal and identification of modifying actions
- Anonymization of legal case texts

During this period, we carried out numerous projects based on symbolic AI — a technology built on formal rules that enable machines to reason explicitly. These expert systems require prior codification by specialists and offer explainability of the results produced.

Since 2012: The Rise of Connectionist AI

Since 2012, connectionist AI — inspired by human learning mechanisms — has redefined the paradigms of artificial intelligence, notably through major advances in image analysis.

These architectures, based on deep learning networks, enable algorithms to learn from example data rather than from formally coded rules by experts.

They make it possible to design "intelligent" systems that can adapt to their environment and evolve alongside usage patterns — meeting ever-changing business needs, as demonstrated by our various projects in this field:

INVESTIGATION
- Multimedia and multilingual data analysis (text, audio, image, video), facial recognition, translation, etc.

HEALTH
- Redesign of the Consore platform

ROAD INFRASTRUCTURE
- Defect detection bot for roads based on image analysis

INDUSTRIAL PROPERTY
- Redesign of similarity search and classification (learning based on enriched symbolic AI results)

DIGITAL TWIN
- 3D reconstruction of metro stations and automatic recognition of equipment present

NUCLEAR
- Real-time translation for nuclear waste reprocessing training

ACCESS CONTROL
- Facial recognition and identity document validation

These technologies offer new possibilities thanks to their versatility and their ability to specialize existing AI models. However, their effectiveness relies on supervised learning, which requires datasets annotated by experts to improve performance and accuracy. Challenges related to data quality, representativeness, and neutrality (e.g., bias-free data) are becoming critical. To address these challenges, upstream scientific work is essential to enhance the relevance and reliability of the results.

2022: The First Steps of Generative AI

Following the major breakthroughs in connectionist AI, the emergence of generative AI marked a new era by expanding the transformative potential of artificial intelligence.

These technologies were popularized by OpenAI and its platform ChatGPT, based on advanced language models (LLMs – Large Language Models). These LLMs rely on the **Transformer** architecture introduced by Google in the groundbreaking 2017 paper *"Attention is All You Need"*, and now make it possible to generate text, images, audio, and even video based on contextual prompts.

We are actively exploring the potential of generative AI, integrating it into our projects and processes to meet our clients' needs while optimizing our own tools and methodologies.

Coexya Software Factory

- Integration of AI tools such as GitHub Copilot and Starcoder into development environments: pair programming, code analysis, bug detection, analytical assistance, optimization...

Search

- Prototyping response generation based on private document corpora (fine-tuned LLMs)

Analytics

- Prototype for assisting with investigation case resolution
- Prototype for supporting the analysis of numerical results

Generative AI will change the way we interact with data and objects, while also transforming how content is created. It represents a form of **exocortex**, enhancing human capabilities across a wide range of tasks.

As with any technological breakthrough, these advancements come with technical, social, environmental, ethical, and security challenges. The **AI Act**, along with other emerging regulatory frameworks, aims to govern these uses to prevent misuse and promote responsible adoption.

Intellectual Property: Simplifying Search, Monitoring, and Management

Intellectual Property (IP) protects creations of the mind through copyrights, patents, trademarks, and designs. IP rights foster a creative environment and combat counterfeiting and unfair competition. These protections allow creators to gain moral recognition and help companies strengthen their competitiveness.

Coexya's **Intellectual Property Center of Excellence** is dedicated to developing solutions for stakeholders in the intellectual property field. Comprising over 70 professionals, this center designs and builds tools to digitize intellectual property rights management processes, offering comprehensive expertise that combines products, services, and consulting.

Our solutions

- **Ptolemy by Coexya**: A software solution dedicated to the management of intellectual property rights within national offices and international organizations. Ptolemy covers the entire lifecycle of IP rights — from the application for protection to examination, registration, and renewal management.

- **Acsepto by Coexya**: A search tool that simplifies and optimizes trademark and design prior art searches for national offices and international organizations. Its similarity search and figurative element classification features facilitate the identification and protection of IP rights.

- **Optonum by Coexya**: A comprehensive and integrated **SaaS (Software as a Service)** solution for intellectual property management, developed by Coexya. This solution brings together the advanced capabilities of several Coexya products — including Ptolemy, Acsepto, DataHub, and Templates — into a single unified platform.

Examples of Our Projects

- **Intellectual Property Office of New Zealand (IPONZ):** Development of the *"Trade Mark Check"* application based on the Acsepto search engine. This app, powered by the latest deep learning artificial intelligence technologies, allows users to instantly check whether a brand name, logo, or even a hand-drawn sketch is already registered in the New Zealand trademark database, or if it is highly similar to an existing mark.

- **United Kingdom Intellectual Property Office (UKIPO):** Implementation of Acsepto solutions to facilitate trademark prior art searches, thereby improving examiners' efficiency when dealing with large datasets.

Our Technical Expertise Serving Sustainability

Industry 4.0 and the Factory of the Future: Driving and Improving Industrial Performance

The digital transformation of industrial processes is a key driver for enhancing performance, energy efficiency, and corporate sustainability. We support our clients in transitioning to Industry 4.0 through tailored technological solutions.

Our expertises include:

Production System Management

Through sensors installed on-site or directly connected to machines, IIoT continuously measures and transmits operating parameters.

Energy Monitoring

Better understand your industrial site's energy footprint to implement actions that improve energy performance.

Predictive Maintenance

Deployment of Andon systems or customized alerting mechanisms based on the influence of internal and external factors.

Performance Management

Measure and optimize industrial performance through the monitoring and control of customized key performance indicators (KPIs).

We deploy **IIoT (Industrial Internet of Things) platforms** that enable the collection, analysis, and visualization of factory data. These tools, fully integrated into existing systems, ensure optimal data utilization regardless of the site location. Our IIoT solutions have been implemented for several industrial clients to optimize their production lines, improve energy efficiency, and reduce operational costs. We have observed significant benefits, including:

- **Up to 15% reduction in manufacturing** costs thanks to optimized resource and process management.
- **20% increase in equipment availability**, allowing for maximized industrial output.
- **10% to 25% improvement in machine productivity** through real-time monitoring and predictive maintenance.

These results illustrate how our tools seamlessly integrate with existing systems to ensure optimal data usage across all industrial environments.

Healthcare: Innovating to Improve Care and Clinical Research

Odycare Product: Facilitating Care Pathway Coordination

With the rise of chronic diseases, particularly among the elderly, care management has become a complex challenge requiring close coordination among various healthcare professionals. Coexya has developed **Odycare**, a digital solution designed to address this issue **by improving patient care within coordinated care pathways.**

Chronic conditions such as heart failure or diabetes often require the involvement of multiple professionals: doctors, nurses, specialists, and dedicated healthcare structures. These interventions must be aligned to ensure effective follow-up centered on patient needs. **Odycare connects these stakeholders via an intuitive platform**, enabling smooth and secure information sharing essential for optimal care coordination. Today, Odycare is the **eParcours** solution adopted by several French regions, including **Occitanie, PACA, Grand Est, Île-de-France, Hauts-de-France, Réunion**, and **Guadeloupe**.

To address these challenges, Odycare offers key features designed to support healthcare professionals:

Care Coordination
- Implementation of a centralized tool to facilitate communication among care team members and improve continuity of care.

Personalized Alerts
- Real-time information flows that can, for example, alert the attending physician in case of an emergency.

Adaptability
- Integration of the specific characteristics of each care pathway to meet patients' needs and accommodate the organizational particularities of medical teams.

By making care pathways smoother and better coordinated, **Odycare helps improve patients' quality of life**, reduce risks associated with fragmented care, and provide an appropriate response to the growing needs of aging populations.

Consore Product: Simplifying Clinical and Oncology Research

The **Consore** **project**, co-developed by Coexya and Unicancer, addresses a major challenge in the field of clinical oncology research: **rapid and structured access to patient data**. This oncology-specific search engine allows **cancer centers (CLCCs)** to automatically aggregate and structure medical data from various sources.

Thanks to Consore, researchers can create **patient cohorts sharing common characteristics** (e.g., patients who have had breast cancer) in just a few minutes — a task that previously took hours.

The platform includes key features such as:

- **Data Aggregation and Structuring**: Integration of both structured data (existing databases) and unstructured content (medical reports), offering a rich and comprehensive view of patient information.

- **Natural Language Processing (NLP)**: Use of NLP techniques to automatically analyze and interpret medical reports, enabling the reconstruction of patient histories and timelines related to cancer.

- **Machine Learning**: Application of machine learning models to create cohorts of patients with shared characteristics (e.g., women who have had breast cancer), thus facilitating research into new drugs and treatment protocols.

- **Single, Intuitive Interface**: Centralized access to all data, making it easier to use in clinical studies and research projects.

- **Advanced Data Processing:** Linguistic analysis, semantic enrichment, and normalization to ensure consistency and reliability of results.

Consore is transforming how medical data is used in cancer centers. By simplifying and accelerating the research process, this solution optimizes clinical studies and contributes to a better understanding of oncological diseases. It is now an essential tool for researchers and healthcare professionals working in this field.

Onco Place Product: Optimizing the Management of Oncology Clinical Trials

Onco Place is an innovative solution developed by AQUILAB by Coexya to meet the specific needs of oncology clinical trials. Designed to support healthcare professionals and researchers, this tool **facilitates the analysis and processing of data from medical imaging and radiotherapy**. With its process optimization approach, Onco Place helps accelerate the progress of clinical trials while ensuring reliable results:

- **Advanced Analysis of Imaging and Radiotherapy Data:** Onco Place enables the centralization, analysis, and interpretation of key data, providing a complete and coherent view to support clinical studies.
- **Improved Quality of Clinical Trials:** By integrating data processing tools, the platform reduces errors and enhances the reproducibility of results.

- ◑ **Enhanced Collaboration:** This tool facilitates coordination among teams involved in clinical trials by ensuring secure and structured access to the necessary information.

By streamlining the management of clinical trials and accelerating data analysis, **Onco Place plays a key role in improving treatment protocols**. This solution strengthens the ability of medical teams to conduct faster and more accurate research — ultimately benefiting patients with oncological conditions.

Artiscan Product: Ensuring the Quality of Medical Imaging and Radiotherapy Equipment

Artiscan is a solution dedicated to managing **the quality of medical equipment used in imaging and radiotherapy.** Developed by AQUILAB by Coexya, this solution addresses the evolving requirements for precision and reliability in care delivery, playing a key role in ensuring the quality of medical devices.

The main features of Artiscan include:

- ◑ **Equipment Quality Control**: Artiscan uses phantoms — specially designed devices that simulate human tissue properties. These phantoms are scanned by equipment such as MRIs or CT scanners to assess whether the images produced meet the required quality standards.
- ◑ **Precise Analysis of Medical Device Performance**: The solution identifies any failures or deviations in equipment performance, ensuring optimal and safe use.
- ◑ **Simplified Quality Control Processes**: With an intuitive interface and advanced analysis tools, Artiscan streamlines the work of technicians and medical teams by centralizing data and automating certain verification steps.

Artiscan directly contributes to improving patient care by ensuring that the medical images used for diagnosis and treatment meet optimal quality standards. By guaranteeing the reliability of equipment, this solution enhances the safety and effectiveness of treatments — particularly in radiotherapy, where millimetric precision is essential.

Environment: Combining Sustainability and Innovative Solutions

Acoustic and Electromagnetic Radiation: Modeling for a Safer Environment

With growing urbanization and the expansion of technological infrastructures, managing acoustic and electromagnetic radiation has become essential to

safeguarding public health and quality of life. Through its Geomod **Business Unit**, a geomatics and modeling leader for over 25 years, **Coexya** develops innovative solutions in collaboration with public and private stakeholders.

In partnership with the Centre Scientifique et Technique du Bâtiment **(CSTB)**, Geomod developed two modeling software tools:

- ○ **MithraREM**: This software models electromagnetic radiation, supporting regulators such as the Agence Nationale des Fréquences (ANFR) and telecom operators in designing exposure maps for telecommunications antennas. The simulation results generated by the software help define optimal coverage while complying with safety and public health standards.

- ○ **MithraSIG**: This acoustic simulation software, based on a Geographic Information System (GIS), is used by engineering firms to simulate and analyze the acoustic impact of infrastructure projects (e.g., new highways, railways). It helps produce noise maps that contribute to evaluating and reducing noise pollution.

These solutions enable **precise modeling of acoustic and electromagnetic radiation**, validated in the field through collaborations with measurement agencies. They also contribute to **space safety** by optimizing the positioning of space debris surveillance radars, thereby reducing the risk of collisions and space pollution. These tools address **sustainability challenges** by reducing noise pollution, electromagnetic exposure, and the environmental impact of infrastructures, while also supporting initiatives to **preserve space as a shared global resource**.

Water Management: Modeling for Sustainable Hydraulic Resource Management

In the context of climate challenges and growing urbanization, sustainable water management is a key issue for preserving this vital resource. *Geomod by Coexya*, an expert in hydraulic modeling, offers innovative solutions tailored to local authorities and infrastructure managers.

In partnership with AUTODESK, a globally recognized software provider, Geomod provides advanced simulation tools to support these stakeholders in optimizing hydraulic networks and managing water-related risks.

These solutions enable the modeling of free-surface flows — for example in rivers, canals, or basins — to anticipate the impacts of infrastructure developments. They are also used to optimize drinking water networks by simulating infrastructure and identifying ways to improve efficiency while reducing losses.

By enabling more accurate planning of hydraulic infrastructure, these tools contribute to the sustainability of networks and strengthen the resilience of communities in the face of risks such as flooding or water shortages. They also help optimize the use of water resources to ensure their continued availability for populations and to minimize their environmental impact.

Securing Port Navigation: Ensuring Safe and Efficient Maritime Passages

Securing maritime passages is essential to ensure smooth navigation and prevent risks, especially in port areas. With its expertise in marine geomatics, *Geomod by Coexya* offers **PortAll**, a web-based mapping application designed to meet the needs of maritime pilots, port authorities, and logistics operators.

Thanks to its bathymetric module and connection to tide gauges, **PortAll** enables real-time measurement of tide levels, allowing for accurate evaluation of the conditions required to ensure the safe passage of ships. These solutions are used to guide container ships and other large vessels entering strategic ports such as **Le Havre**, **Rouen**, or **Marseille**.

The technologies provided also include onboard systems for pilot boats, offering ship captains precise information on maritime conditions and constraints related to port infrastructure. These solutions contribute to the sustainability of maritime infrastructures by optimizing the management of logistical flows and reducing the risk of accidents and environmental impacts.

Biodiversity Preservation: Strengthening Ecosystem Management and Protection

ONF PROJECT: SUPPORTING THE SUSTAINABLE MANAGEMENT OF PUBLIC FORESTS
The National Forestry Office (**ONF**), a public industrial and commercial institution, manages nearly **1,300 state-owned forests** and **15,600 municipal forests** across France. These forests, which are essential to the balance of ecosystems, contribute to **species preservation**, **climate regulation**, and **sustainable timber harvesting**. However, the management of these areas is becoming increasingly complex due to reduced public funding and growing environmental challenges.

To support ONF in its mission, Coexya's **Geographic Information Systems** (GIS) team has developed several digital solutions aimed at improving the efficiency of forest management operations:

- **Spatialized Forest Data Repository (RDF)**: This tool centralizes all forest-related data within an integrated system. It allows for **precise mapping of forest plots, assessment of their condition**, and **structuring of**

management plans. The spatialized data is then used across various ONF departments such as Forest Planning and Logging Operations.

- ◌ **CYPRES**: This solution is dedicated to the management of forest concessions. It enables **the organization and monitoring of commercial forest operations**, as well as **financial tracking**. By ensuring full traceability of activities, CYPRES helps reconcile economic objectives with the preservation of natural resources.
- ◌ **SylvoPortal**: This interactive mapping portal provides detailed information about public forests, their characteristics, and their management across various operational contexts (planning, environment, R&D, etc.). It supports **decision-making for forest managers** by offering a clear and comprehensive visualization of geographic and environmental data.

These solutions enable ONF teams to focus on strategic missions by reducing time-consuming tasks such as manual management of forest concessions or parcel monitoring. They also facilitate coordination between departments by centralizing data on a single platform. Finally, by optimizing concession management, they ensure the sustainable exploitation of forests while generating revenues that help fund preservation actions such as reforestation or invasive species control.

OSCAN PROJECT: SUPPORTING THE TRANSITION TO RENEWABLE ENERGY

In response to the challenges of the energy transition, GRDF is committed to increasing the share of biogas in its network, with the goal of reaching **100% green gas by 2050**. This transformation requires adapting infrastructure to identify biogas production sites, ensure their connection, and optimize their integration into the distribution network.

Within this framework, **Coexya launched the OSCAN project**, developing an initial version of the platform to **model, analyze, and anticipate the impacts of biogas injection** into the distribution network. This solution supported GRDF in planning its infrastructure and studying the connections between production sites and the distribution grid, with the aim of identifying **strategic zones** where biogas connection could be optimized. The project was later taken over and further developed internally by GRDF.

Integrating biogas into the existing network poses a technical challenge, as its properties differ from traditional fossil gas. OSCAN is designed to help better understand these differences, allowing for infrastructure adjustments to support a consistent energy supply. The tool could also contribute to broader strategic thinking on the management of renewable energy flows, particularly in a context where biogas production variability can impact current infrastructure.

Flood Management and Infrastructure Resilience: Anticipating Hydraulic Risks

The increasing frequency of extreme weather events — such as floods and high-water episodes — poses a major challenge for the management of infrastructure networks, which are essential to the functioning of society, particularly in the energy sector. Strengthening the **resilience of electrical networks** in the face of such hazards is a key issue to anticipate power outages, secure at-risk infrastructure, and ensure service continuity for the population.

In this context, **Coexya is supporting** Enedis in the development of a flood management application aimed at anticipating flood-related risks and enhancing decision-making in emergency situations. Based on **hydrological models** and **weather forecasts**, this tool enables:

- **Impact assessment of floods** on electrical infrastructure by identifying equipment and sections of the network likely to be submerged.
- **Power outage anticipation** by modeling the consequences for affected customers and estimating the potential duration of interruptions.
- **Crisis management optimization** by providing Enedis teams with clear visibility to prioritize interventions and minimize disruptions.

The project was launched in the Île-de-France region, an area where slow-rising floods are closely monitored, with the goal of expanding it nationwide. By anticipating the impact of floods on the power grid, this initiative helps strengthen infrastructure resilience and better protect populations exposed to prolonged outages in the event of flooding.

Sustainable Mobility: Facilitating Access to More Inclusive and Eco-Friendly Transportation

In a context marked by urban congestion, rising CO_2 emissions, and the need for accessible transport for all, **sustainable mobility** is a strategic lever for rethinking travel. Our **Smart Urban Mobility team** supports local authorities, operators, and transport managers in **optimizing infrastructure** and deploying solutions that are **more inclusive**, **intermodal**, and **environmentally friendly**.

Our solutions are part of an approach aimed at facilitating access to public transportation for all, addressing accessibility challenges faced by people with disabilities, populations living in rural or peri-urban areas, and users dealing with economic constraints. Through MaaS platforms (Mobility as a Service), we contribute to the digital transformation of the sector by developing tools capable of aggregating and orchestrating various transport services within a single interface.

Our areas of expertise include:

- **Deployment of MaaS platforms:** We design service-based mobility solutions that allow users to plan, book, and pay for their journeys via a single application (e.g., ViaNavigo for Île-de-France Mobilités).

- **Optimization of public and on-demand transport (DRT):** Our mobility data analysis tools help identify underused or overcrowded lines and adjust the transport offering accordingly.

- **Integration of soft and shared mobility options:** Our solutions incorporate alternative modes of transport (biking, carpooling, carsharing), making them complementary to public transit.

- **Interoperability with existing systems:** We integrate with ticketing networks, passenger information systems (route planners), and operator infrastructure to streamline the user experience (e.g., digitalization of the Pass Navigo).

Our solutions enable both public and private stakeholders to **tailor their services to users' needs** while reducing the **carbon footprint** of the transport sector. By promoting alternatives to private cars and improving accessibility, these solutions aim to reduce solo driving, ease traffic flow, and lower congestion. They also help ensure **better territorial coverage**, especially in underserved areas, through flexible services like on-demand transport or carpooling. Lastly, by optimizing the use of existing infrastructure, they **increase network efficiency** without requiring major investment in new construction.

Document Digitization: Enhancing Information Management and Strengthening Data Security

The digital transformation of organizations relies on the **optimized and secure management of information**. In this context, document digitization and **Enterprise Content Management (ECM)** solutions address these needs by improving process efficiency, protecting sensitive data, and ensuring traceability.

Beyond gains in productivity and accessibility, these solutions also contribute to more efficient resource use. By reducing reliance on paper, they help optimize storage needs, minimize physical space requirements, and mitigate logistical

constraints related to document storage and handling. However, their implementation requires careful attention to **data security** and the **energy efficiency of digital infrastructures**.

Our expertise in ECM enables us to support our clients in this transformation by integrating high standards of security, regulatory compliance, and workflow optimization:

- **Reliability and Accessibility**: Documents are centralized, secured, and available in real time, preventing losses or entry errors caused by manual processing.

- **Resource Optimization**: Electronic document management reduces physical space usage, archiving and handling costs, while ensuring better preservation of critical documents.

- **Data Security**: Sensitive information is protected through access control systems and, when necessary, encryption — ensuring compliance with regulatory requirements and enhanced protection against cyberattacks.

- **Traceability and Compliance**: Electronic signatures and timestamping systems guarantee document authenticity and integrity.

- **Digital Archiving and Data Sustainability**: Documents are stored on secure infrastructures, with backup and duplication strategies in place to ensure long-term preservation.

- **Process Automation**: Through artificial intelligence and automated document recognition, information flows are streamlined, reducing manual tasks and increasing operational efficiency.

ICATNAT PROJECT: SIMPLIFYING THE NATURAL DISASTER DECLARATION PROCESS

The **iCatNat** **project**, developed for the **Directorate for Civil Security and Crisis Management** of the French Ministry of the Interior, illustrates how **document and process digitization** can improve responsiveness and coordination among all stakeholders in the face of natural disasters. Deployed in production in **2018**, this tool effectively supports **local authorities and public bodies** in managing the official recognition of natural disasters — a critical issue given the increasing frequency of extreme climate events.

Before the implementation of the **iCatNat platform**, recognition requests were processed manually using paper forms and physical files, leading to **lengthy administrative delays** and significant resource mobilization.

The digitalization of these processes has revolutionized their management by allowing for instant transmission of information to the appropriate authorities, secure handling of requests, and shorter processing times thanks to real-time tracking. It also improves data accessibility for all stakeholders involved — including local governments, public authorities, experts, and insurance companies.

By automating these procedures, the platform also helps reduce reliance on printing and optimize document workflows, enabling a more efficient and structured management of critical information.

Our Responsible Digital Approach

Our strategy is based on the **General Framework for the Eco-Design of Digital Services (RGESN)**, which guides us in developing **more energy-efficient digital services**. We strive to **optimize the energy performance** of applications and avoid unnecessary feature overload. We also promote **modular and adaptable architectures** to reduce the resources required for execution and maintenance.

Digital accessibility is a key pillar of this approach. We align with the recommendations of the **General Accessibility Improvement Framework (RGAA v4)** and the **Web Content Accessibility Guidelines (WCAG)** to design **inclusive interfaces**. Adopting UX/UI best practices helps **simplify user journeys** and reduce cognitive load, while also **limiting server requests** and **lowering the energy consumption** of digital infrastructures.

Moreover, we have implemented a policy to **extend the lifespan of our IT equipment** (PCs → 5 years; phones → 3 years, extendable to 5 years). When renewing our hardware, we offer employees the opportunity to purchase used devices, encouraging reuse. Additionally, we work with [Arto](#) for the **recycling and repurposing** of end-of-life equipment. From the procurement stage, we select devices by assessing their **repairability**, **durability**, and the **CSR commitments of manufacturers**, particularly through **environmental certifications and labels**.

Infrastructure: Optimizing Our Virtual Machines with the Eco VM Project

The main objective of the **Eco VM project** is to automate the shutdown of **virtual machines (VMs)** outside usage hours, while allowing each team to **independently manage the restart** of their VMs according to their operational needs. To support this initiative, an **internally developed Power BI dashboard** enables each team to monitor electricity consumption and analyze VM usage across all server rooms.

The project began with a **pilot phase in our Rennes office**, where we achieved a **20% reduction in server room energy consumption**. Based on these encouraging

results, the project was rolled out **group-wide at the end of the year**. The deployment was supported by close collaboration between **technical teams and business units**, which helped ensure adoption of the tools and methodologies. This year, we plan to **monitor the project's performance** and **enhance resource management features** to further optimize virtual machine usage.

Training: Building a Culture of Responsible Digital Practices

In 2023, we launched an **awareness and training program focused on eco-design** and **responsible digital practices**. The first step involved developing an introductory training resource on eco-design, followed by a pilot session held in December 2023. This phase allowed us to gather participant feedback and make continuous improvements to the training content throughout 2024.

Our objective is **to train all employees involved in solution development on the topic of "responsible digital practices."** This includes developers, project directors, project managers, business analysts, architects, and UX specialists. The training will be delivered in the same format as our existing courses on secure environments and development practices, as part of our ISO 27001 commitment.

The training rollout is scheduled for the first half of 2025, and will consist of three modules tailored to participants' levels of expertise:

- **Session 1**: General awareness of responsible digital practices, designed to introduce the fundamental principles and their relevance to our activities.
- **Session 2**: Intermediate-level training to deepen technical and practical knowledge.
- **Session 3**: Advanced technical training specifically for developers, focused on the concrete implementation of eco-design practices in the development of our solutions.

To structure this initiative and build an internal ecosystem around responsible digital practices, **a dedicated responsible digital advisor will be appointed in each business unit**. This person will lead the initiative locally and support the adoption of best practices across teams.

Tooling: Testing and Structuring Our Resources

We tested several solutions aimed at diagnosing areas for improvement in our day-to-day development practices. We relied on **tools provided by public authorities** and **partner solutions** to assess how to make our digital products more sustainable. These tools also support the training of our teams by providing **hands-on application** of responsible digital principles in their daily work.

Among the tools explored, we tested [Fruggr](#), a **SaaS platform developed by Digital4better**, which evaluates the footprint of a digital service through three main dimensions:

Fruggr's assessments are based on recognized standards and frameworks, including:

- ○ Life Cycle Assessment (LCA) in accordance with ISO 14040/44 and PEF (Product Environmental Footprint)
- ○ GHG emissions accounting compliant with the GHG Protocol
- ○ Eco-design guidelines: WSG – RGESN – RG 491
- ○ Digital accessibility: WCAG and RGAA
- ○ Responsible Digital Label from the Lucie Agency

The experimentation of this tool on specific projects allowed us to **identify concrete improvement levers** to reduce environmental impact and optimize application performance. For instance, on our **[Tediji](#) electronic signature application**, the initial evaluation revealed **19 optimization recommendations**. After implementation — including **image compression**, **library streamlining**, and **import optimization** — the application's **Fruggr environmental score** increased by **7 points (reaching 90/100)**. This improvement also translated into better performance, notably **faster response times** and **reduced resource consumption**.

These experiments confirmed the importance of **integrating digital impact assessment from the design phase**, to avoid costly retroactive corrections. They also strengthened our conviction regarding the need to **train our teams in eco-design best practices** in order to anticipate these challenges from the start of every project. In **2025**, our objective is to **finalize the selection of a primary tool** and promote its adoption by assigning **one pilot project per team**, helping to refine the assessment of its added value in different contexts. In parallel, we will **train our teams to use the tool** to foster a shared methodological framework and ensure consistent adoption.As part of this initiative, we also plan to **select several complementary tools** to cross-analyze results, **identify commonalities**, and obtain a **more nuanced and comprehensive evaluation** of digital impacts, leveraging the specific strengths of each solution.

Security: Protecting Our Information Systems and Data

We rely on an **Information Security Management System (ISMS)** compliant with the **ISO 27001 standard** to ensure rigorous risk management related to data and infrastructure security. This certification, maintained since **2019**, attests to our ongoing efforts to protect the sensitive information of both our company and our clients.

This approach was evaluated by **CyberVadis**, where we achieved a **score of 917/1000** in the latest assessment, an improvement from our previous score of **826/1000**. This result places us among the **top-performing companies** in terms of risk management and data protection, with the **average score of assessed companies being 681/1000**.

Our approach is based on **five key pillars** aimed at anticipating threats and strengthening the resilience of our systems. We conduct **regular risk assessments** to identify potential vulnerabilities and adapt our protection measures accordingly. All digital assets and sensitive data are **inventoried and classified**, with **strictly controlled access rights** adjusted according to each individual's responsibilities.

Our infrastructures and digital services integrate **robust security protocols**, applied both to our internal environments and to the solutions deployed for our clients. **Business continuity** is also a priority, with the implementation of **recovery plans** to ensure data retrieval and the maintenance of services in the event of an incident.

Finally, **raising awareness and training our teams** is at the heart of our strategy, in order to strengthen a **culture of cybersecurity and data protection** at all levels of the organization. **Mandatory information system awareness** is included in the onboarding process for new employees, and we conduct **regular tests** (attack simulations, internal audits) to reinforce the effectiveness of our security measures.

Pillar 2

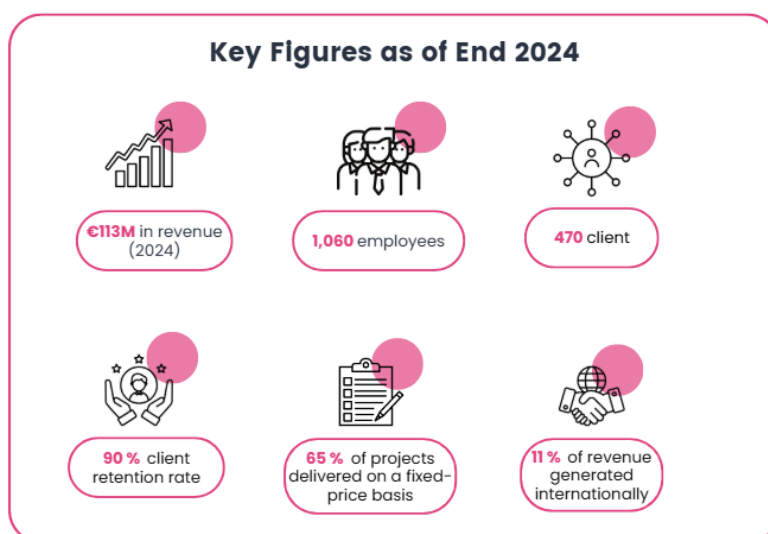# Developing our talents to build a shared future
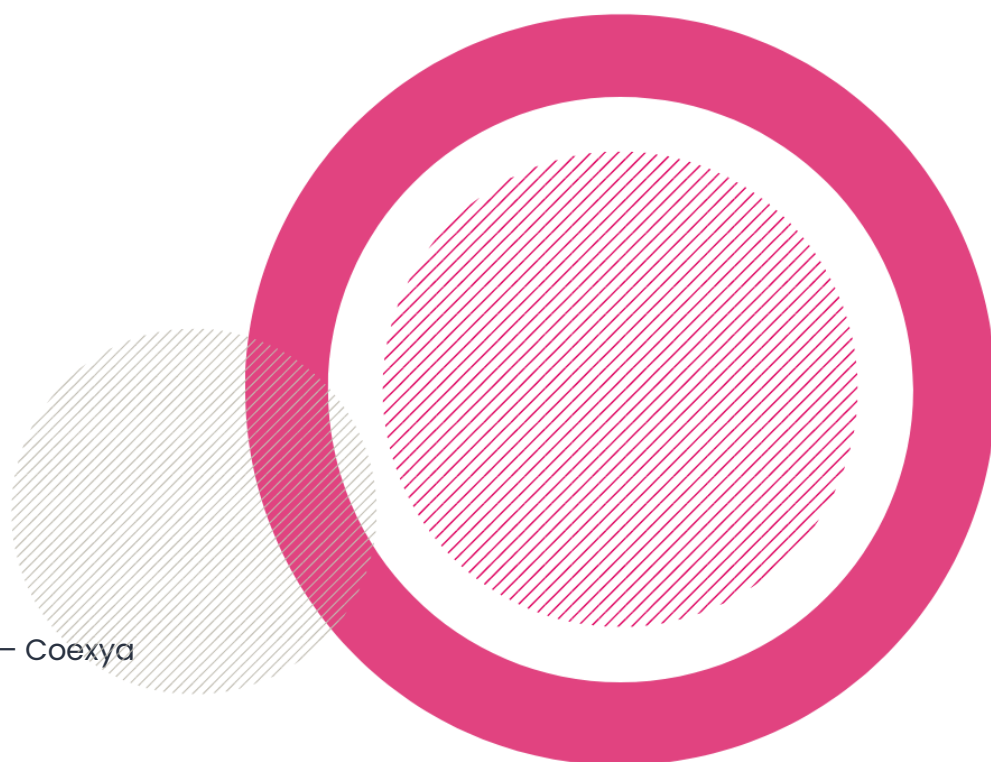
Committing to Coexya's Growth

A Targeted Growth Strategy

Thanks to the commitment of all our teams, a strategy focused on technological niches, and our ability to adapt to our clients' expectations, we are continuing to expand. In **2024**, Coexya achieved a **turnover of €113 million**, including **11% internationally across 26 countries**. This momentum is driven by several key differentiators:

- A **majority of projects delivered under fixed-price contracts (65%)**, ensuring better control over commitments and contributing to the success of our missions.

- **Strong client loyalty**, with a **retention rate close to 90%**, reflecting the strength of the relationships we've built with our **470 clients**.

- **Recognized expertise**, delivered by **committed teams** and **close-knit management**, promoting agile project management.

- An **ecosystem of more than 50 IT solution partners**, enhancing our ability to offer tailored and innovative solutions.

Key Figures as of End 2024

€113M in revenue (2024) — 1,060 employees — 470 client — 90 % client retention rate — 65 % of projects delivered on a fixed-price basis — 11 % of revenue generated internationally

The **Coexya Group**, now integrated into the **TALAN Group**, is set to benefit from new synergies and development prospects. Our ambition is to **consolidate and expand our expertise** in order to better support our clients, relying on:

- **Strengthened consulting capabilities** (strategic, business, and technological) to address challenges related to digital and sector-specific transformations,

- **Expanded international presence**, building on our global footprint and projects delivered worldwide,
- **Accelerated innovation** to support the transformation of professions and industries,
- **Continued development of turnkey business** solutions and products, complementing our consulting and integration services,
- **Enhanced CSR commitments**, integrating sustainability and social responsibility into both our operations and service offerings,
- **Access to offshore centers of excellence**, providing complementary expertise to deliver large-scale projects.

Upholding an Ethical and Responsible Business Policy

We have implemented a framework to guide our practices and ensure exemplary conduct in terms of **integrity, transparency, and accountability**. Our commitments are based on key documents such as our **Code of Conduct** and **Ethics Charter**, which are regularly updated to reflect stakeholder expectations and evolving regulations.

A major milestone in this approach was the creation of our **Ethics Charter in 2018**. This document defines the **expected and prohibited behaviors** for all our employees and partners. In **2021**, we strengthened our approach with the introduction of our **Supplier Code of Conduct**, which was further expanded in **2023** to better reflect our **commitments and expectations regarding sustainability and business ethics**, in alignment with the conventions of the **International Labour Organization** (**ILO**).

In **2024**, our **Ethics Charter** was enhanced to include **reinforced principles of integrity, transparency, and ethical conduct**. As part of this update, a **strengthened whistleblowing system** was implemented to provide employees and partners with a **secure and confidential channel** for anonymously reporting any non-compliant behavior, while ensuring **whistleblower protection**.

The role of the **Ethics Committee** has been emphasized — it is responsible for managing reports **confidentially and impartially**. Internal and external reporting channels were updated to provide **clearer guidance** based on the nature of the alert. Lastly, our **internal controls** were strengthened to improve the detection and prevention of any fraudulent activity.

In **2025**, we will continue this effort by launching a **mandatory awareness program on anti-corruption**, delivered through our **Coexy'Academy**, with the aim of reinforcing a strong culture of **compliance and ethics** within our teams.

Supporting the Development of Our Employees

Facilitating the Onboarding of New Team Members

Each year, we enhance our onboarding process to support every new employee in settling into their role, adapting to their new work environment, embracing our corporate culture, and encouraging collaboration within teams. This onboarding path includes **personalized welcome sessions**, **individual support**, as well as **awareness and training activities**.
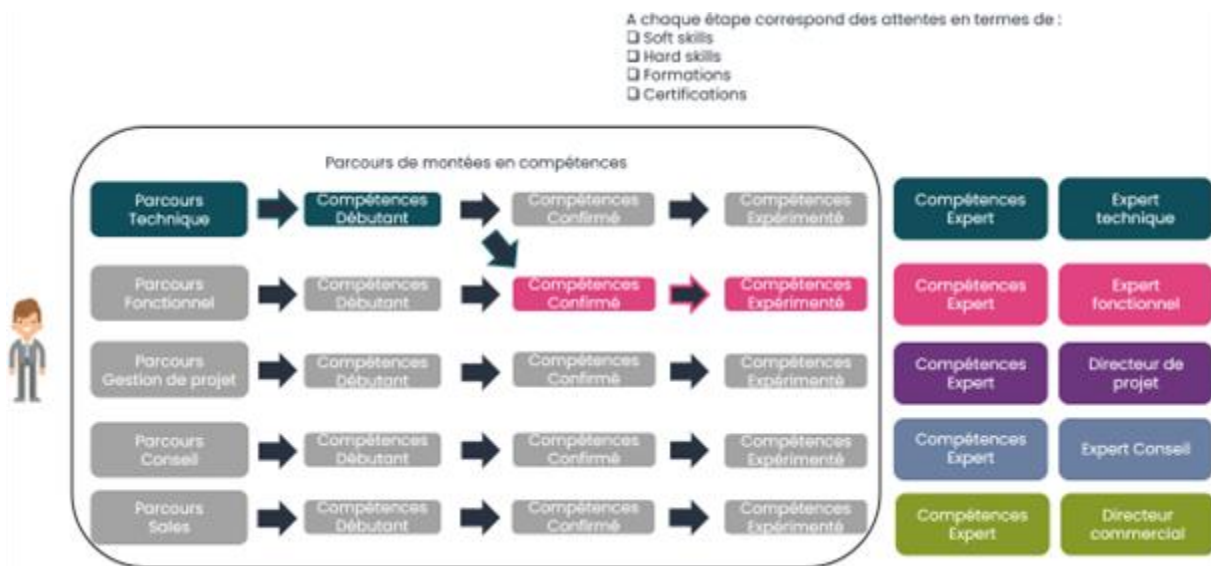
Before the employee's arrival, we ensure that their workstation is fully operational: IT equipment is prepared, software access is activated, and a **welcome message** is sent by the HR team with **practical information** for their first day (working hours, office location, documents to bring, etc.). **On arrival day**, the employee is welcomed by the **Business Unit assistant** and their **mentor or sponsor**, who supports them throughout the first few months, in addition to oversight by their line manager. A **tour of the office** is also organized to help them get their bearings. As part of this journey, the new hire attends a **quarterly welcome breakfast** hosted by senior management. This informal session presents **Coexya's history, mission, vision, and values**, and introduces the **key departments and current projects**.

In parallel, the employee follows the "**Working Well Together at Coexya**" onboarding track, launched in 2024, which includes **awareness training on our HR processes**, **non-discrimination**, **disability inclusion**, and **preventing workplace violence**. To gradually foster awareness of environmental issues, new hires also participate in a **webinar introducing Coexya's CSR commitments** and attend a **Climate Fresk workshop**.

Finally, after a few months, an **integration review** is conducted to gather feedback and identify areas for improvement. Regular check-ins are organized throughout the onboarding period to track the employee's progress. This process is complemented by **team-building activities**, such as **team lunches**, **after-work events**, and **workshops**, all aimed at strengthening the **sense of belonging**.

Developing Our Employees' Skills Through Career Pathways

Our HR policy is based on a **Jobs and Career Path Management** approach (GEPP in French), ensuring a clear understanding of career trajectories and encouraging **internal mobility**. We have formalized several **career paths** (illustrated in the diagram below) that cover a wide range of roles: **technical**, **project management**, **consulting**, **sales**, and **functional** positions.

A chaque étape correspond des attentes en termes de :
☐ Soft skills
☐ Hard skills
☐ Formations
☐ Certifications

Parcours de montées en compétences

Parcours Technique	→ Compétences Débutant → Compétences Confirmé → Compétences Expérimenté	Compétences Expert	Expert technique
Parcours Fonctionnel	→ Compétences Débutant → Compétences Confirmé → Compétences Expérimenté	Compétences Expert	Expert fonctionnel
Parcours Gestion de projet	→ Compétences Débutant → Compétences Confirmé → Compétences Expérimenté	Compétences Expert	Directeur de projet
Parcours Conseil	→ Compétences Débutant → Compétences Confirmé → Compétences Expérimenté	Compétences Expert	Expert Conseil
Parcours Sales	→ Compétences Débutant → Compétences Confirmé → Compétences Expérimenté	Compétences Expert	Directeur commercial

These pathways are designed to enable each employee to **grow and shift roles** within the organization, based on their **skills**, **aspirations**, and **available opportunities**.

They are documented in **job profiles** accessible to all employees via the intranet, detailing key responsibilities, required skills, advancement opportunities, and possible cross-functional transitions. This **transparency** aims to enhance understanding of each pathway's expectations and **facilitate access to career opportunities**.

To support these trajectories, we implement **individualized skills development plans**, co-constructed during **annual and semi-annual career reviews**. These discussions help identify the specific needs of each employee and align their professional journey with the strategic needs of our various business units.

This approach is anchored in the **Coexy'Academy**, which centralizes all our training initiatives: onboarding, upskilling through internal and external training, certification programs (**Microsoft, Boomi**), mentoring, and knowledge transfer. The academy also promotes the role of **experienced employees** through mentorship roles, encouraging **skills transmission** and **collective development**.

This structured approach promotes **continuous skill development** and highlights the value of our teams' expertise. In **2024**, **94% of employees** participated in at least one training session during the year, compared to **66% in 2023**, with an average of **7.9 training days per employee** — a **49% increase** from 2023 (4.7 days in 2023 and 3.9 days in 2022). These results reflect our **strong commitment to continuous learning**, aligned with evolving business needs and our teams' professional aspirations.

Supporting Employment Stability and Equal Treatment
Employment stability

We prioritize permanent employment contracts (CDI). Excluding work-study programs, we had only four fixed-term contracts (CDD) in 2024, including three CIFRE PhD theses. This approach reflects our commitment to building trust-based, long-term relationships with our employees — a key principle in our service-based business model, where human expertise is central to the value delivered to our clients.

In 2024, our turnover rate stood **at 9.9%, down from 12.2% in 2023**. This result highlights our efforts to improve employee retention in a competitive market where demand for qualified digital professionals is high. Stable teams help ensure continuity in project delivery, knowledge retention, and consistent service quality for our clients.

These indicators guide our efforts in attracting and retaining talent, allowing us to anticipate labor market trends in the digital sector and remain aligned with our employees' expectations.

Equal Treatment

We are committed to ensuring **equal treatment** throughout every stage of the employee journey — starting with recruitment. All individuals involved in hiring processes (HR team, recruiters, managers, and operational staff) receive **anti-discrimination training**.

This vigilance applies to both **interview practices** and **candidate selection**, which are strictly based on **objective criteria** related to professional skills and growth potential.

All applications received are **systematically reviewed** by our recruitment team, who provide feedback to every candidate, whether selected or not — a practice that promotes **respectful, transparent communication**.

For some roles, **technical assessments or case studies** are included to further ensure objective evaluation of skills. Interviews are conducted in pairs, typically involving both a **recruitment team member** and a **representative from the operational team**, ensuring a diversity of perspectives and minimizing individual bias.

This commitment to equal treatment also extends to all our HR practices:

- **Regular monitoring of indicators** ensures fairness in terms of compensation, access to training, and career development.

- An **internal anti-harassment charter** outlines our core principles regarding respect for individuals and the prevention of inappropriate behavior.

- **Awareness initiatives** are integrated into the "**Working Well Together at Coexya**" onboarding program, covering discrimination prevention and the promotion of an **inclusive work environment**.

Gender Equality in the Workplace

Professional equality between women and men remains a **major challenge in a sector where women are still underrepresented**. We are proud to report that women accounted for **27% of our workforce in 2024**. In parallel, we are making progress in increasing female representation in leadership roles, **with 206 women holding senior management positions, compared to 183 in 2023**.

We monitor these developments using a set of performance indicators, ensuring transparency and enabling us to implement corrective actions if necessary. In 2024, our gender equality index reached **86/100**, continuing a positive trend since 2022 (75/100). This reflects our sustained efforts to ensure fairness in pay, access to promotions, and salary increases.

The pay equity ratio, which measures the average salary of women compared to men in equivalent positions, **stood at 90.08% in 2024**. The overall gender pay gap was 3.33%.

Additionally, we continue our commitment through partnerships, such as with JobIRL, to encourage female participation in scientific and technical fields. We also strengthen internal awareness-raising efforts, notably through the "Working Well Together at Coexya" training program.

Fostering Information Sharing and Awareness

We offer a variety of formats to **facilitate access to information**, encourage knowledge sharing, and explore content aligned with our commitments to **sustainability, health, and quality of work life**.

Since **2018**, our "**Open Your Mind**" program has provided employees with a space to explore diverse topics. These sessions, open to all teams, are led by **internal speakers or external guests**, and cover a wide range of subjects — from **technological innovation** and **societal issues** to **well-being at work** and **sustainability**. Organized primarily via **videoconference**, these sessions ensure broad participation regardless of employees' **location or working mode** (on-site, remote, or client-based).

In addition, we organize **"Coexya Story" webinars** throughout the year, hosted internally or in collaboration with partners such as **APICIL**. In **2024**, **11 webinars** were offered on a variety of topics including **health**, **disability**, **equal opportunity**, **housing**, **sustainable mobility**, and **inclusion**. These sessions are designed as moments of **information and awareness**, but also as **spaces for discussion**, fostering a deeper understanding of the company's **CSR priorities** and encouraging personal reflection on these issues.

We also ensure **regular communication of the Group's strategic updates**. The Executive Management organizes a **quarterly videoconference update** for all employees to present **ongoing projects**, **strategic directions**, and **Group performance**.

Strengthening Social Dialogue and Collaboration with the Works Council (CSE)

Dialogue with the **Social and Economic Committee (CSE)** provides a collective framework to address issues related to **working conditions**, **health**, **gender equality**, and **employment management**.

This dialogue is structured around **plenary meetings** with Executive Management, CSE members, and the occupational health physician, as well as several **specialized commissions** dedicated to specific topics:

- The **Training Commission** (twice a year) reviews the skills development plan, the summary of training actions, and various professionalization schemes such as **apprenticeships** and **VAE (validation of prior experience)**.

- The **Gender Equality Commission** (twice a year) analyzes the comparative conditions of employment and training between women and men within the Group.

- The **Health, Safety, and Working Conditions Commission** (four times a year) evaluates **preventive measures** in place and analyzes **occupational risks**.

- The **Procurement Commission** (once a year) determines the **selection criteria** for suppliers and service providers, as well as procedures for purchasing supplies, services, and construction work.

These regular discussions have led to the signing of several key agreements:

- The **Working Time Organization Agreement**, signed in **2019**, aims to support a better **work-life balance** by aligning employees' expectations regarding working conditions with the Group's development goals, which require the involvement of all and consideration of client needs.

- The **Workplace Harassment and Violence Prevention Charter**, adopted in **2021**, supplements legal requirements by addressing **moral harassment**, **workplace violence**, and **sexist behavior**.

- The **Remote Work Agreement**, revised in **2022**, aims to modernize managerial practices by promoting **voluntary and trust-based teleworking**.

Involving Employees in the Company's Performance

Recognizing Collective Performance

Since **2021**, the Coexya Group has expanded access to profit-sharing to all its subsidiaries through the implementation of a **Group-wide profit-sharing agreement**, enabling all employees to benefit from the Group's economic results. Profit-sharing is paid into a **Group Savings Plan (PEG)**, offering employees the opportunity to build up savings under advantageous tax conditions.

All employees are also eligible to contribute to the **Group Collective Retirement Savings Plan (PERECOL)**, which facilitates retirement planning through a group investment structure. This scheme can be funded by **profit-sharing**, **voluntary contributions**, or **unused leave**, according to defined terms — offering a **flexible and personalized savings solution**.

In addition, for several years now, we have chosen to award a **Value Sharing Bonus (PPV)** to our employees, in recognition of their **collective efforts and commitment**. Although optional, this bonus reflects our strong desire to **involve employees in the company's success**.

Encouraging Employee Shareholding

Coexya opened its capital to employees in **February 2022**, through the creation of the **"Coexya" company mutual investment fund (FCPE)**. The **FCPE invested in the share capital of Coexya SAS**, enabling unit holders to participate in the Group's development and benefit from the increase in share value. This scheme allows **Group employees in France**, with at least **three months of seniority**, to become shareholders by investing their **profit-sharing from the current year**, and/or **amounts invested in previous years** in other PEG supports (whether available or blocked), or **voluntary contributions**.

In **March 2023**, Coexya decided to **renew the employee shareholding initiative**, reflecting its intention to make this scheme **sustainable over time**.

292 employee shareholders via the Coexya FCPE in 2024 i.e. **36 %** of the Group's total workforce

Contributing to the Development of the Local Economic Fabric

Fostering Partnerships Within the Ecosystem

For several years, we have been working with **local partners committed to inclusion**, with the aim of promoting the **employment of people with disabilities** or **those distanced from the workforce**.

In **Lille** and **Lyon**, for example, our **waste collection and recycling** are handled by **ELISE**. We work with Andikado and HANDIGOPRINT to supply materials (water bottles, lanyards, etc.) and printed media.

In **2024**, a partnership was launched with Autipik, a company specialized in neurodiversity, offering solutions to better understand and integrate neuro-atypical individuals into the workplace. An initial **awareness webinar** was organized for all employees in 2024 and will be repeated annually. A **training session for managers** was also held to better support these profiles.

We have signed **CDD Tremplin contracts** to support the professional inclusion of people with disabilities in an adapted work environment, in collaboration with our long-time partner Handishare. Handishare is also responsible for delivering the **disability awareness training** included in the "**Working Well Together at Coexya**" program.

Beyond inclusion-related topics, we support the "**Les Nouveaux Activistes**" **event in Rennes**, which highlights initiatives with strong social and environmental impact. This partnership helps fund **five local non-profits** working in **health**, **environment**, and **solidarity**. It also enhances the value of the local non-profit network through **financial sponsorship** and **skills-based volunteering**. We are continuing this partnership with the goal of **increasing visibility for these initiatives among our employees**, especially through the **Open Your Mind program in 2025**.

We are also committed to **local higher education institutions**, aiming to **boost youth employability** and facilitate their professional integration through **internships and work-study programs**. Our technical experts regularly contribute to these schools by **giving talks**, **leading seminars**, or **serving on examination juries**. In addition, we actively participate in **job fairs** and **career events** hosted by these institutions to present **career opportunities at Coexya** and engage directly with students about their professional aspirations. We also collaborate in the development of **educational projects**, helping students apply their academic knowledge in real-world contexts, with guidance from Coexya professionals — while contributing concrete solutions to organizational challenges.

Welcoming, Supporting and Training Young People

In **2024**, we welcomed **53 interns** and **99 work-study students** (apprenticeship or professionalization contracts) over the course of the year. As of the end of December, work-study students represented **8.20% of our total workforce**, surpassing our annual goal of reaching **5%**.

Our commitment is also reflected in our **post-apprenticeship hiring policy**: in **2024**, **55.56% of eligible work-study contracts** led to a **permanent contract (CDI)**.

We also launched a **partnership in 2024 with** [JobIRL](#), an association committed to **equal opportunity**, supporting young people in their **career guidance and access to employment**, particularly those from **priority neighborhoods** (*quartiers prioritaires de la politique de la ville – QPV*). Through this partnership, employees can get involved in several ways:

- As **career ambassadors**, online or in person, sharing their own experience to inspire young people.

- Through **six-month mentoring**, helping a young person with orientation and professional development (CV and cover letter writing, interview practice, etc.).

- By **participating in career and integration forums**, alongside JobIRL and its partners.

In line with this approach, we organized in **2024** a **middle and high school internship campaign**, open to young people supported by JobIRL and to the families of our employees.

At the end of 2024, we also took part for the first time in an initiative led by **JobIRL and several partner OPCOs**, welcoming a group of **12 female students in grade 9** (*troisième*) for an **immersive day focused on digital careers**. For this occasion, a **tailor-made educational program** was designed with the help of committed employees, who presented their roles and practical case studies reflecting aspects of their daily work. This first experience helped **raise awareness among these young women about opportunities in the tech sector**, with the aim of encouraging their orientation toward **scientific and technical fields**, where **women remain underrepresented**.

Encouraging Career Transitions by Offering Employment Opportunities at Coexya

For several years, we have been partnering with **Simplon**, a socially responsible company recognized for its commitment to **digital inclusion**. This partnership supports the **career transition of individuals** seeking to move into technical roles in the digital sector. Between **2020 and 2023**, **33 individuals trained by Simplon** joined our offices in **Lyon, Paris, and Rennes**.

To further structure our approach, the **CSR committee** set a target of integrating **9 individuals undergoing career transitions** in **2024**, aligned with our onboarding capacity and operational needs. By the end of the year, this objective was **greatly exceeded** thanks to the cooperation of our teams: **16 individuals from career transitions** joined the Group under **fixed-term contracts (CDD), permanent contracts (CDI), or work-study programs**, representing **10.13% of new hires in 2024**. This result reflects both the **commitment of our support and operational teams** in successfully onboarding these recruits, and the **growing appeal of these profiles in the digital sector**.

Pillar 3

Ensuring a Healthy and Fulfilling Work Environment for Our Employees

Promoting a Work Environment Conducive to Professional and Personal Fulfillment

While the **Syntec collective agreement** stipulates that employees on **"forfait jours" contracts** (fixed number of annual working days) must have two annual meetings to ensure workload balance, **Coexya has chosen to extend this practice to all employees**, both managerial and non-managerial. These two meetings foster **regular dialogue** on assignments, objectives, training (completed or needed), working conditions, work-life balance, and individual expectations.

Coexya signed its **Right to Disconnect Charter** with the Works Council (CSE) in **2018**. This document aims to guarantee respect for **rest periods** and **personal life** by regulating the use of professional digital tools. A **Right to Disconnect Officer** has also been appointed to ensure these principles are applied.

In **2019**, a joint initiative with the CSE led to a **review of working time organization**. This process resulted in the signing of an **agreement on working hours and organization**, establishing a framework that supports project delivery while offering greater flexibility.

Regarding **remote work**, an initial agreement was signed in **2021**, then revised in **2022** following discussions by **internal working groups** composed of employees with various roles. These teams incorporated employee feedback after a year of implementation and made concrete proposals for improvement. The new version of the agreement allows employees to **manage their pool of remote workdays monthly** (up to **10 days per month**), while maintaining team cohesion through **recommended on-site presence of at least one day per week**. This policy reflects an evolution in our managerial culture — one that values **trust**, **accountability**, and the pursuit of a **sustainable balance** between professional and personal life.

To support this **hybrid work model**, Coexya provides a working environment equipped with **suitable tools and collaborative resources**: **laptops with dual screens**, **collaborative workspaces**, **videoconference rooms** in all offices, and a **semantic search engine** to capitalize on internal knowledge.

Since **2022**, we have conducted an **annual employee satisfaction survey** to regularly assess **workplace climate** and **quality of life at work**. This anonymous survey collects employee perceptions of their work environment and engagement, and its results feed into discussions by management and HR teams to identify areas for improvement or adjustments to existing initiatives.

Finally, in **2024**, an **internal best practices guide for hybrid work** was drafted — once again with input from a panel of employees and the CSE — to offer **practical recommendations** for both teams and managers.

Protecting the Health and Well-Being of Our Employees

We encourage the **practice of physical activities** as a lever for **well-being** and **team cohesion**. These initiatives, led by management, employees themselves, and the Works Council (CSE), are based on voluntary participation.

Since **2018**, the **Lyon office** has offered an **on-site fitness room**. This facility is complemented by access to nearby sports infrastructures, thanks to partnerships with local municipalities, which give employees easy access to **tennis, football, badminton** and other courts.

Employees frequently take part in **friendly sports events**, such as **inter-BU tournaments** or **corporate tournaments** (football, tennis, badminton, but also pétanque or palets). In **Rennes** and **Lyon**, employee-led initiatives allow for **group running or cycling sessions**. Each year, teams represent Coexya in **races such as the Ekiden marathon in Lyon and Paris**.

Every week, **baskets of seasonal fruit** are made available on our sites to encourage **healthy eating habits**. In **Lyon**, a **collaborative vegetable garden**, created in 2018, offers a **relaxing outdoor space** where employees can take part in **gardening workshops**. These activities, held during lunch breaks, promote **disconnection** and **social interaction**.

All of these actions are part of our broader **Quality of Work Life and Working Conditions (QVCT)** initiative. During the QVCT awareness week, we offer specific activities such as **sophrology workshops**, launched in 2021 and held every year since.

In addition, we organize an **annual voluntary flu vaccination campaign**. A **24/7 psychological assistance service** is available through our health insurance provider, offering **confidential support** in the event of personal or professional difficulties. Our health plan also **covers certain alternative therapies**, such as **sophrology and acupuncture**.

In **2024**, we organized several **webinars** led by our partner **APICIL**, providing information and awareness on key topics such as **mental health**, **prevention of female and male cancers**, and **managing everyday stress**.

Lastly, we continue to strengthen our **occupational risk prevention efforts** by organizing annual **training sessions**, including **first-aid training (SST)**, **fire extinguisher handling**, and **evacuation drills**. The **Single Occupational Risk Assessment Document (DUERP)** is updated every year by our safety officer in coordination with the **CSE** and **occupational health services**, and is made available via our **intranet**.
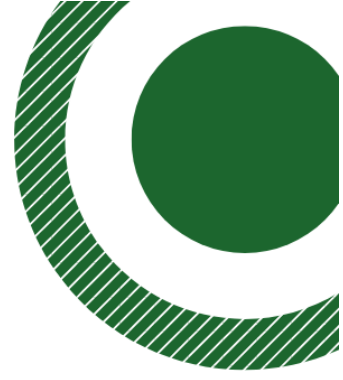
Pillar 4

Reducing Our Environmental Impact and Raising Awareness Within Our Ecosystem About Environmental Issues
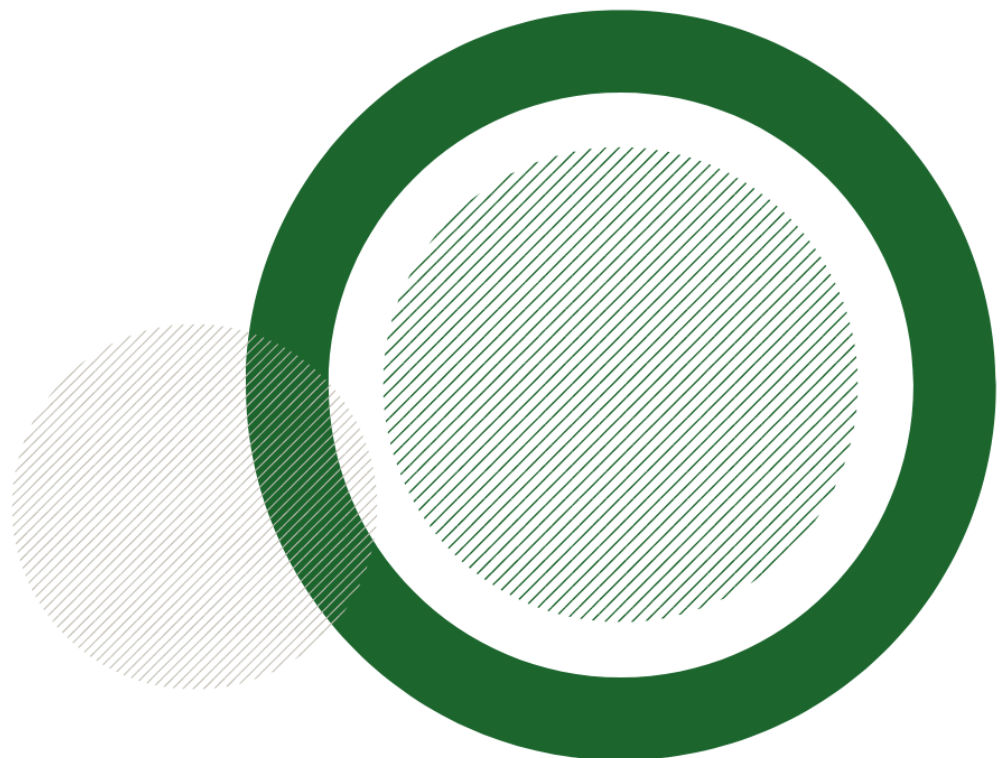
Adopting More Environmentally Friendly Practices

Measuring, understanding and reducing our GHG Emissions

2022: First Analysis and Voluntary Commitment

In **2022**, we carried out our **first carbon footprint assessment** based on the reference year **2019**, as part of a **voluntary initiative**. This approach allowed us to establish an initial diagnosis of our emissions and identify the main contributing factors. From the outset, we chose to include **all three scopes** in order to gain a more **comprehensive and representative view** of our overall impact.

At the same time, an **energy audit** was conducted to assess the energy performance of our buildings and identify areas for improvement. This initiative reflects our commitment to **optimizing infrastructure**, and will be detailed in the section on **environmental management of buildings**.

2023: Toward Annual Consolidation and a Group-Level Approach

In **2023**, for the **2022 carbon footprint**, only **Coexya SAS** exceeded the **regulatory threshold of 500 employees** and was therefore legally required to perform a carbon assessment. Nevertheless, we chose to go further by **including our newly acquired entities** as well.

By **consolidating our carbon data annually at Group level**, beyond the triennial frequency required by French regulations, we aim to gain **a better understanding of how our emissions evolve**. This approach also allows us to **refine our reduction strategies** by targeting the most relevant levers and helps us **anticipate future regulatory changes**, such as the **Corporate Sustainability Reporting Directive (CSRD)**, which will require **more detailed and accurate non-financial reporting**.

### 2024: Alignment with International Standards

In **2024**, we decided to adopt the **GHG Protocol** to align our methodology with **international standards** and strengthen the **comparability of our results** with those of other companies in the sector. This approach introduces two main methodological differences compared to the French **regulatory BEGES**:

- **Accounting for indirect electricity emissions**: The BEGES methodology relies solely on the **location-based approach**, calculating emissions based on the average carbon intensity of the national grid where electricity is consumed (e.g., a French company → French electricity mix average). This method **does not account** for green electricity offers with guarantees of origin. The **GHG Protocol**, by contrast, allows a **market-based approach**, which takes into account the emissions profile of the selected energy supplier.

⟳ **Treatment of fixed assets**: Under BEGES, emissions from fixed assets (e.g., equipment, vehicles, buildings) are **amortized over their lifetime**, while the **GHG Protocol** accounts for them **entirely in the year of purchase**.

Having opted to **update our carbon footprint annually**, we chose to **internalize the process** using the tool developed by the company **SAMI**. Their expertise enabled us to apply this new methodology starting with the **2023 assessment**, and to **retroactively adjust our 2022 data**, ensuring **methodological continuity** and a **solid basis for comparison**.

Refining Data Accuracy
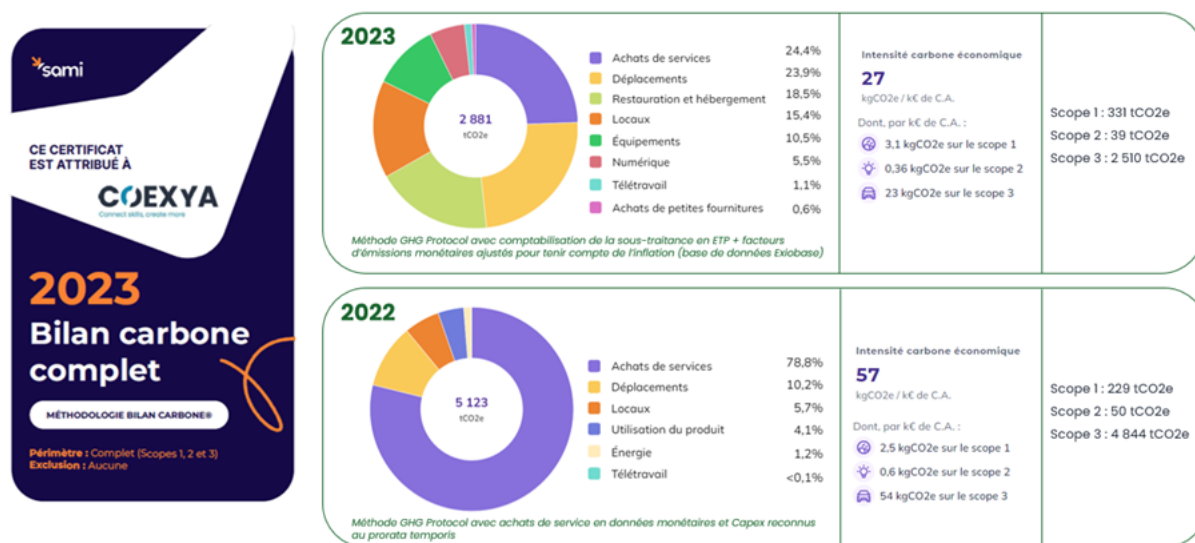
Between the 2022 and 2023 carbon assessments, we adapted our approach by favoring physical data over monetary data whenever possible, in order to refine the accuracy of our calculations and obtain a more reliable representation of our carbon footprint.

Monetary data, used by default when no physical data is available, can result in significant discrepancies in emission estimates. These rely on economic ratios (monetary emission factors) that do not always reflect the actual impact of activities. In contrast, physical data (energy consumption, distance traveled, number of IT devices, etc.) allows for a more precise evaluation of actual emissions and offers a better ability to analyze and optimize reduction actions.

This methodological shift had a significant impact on the **"Purchased Services"** category, which accounted for **78.8% of emissions in 2022**, mainly due to subcontracting calculated via monetary ratios. In **2023**, the use of **physical data for subcontracting**, combined with an **adjustment of monetary emission factors** to account for inflation (via the **Exiobase** database), led to an **overall 44% reduction** in our total emissions. This decrease reflects a **methodological adjustment** that

results in a **more accurate and representative estimate** of our actual emissions in 2023 compared to 2022.

We also **refined the classification of our emission sources** to achieve greater granularity. Emissions previously grouped under broader categories (e.g., digital activities, equipment, catering/accommodation) now have their **own distinct categories**. This reorganization improves the **clarity of results** and helps us more effectively **target reduction levers**.

Carbon Intensity per Revenue and per Employee

The growth in our business activity and workforce naturally requires tracking our carbon footprint through both **economic carbon intensity** and **employee carbon intensity**.

- ⟳ **Economic carbon intensity** ($kgCO_2e/k€$ revenue) measures the amount of GHG emissions generated for every thousand euros of revenue. This indicator is useful to assess how our carbon footprint evolves in relation to our economic growth. In **2023**, it stood at **27 $kgCO_2e/k€$**, a marked decrease from **57 $kgCO_2e/k€$ in 2022**. This reduction is the result of both **methodological adjustments**, which allowed for more precise emission estimates, and our **efforts to reduce high-impact sources**.

We compared our performance with industry peers using data from the **SAMI** database and the **Carbon Disclosure Project (CDP)**. Our results show that we **perform below sector averages**, which are **71 $kgCO_2e/k€$** for the SAMI benchmark and **117 $kgCO_2e/k€$** for the CDP benchmark.

- ⟳ **Employee carbon intensity** (tCO_2e/employee) expresses the amount of GHG emissions per employee, including emissions from all three scopes. In **2023**, this figure stood at **3.2 tCO_2e/employee**, compared to **6.6 tCO_2e/employee in 2022**.

Reduction Trajectory

We are targeting a **71% reduction in employee carbon intensity** across all three scopes by **2030**, representing an **annual decrease of 7%**.
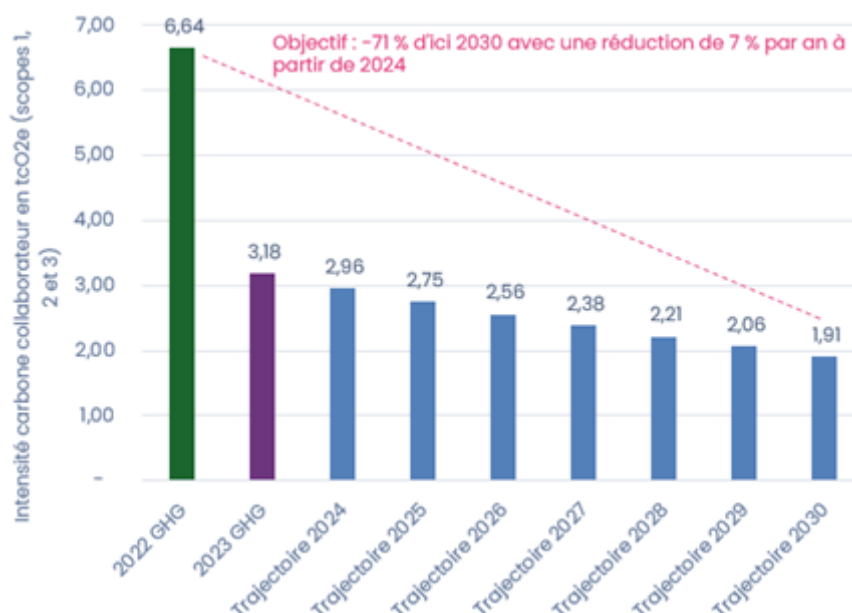
We have also set a goal to **reduce our GHG emissions in absolute terms by at least 42% by 2030**, while factoring in our projected **annual workforce growth of approximately 6%**. This trajectory is **aligned with the Science Based Targets initiative (SBTi)**. However, it is **not linear**, due to several factors:

- Between **2022 and 2023**, our total emissions **decreased by 44%**, mainly due to the **shift from monetary to physical data** (replacing 2022's monetary-based estimates), and to the **adjustment of monetary emission factors** to account for inflation (via the **Exiobase** database).
- The **growth of our workforce** mechanically leads to an increase in emissions. A strictly linear trajectory would not take this reality into account.

The results from our **2024 carbon footprint** will allow us to assess the **relevance of this trajectory** and adjust it as needed, based on changes in our emissions between **2023 and 2024**.

The following sections outline the initiatives we have implemented to achieve our targets:

- Promoting sustainable mobility
- Optimizing environmental management of buildings and resources
- Encouraging our suppliers to adopt sustainable and responsible practices
- Training and raising awareness among employees on sustainable development issues

Promoting Sustainable Mobility Through Our Soft Mobility Program

Personal travel

Since **2014**, we have progressively implemented a range of complementary measures to help our employees adopt **more sustainable modes of transport**. Our initiative began with the provision of **electric bikes**, growing from **5 in 2014 to 106 in 2024**. We have made a point of ensuring that this soft mobility program is **accessible to as many people as possible**. All employees are eligible to join the **electric bike program**, which runs over a three-year period and offers the option to **purchase a bike from the fleet** at the end of the cycle.

In **2017**, we expanded the program by introducing a **fleet of 20 electric vehicles** and installing **dedicated charging infrastructure**. This initiative has grown steadily, and by **2024**, **72 employees had access to an electric car** and **9 to a hybrid car**. Due to the financial commitment involved, this benefit is available only to **permanent employees (CDI)** who have completed their **probationary period. Coexya was the first company in the Auvergne-Rhône-Alpes region** to offer its employees access to both an electric bike and electric vehicle fleet, demonstrating our commitment to making **sustainable mobility a cornerstone of our company culture**.

Over the years, our program has continued to evolve with the introduction of **additional initiatives**. In **2022**, we increased our **coverage of public transport subscriptions to 75%**. In **2023**, we initiated a review on how to encourage more employees to adopt soft mobility options. This led in **2024** to the rollout of the **Sustainable Mobility Package**, designed for employees **not already benefiting from existing transport initiatives**.

To promote **carpooling**, we partnered with **MOV'ICI**, a platform developed by the **Auvergne-Rhône-Alpes region**. In **2024**, to boost employee engagement, we organized a meeting with the MOV'ICI team during the **Challenge Mobilité** event. This initiative raised awareness and **increased platform participation** from **67 to 79 members**.
Our **Rennes office** also uses a **carpooling platform developed by Ouestgo**, with **19 registered users**. As part of this momentum, we have also signed the **employer carpooling charter**.

Each year, we take part in the **Challenge Mobilité** organized by the Auvergne-Rhône-Alpes region, which aims to promote alternatives to solo driving. During this event, our **bike and car partners present their latest models**, giving employees the chance to **test and explore various mobility solutions**.

Business travel

We have implemented a **multimodal travel policy** aimed at limiting the environmental impact of our business trips. We prioritize the use of **videoconferencing tools** to avoid travel whenever possible. When in-person travel is necessary — especially during the planning phases of missions — we favor **public transportation and rail** for long distances and **avoid air travel** when a rail alternative is available. An **electric service vehicle** is available to employees for regional travel.

Outlook

Business travel was the **second largest contributor** to our 2023 carbon footprint, accounting for **24% of our total emissions**.

To reduce our impact, we aim to strengthen **communication and support initiatives** within the framework of our sustainable mobility policy. Notably, **58% of home-to-work commutes by car are under 10 km**, a distance that lends itself well to alternatives such as **biking or public transportation**.

305,7 tCO2e

688 tCO2e

382,1 tCO2e

● Domicile - Travail **55,6%** ● Professionnels **44,4%**
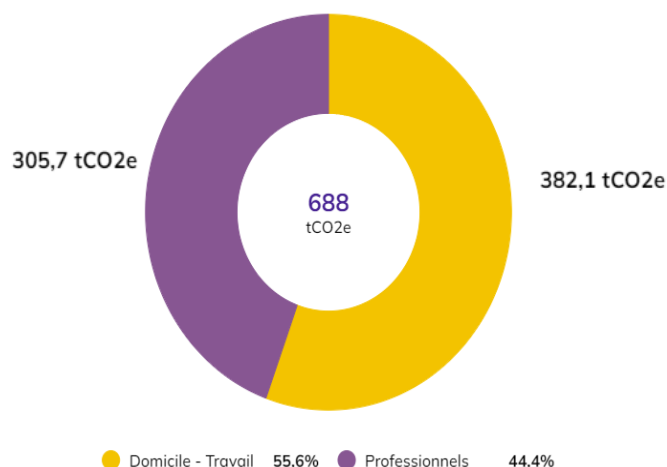
Optimizing Environmental Management of Our Buildings and Resources

Improving Building Energy Performance

The **energy audit** we conducted in 2021 for our Group's historical offices (Lyon, Paris, Rennes) enabled us to identify several areas for improvement. To modernize our infrastructure, we replaced outdated boilers at our **Lyon site** with more efficient equipment. **Thermodynamic systems** were deployed in our **Lyon, Paris, and Rennes** offices to optimize energy consumption through heat recovery. We also improved **insulation and ventilation** by installing **dual-flow mechanical ventilation systems (VMC)**. These systems help **limit heat loss** by recovering warmth from extracted air.

Energy Transition and Electricity Consumption

As part of our efforts to optimize electricity consumption in our buildings, we have gradually rolled out **more energy-efficient equipment**. More than **70% of lighting fixtures** are now equipped with **LEDs**, with **100% coverage** at our **Paris 12 site**. **Motion detectors** have been installed in hallways and other common areas to **prevent unnecessary energy use**.

Since **2007**, we have implemented **server virtualization**, reducing the energy consumption of our infrastructure by a factor of six. In **2024**, we deployed the **EcoVM project**, which automates the shutdown of **virtual machines (VMs)** outside of use periods and allows teams to autonomously restart their VMs according to operational needs. Piloted in **Rennes**, this initiative led to a **20% reduction in server room energy use**, before being rolled out across the entire Group at the end of 2024.

At the end of **2022**, Coexya reaffirmed its **energy transition strategy** by progressively switching to **renewable energy providers** wherever possible. For **gas**, we manage **four metering points**, of which **three were converted** to include **at least 5% renewable energy (RE)** between 2022 and 2023 — i.e., **100% conversion rate for eligible sites**. For **electricity**, out of **19 delivery points**, **15 were converted to 100% renewable energy** between 2022 and 2024, also representing **100% conversion for eligible sites**.

In **2024**, the **overall conversion rate** — combining **gas metering points at 5% RE** and **electricity delivery points at 100% RE** — reached **78%**. This figure includes all Group sites, even those with contracts that **cannot be terminated** or where **market conditions prevent a supplier switch**.

In 2024, **66% of our total energy consumption** came from **renewable sources**, up from **36% in 2023**. We will continue working to increase this share in the coming years, in collaboration with our **energy broker**, to identify **new conversion opportunities**.

Waste Management

For several years, we have partnered with **Arto** to give a second life to our end-of-cycle IT equipment. This service provider, based in **Champagne-au-Mont-d'Or**, specializes in the purchase and **refurbishment of professional equipment**, which is then reintroduced into the French market. When equipment cannot be reused, its **recycling is handled by RSB**, a recycling center certified **ISO 9001 and ISO 14001**, located in **Amancy (74)**, ensuring compliance with environmental and quality standards.

In addition, we have deployed **local sorting and recycling solutions**. Our **Lille and Lyon offices** work with **ELISE**, a provider that collects and recycles various types of waste (metals, plastics, paper, cardboard, WEEE, furniture) while promoting **professional inclusion for people with disabilities**.

At the end of **2024**, we installed a **cigarette butt collection system** at our **Lyon site** (based on an employee suggestion). The **TchaoMégot** solution uses a **certified depollution process** that neutralizes the toxic substances found in cigarette butts before converting them into **eco-friendly insulation for buildings** or **textile padding**.

Outlook
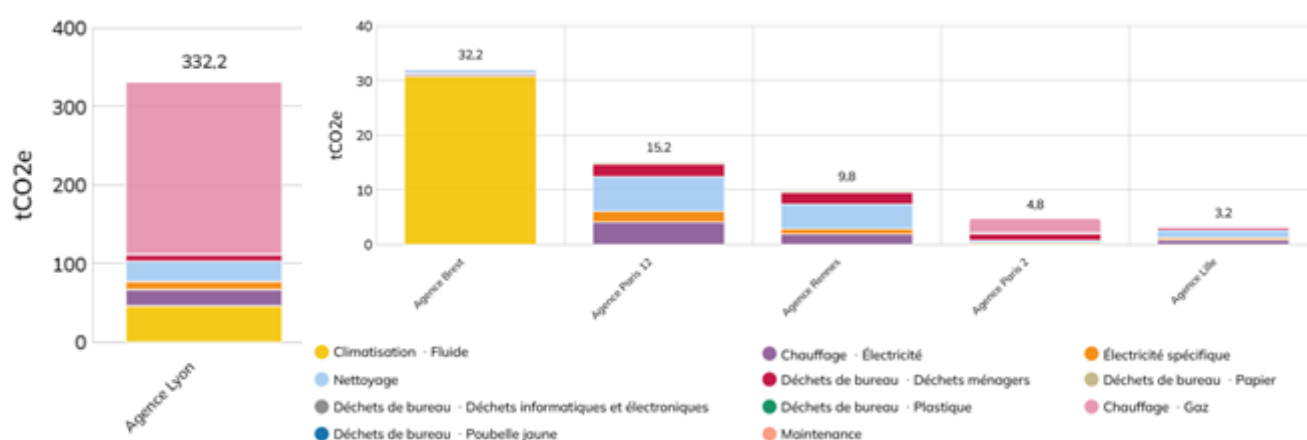
The **"office premises"** category is the **third-largest contributor** to our **2023 carbon footprint**, accounting for **15% of our emissions**, with the majority stemming from **gas heating (50% of emissions)**. To reduce our impact, we have identified several short- and medium-term areas for improvement:

- ○ **Reduce the energy consumption of buildings**: by aligning with the requirements of the French "Décret Tertiaire," established by **Decree No. 2019-771 of July 23, 2019**, which aims to encourage the implementation of renovation works to reduce building energy consumption by **40% by 2030**, **50% by 2040**, and **60% by 2050**, compared to a chosen reference year.

- ○ **Increase the share of renewable energy in our gas contracts**: We are continuing to work with our **energy broker** to assess the feasibility of increasing the share of **renewable energy** in our gas contracts, which currently stands at **5%.**

- ◌ **Harmonize waste management across sites**: Some offices manage their **Waste Electrical and Electronic Equipment (WEEE)** independently. We aim to explore possible solutions to ensure a **harmonized and optimized treatment system** at the **Group level**.

Encouraging our suppliers to adopt sustainable and responsible practices

Promoting more sustainable and responsible purchasing and supplier relations

To guide and structure our responsible purchasing approach, we have signed the _Responsible Supplier Relations and Purchasing Charter_ (RFAR). This charter, overseen by the French Business Mediator and the National Purchasing Council, defines principles aimed at strengthening social responsibility in purchasing practices and promoting balanced and transparent relationships with suppliers. By adopting it, we reaffirm our commitment to building partnerships based on respect for contractual obligations, consideration of environmental and social issues, and continuous improvement of our purchasing processes.

In 2025, we will launch an initiative to assess our suppliers' CSR practices in order to better incorporate environmental and social criteria into our purchasing decisions. A **CSR assessment questionnaire** will be developed to measure their maturity level and identify their commitments and areas for improvement in terms of sustainability. This questionnaire will be supported by a scoring system that will allow us to better integrate these criteria into our purchasing and tender processes.

We already prioritize suppliers and service providers engaged in societal and environmental approaches. However, we aim to further structure our strategy to reinforce the integration of sustainability within our supply chain.

Collaborating with our suppliers to refine the evaluation of our carbon footprint

The evaluation of GHG emissions related to our service purchases is partly based on monetary emission factors, which introduces a margin of uncertainty. In 2023, we obtained carbon intensity emission factors for some suppliers from reference databases such as ADEME's _Base Carbone_ and _Exiobase_, via the emission factor search engine from SAMI. To improve the accuracy of our carbon assessment and refine the analysis of emissions from our supply chain, we plan to strengthen collaboration with our suppliers.

Initially, we will identify **the suppliers accounting for 80% of the emissions in the "service purchases" category** (excluding subcontractors) in our 2023 carbon footprint and request their own carbon footprint data along with their economic carbon intensity. This intensity corresponds to the ratio of their Scope 1, 2, and upstream Scope 3 emissions (excluding downstream emissions) to their revenue.

This approach will help us reduce the uncertainty of monetary ratios and achieve a more accurate evaluation of our GHG emissions. By obtaining this data directly from suppliers, the carbon footprint of their services will be more accurately reflected.

However, we will be cautious in integrating this data to avoid double-counting. Only the suppliers' Scope 1, 2, and upstream Scope 3 emissions will be considered, excluding downstream Scope 3 emissions, which are already included in our own carbon footprint. When possible, we will use carbon intensity specific to the activity segment corresponding to the purchased service.

Training and raising employee awareness of sustainable development issues

In 2024, we strengthened our commitment to environmental awareness by training an internal team of 15 *Climate Fresk* facilitators. As of Q4 2024, **120 employees had taken part in one of the 9 workshops held in our Lyon, Paris, and Rennes offices**. In 2025, we will broaden participation by including a balanced audience: two-thirds new hires and one-third volunteer employees. This approach fosters company-wide awareness of climate issues.

From 2025 onwards, we will also organize **quarterly RSE awareness sessions for new hires** to help them better understand our sustainability strategy, key challenges, and the actions implemented within the Group.

This year, we supported students from INSA on a project to develop *E'Coexya*, an **eco-challenge mobile app.** Its goal is to promote eco-friendly habits through a points system and individual or team rankings. A dedicated channel allows employees to share image-based proof of their actions and strengthen collective engagement. The first challenge campaign, launching in early 2025, is built around a solidarity-based rewards model: the winner will donate €200 to an association of their choice among: *La Cravate Solidaire*, *1 cabas pour 1 étudiant*, and *Fondation Transdev*.

Finally, we organized **11 webinars on CSR topics** under the internal "*Coexya Story*" format or with guest speakers, including our partner APICIL. These sessions covered a variety of sustainability-related topics such as health, disability, equal opportunities, housing, sustainable mobility, inclusion, and the presentation of our 2023 carbon footprint results.

5 | ESG INDICATORS

Thème	Sous-thème	Indicateur	Description de l'indicateur	Unité	2022			2023			2024		
					Légal	Proforma	Périmètre proforma 2022	Légal	Proforma	Périmètre proforma 2023	Légal	Proforma	Périmètre proforma 2024
Gouvernance	Données de base	Chiffre d'affaires net (M€)	Chiffre d'affaires net hors taxes (HT) réalisé au cours du dernier exercice.	M€	83,9	89,5		98,1	108,9		113,07	NA	NA
Gouvernance	Données de base	EBITDA M€ (R&D incluse)	L'EBITDA (Earnings Before Interest, Taxes, Depreciation, and Amortization) représente le résultat d'exploitation avant déduction des charges financières, impôts, amortissements et provisions. Cet indicateur inclut les dépenses liées à la Recherche et Développement (R&D).	M€	13,3	14,0	> Coexya SAS > Connect > Geomod > Insight > Odycare > Coexya Group > **AQUILAB** > **CloudSpirit** > **Siris Advisory**	15,1	16,6	> Coexya SAS > Odycare > Coexya Group > AQUILAB > CloudSpirit > Siris Advisory > **Prestations informatiques et Services**	18,384	NA	NA
Gouvernance	Données de base	Pourcentage de croissance	Le pourcentage de croissance mesure l'évolution du chiffre d'affaires d'une année à l'autre. Il est calculé en comparant la valeur de l'indicateur sur deux périodes consécutives, exprimé en pourcentage.	%	28%	32%		17%	22%		15%	NA	NA
Gouvernance	Données de base	Pourcentage de croissance de l'EBITDA	Le pourcentage de croissance mesure l'évolution de l'EBITDA d'une année à l'autre. Il est calculé en comparant la valeur de l'indicateur sur deux périodes consécutives, exprimé en pourcentage.		51%	51%		14%	19%		22%		
Gouvernance	Données de base	Nombre de jours dédiés à la Recherche par an	Total des jours de travail consacrés aux activités de recherche et d'innovation au cours d'une année.	jours	4 203	NA	NA	3 555	NA	NA	10 577	NA	NA
Gouvernance	Données de base	Effectif total salarié en ETP	Effectif total en ETP en fin d'année. L'effectif total correspond à la somme des salariés inscrits à l'effectif, quelle que soit la nature des contrats de travail, hors alternants, stagiaires et mandataires sociaux.	ETP	#REF!	NA	NA	#REF!	NA	NA	806,89	NA	NA
Gouvernance	Données de base	Effectif total collaborateurs (salariés + SSTT) en ETP	Effectif total des collaborateurs en ETP en fin d'année. Cet indicateur inclut la somme des salariés inscrits à l'effectif, quelle que soit la nature des contrats de travail (hors alternants, stagiaires et mandataires sociaux), ainsi que les sous-traitants intervenant pour l'entreprise.	ETP	#REF!	NA	NA	#REF!	NA	NA	910,59	NA	NA
Gouvernance	Données de base	Nombre d'alternants accueillis tout au long de l'année	Nombre total d'alternants accueillis au cours de l'année. Cet indicateur compte chaque alternant individuellement, quel que soit le type de contrat (apprentissage ou contrat de professionnalisation), et n'est pas exprimé en équivalent temps plein (ETP). Les stagiaires ne sont pas inclus dans cet indicateur.	alternant(s)	77	NA	NA	100	NA	NA	99	NA	NA
Gouvernance	Données de base	Nombre de stagiaires accueillis tout au long de l'année	Nombre total de stagiaires accueillis dans l'entreprise au cours de l'année, quel que soit le type de stage (obligatoire, volontaire...) et la durée. Cet indicateur est exprimé en nombre de personnes et ne prend pas en compte les alternants.	stagiaire(s)	58	NA	NA	57	NA	NA	53	NA	NA
Gouvernance	Données de base	Effectif moyen salariés	Nombre total de salariés (hors alternants et stagiaires) en ETP par an divisé par 12 mois.	ETP	615,09	NA	NA	681,09	NA	NA	775,46	NA	NA
Gouvernance	Données de base	Effectif moyen alternants	Nombre total d'alternants en ETP par an divisé par 12 mois.	ETP	46,2	NA	NA	64,94	NA	NA	68,35	NA	NA
Gouvernance	Données de base	Effectif moyen stagiaires	Nombre total de stagiaires en ETP par an divisé par 12 mois.	ETP	18,7	NA	NA	20,29	NA	NA	21,26	NA	NA
Gouvernance	Données de base	Notation Cybervadis	Évaluation de la performance et des pratiques du Groupe en matière de cybersécurité, réalisée par CyberVadis, sur une échelle de 1000 points.	score /1000	NC	NC	NC	NC	NC	NC	917/1000	NA	NA
Gouvernance	Données de base	Notation EcoVadis	Évaluation de la performance RSE du Groupe, réalisée par la plateforme EcoVadis. Cette note, exprimée sur 100, est basée sur quatre thématiques principales : environnement, social et droits humains, éthique et achats responsables.	score /100	61/100		> Groupe	66/100		> Groupe	73/100		> Groupe

Report – Coexya

Thème	Sous-thème	Indicateur	Description de l'indicateur	Unité	2022			2023			2024		
					Légal	Proforma	Périmètre proforma 2022	Légal	Proforma	Périmètre proforma 2023	Légal	Proforma	Périmètre proforma 2024
Environnement	Émissions de GES / Empreinte carbone	Émissions de GES Scope 1 (tCO2e)	Émissions directes de gaz à effet de serre (GES) provenant de sources détenues ou contrôlées par l'entreprise, exprimées en tonnes équivalent CO2 (tCO2e). Ces émissions incluent principalement la combustion de carburants fossiles (ex : véhicules de flotte, chaudières) et toute autre source d'émissions directes identifiée dans le cadre de la méthodologie du GHG Protocol.	tCO2e	216	229		332	NA	NA	En cours	En cours	
Environnement	Émissions de GES / Empreinte carbone	Émissions de GES Scope 2 (tCO2e)	Émissions indirectes de GES provenant de la consommation d'électricité, de chaleur ou de vapeur achetée par l'entreprise. Ces émissions sont calculées selon la méthodologie du GHG Protocol et l'approche 'location-based'.	tCO2e	50	50	› Coexya SAS › Connect › Geomod › Insight › Odycare › Coexya Group › **AQUILAB** › **CloudSpirit** › **Siris Advisory**	39,1	NA	NA	En cours	En cours	› Coexya SAS › Connect › Geomod › Insight › Odycare › Coexya Group › AQUILAB › CloudSpirit › Siris Advisory › **Prestations Informatiques et Services**
Environnement	Émissions de GES / Empreinte carbone	Émissions de GES Scope 3 (tCO2e)	Émissions indirectes de GES qui se produisent dans la chaîne de valeur de l'entreprise, en amont et en aval. Ces émissions incluent, par exemple, les déplacements professionnels, les achats de biens et services ainsi que les immobilisations, conformément au GHG Protocol.	tCO2e	4 277	4 844		2 510	NA	NA	En cours	En cours	
Environnement	Émissions de GES / Empreinte carbone	Émissions totales (tCO2e)	Somme des émissions de GES des Scopes 1, 2 et 3. Ces émissions reflètent l'empreinte carbone totale de l'organisation selon la méthodologie du GHG Protocol.	tCO2e	4 543	5 123		2 881	NA	NA	En cours	En cours	
Environnement	Émissions de GES / Empreinte carbone	Intensité carbone économique en kgCO2e par k€ de CA	Quantité de GES émis pour chaque millier d'euros (k€) de chiffre d'affaires généré par l'entreprise, exprimé en kilogrammes équivalent CO2 (kgCO2e). Cet indicateur est calculé en divisant les émissions totales de GES (Scopes 1, 2 et 3) par le chiffre d'affaires annuel.	kgCO2eq/k€ HT	56	57	› Coexya SAS › Connect › Geomod › Insight › Odycare › Coexya Group › **AQUILAB** › **CloudSpirit** › **Siris Advisory**	27	NA	NA	En cours	En cours	
Environnement	Émissions de GES / Empreinte carbone	Intensité collaborateur en tCO2e (avec sous-traitants)	Émissions de GES (scopes 1, 2 et 3) par collaborateur, incluant les sous-traitants.	tCO2e	NC	6,61		3,19	NA	NA	En cours	En cours	
Environnement	Gestion énergétique	Consommation totale d'énergie (MWh)	Quantité totale d'énergie consommée par l'ensemble des agences du groupe sur une période donnée, exprimée en mégawattheures (MWh). Cette consommation inclut toutes les sources d'énergie utilisées (électricité, gaz) pour alimenter les bureaux, les équipements et les infrastructures.	MWh	1 566	1 595		1 322	1 351		1 444	NA	NA
Environnement	Gestion énergétique	Part de l'énergie renouvelable dans la consommation totale d'énergie	Pourcentage d'énergie consommée qui provient de sources renouvelables (éolien, solaire, hydraulique…) par rapport à la consommation énergétique totale du groupe sur une période donnée.	%	0%		› Brest › **Lille** › Lyon › **Paris 2** › Paris 12 › Rennes	36%		› Brest › Lille › Lyon › **Noisy** › Paris 2 › Paris 12 › Rennes	66%	NA	NA
Environnement	Gestion énergétique	Variation de la consommation d'énergie	Évolution de la consommation énergétique totale (toutes sources confondues) d'une année à l'autre.	%	14%			-15%			7%	NA	NA
Environnement	Gestion énergétique	Taux de conversion total PCE/PCL en ENR	Pourcentage combiné des Points de Comptage et d'Estimation (PCE -> gaz) à 5% d'énergies renouvelables (ENR) et des Points de Livraison (PDL -> électricité) à 100% ENR convertis par rapport à l'ensemble des PCE et PDL du groupe, y compris les contrats non éligibles (contrats en cours qui ne peuvent pas être résiliés, contrats situés sur des marchés spécifiques où le changement de fournisseur est limité) pour refléter la transition énergétique globale du groupe.	%	NA	18%		82%	78%		78%	NA	NA
Environnement	Mobilité durable	Pourcentage de salariés en transports en commun	Pourcentage de salariés utilisant régulièrement les transports en commun sur l'effectif moyen salariés.	%	40%	NA	NA	42%	NA	NA	63%	NA	NA
Environnement	Mobilité durable	Pourcentage de salariés couverts par la flotte électrique	Pourcentage de salariés utilisant un véhicule ou un vélo électrique de la flotte de Coexya sur l'effectif moyen salariés.	%	30%	NA	NA	27%	NA	NA	24%	NA	NA
Environnement	Mobilité durable	Nombre de salariés éligibles au FMD	Moyenne des salariés éligibles au Forfait Mobilités Durables (FMD) par mois. Un salarié est considéré comme éligible s'il ne bénéficie pas déjà d'un autre avantage de la politique de mobilité durable de l'entreprise (remboursement des transports en commun ou mise à disposition d'un véhicule/vélo de la flotte électrique).	salarié(s)	NA	NA	NA	NA	NA	NA	388	NA	NA
Environnement	Mobilité durable	Nombre salariés ayant dépensé l'enveloppe budgétaire du FMD	Nombre de salariés éligibles ayant dépensé l'enveloppe budgétaire allouée au FMD.	salarié(s)	NA	NA	NA	NA	NA	NA	372	NA	NA
Environnement	Sensibilisation	Pourcentage de salariés du Groupe sensibilisés aux enjeux climatiques	Pourcentage de salariés, calculé sur la base de l'effectif moyen, ayant participé à un atelier Fresque du Climat.	%	NA	NA	NA	NA	NA	NA	15%	NA	NA

Thème	Sous-thème	Indicateur	Description de l'indicateur	Unité	2022			2023			2024		
					Légal	Proforma	Périmètre proforma 2022	Légal	Proforma	Périmètre proforma 2023	Légal	Proforma	Périmètre proforma 2024
Social	Diversité et inclusion	Effectif total féminin (ETP)	Nombre total de femmes dans l'entreprise (hors alternants), calculé en équivalents temps plein (1 ETP correspond à un salarié travaillant à 100 %) à fin de période (fin décembre).	ETP	148,69	172,69	› Coexya SAS › Connect › Geomod › Insight › Odycare › Coexya Group › **AQUILAB** › **CloudSpirit** › **Siris Advisory**	192,89	198,89	› Coexya SAS › Odycare › Coexya Group › AQUILAB › CloudSpirit › Siris Advisory › **Prestations Informatiques et Services**	221,78	NA	NA
Social	Diversité et inclusion	Effectif total masculin (ETP)	Nombre total d'hommes dans l'entreprise (hors alternant), calculé en ETP à fin de période (fin décembre).	ETP	448,83	513,83		527,24	544,24		585,11	NA	NA
Social	Diversité et inclusion	Part de femmes dans les organes exécutifs	Pourcentage de femmes occupant des postes au sein de l'organe exécutif.	%	25%	NA	NA	25%	NA	NA	25%	NA	NA
Social	Diversité et inclusion	Nombre de femmes faisant partie des cadres supérieurs	Nombre total de femmes occupant des postes de cadres supérieurs dans l'organisation à fin de période (fin décembre).	femme(s)	129	NA	NA	183	NA	NA	206	NA	NA
Social	Diversité et inclusion	Pourcentage de femmes au plus haut niveau de direction	Proportion de femmes occupant des postes au plus haut niveau hiérarchique de l'organisation, tels que les postes de directrices ou membres du comité exécutif.	%	10%	NA	NA	9%	NA	NA	9%	NA	NA
Social	Diversité et inclusion	Pourcentage de femmes employées dans l'ensemble de l'organisation	Proportion de femmes parmi l'effectif total de l'organisation, incluant tous les postes et niveaux hiérarchiques.	%	25%	NA	NA	27%	NA	NA	27%	NA	NA
Social	Diversité et inclusion	Index égalité professionnelle F/H	Indicateur exprimé sur 100 points, évaluant les écarts de rémunération, d'augmentation et de promotion entre les femmes et les hommes dans l'organisation.	score /100	71/100		› Groupe	91/100		› Groupe	86/100	NA	NA
Social	Diversité et inclusion	Pourcentage d'alternants au sein des effectifs à fin de période	Part des alternants par rapport à l'effectif total de l'entreprise à la fin de la période considérée.	%	7,20%	NA	NA	7,89%	NA	NA	8,20%	NA	NA
Social	Diversité et inclusion	Pourcentage de contrats d'alternance transformés en CDI sur les contrats transformables	Part des contrats d'alternance ayant abouti à une embauche en CDI parmi l'ensemble des contrats d'alternance éligibles à une transformation.	%	41,67%	NA	NA	46,15%	NA	NA	55,56%	NA	NA
Social	Diversité et inclusion	Nombre de salariés issus de reconversion professionnelle	Nombre total de salariés intégrés dans l'entreprise en parcours de reconversion professionnelle.	nombre de salarié(s)	4	NA	NA	4	NA	NA	16	NA	NA
Social	Diversité et inclusion	Pourcentage de salariés issus de reconversion professionnelle parmi les nouveaux entrants	Part des salariés ayant intégré l'entreprise après une reconversion par rapport au total des nouveaux entrants (hors alternants et stagiaires) au cours d'une période donnée.	%	2,88%	NA	NA	2,37%	NA	NA	10,13%	NA	NA
Social	Équité salariale	Ecart de rémunération entre les femmes et les hommes	Différence moyenne de rémunération brute annuelle entre les femmes et les hommes dans l'organisation, exprimée en pourcentage, et calculée à partir des salaires pour des postes équivalents ou à responsabilité comparable.	%	3,21%	NA	NA	3,81%	NA	NA	3,33%	NA	NA
Social	Équité salariale	Ratio d'équité salariale	Indicateur mesurant le rapport entre la rémunération moyenne des femmes et celle des hommes, à poste et niveau de responsabilité équivalents.	/100	91,45%	NA	NA	84,20%	NA	NA	90,08%	NA	NA
Social	Emploi / Pratiques en matière de travail	Taux de rotation / Turnover	Pourcentage des salariés ayant quitté l'organisation au cours d'une période donnée, par rapport à l'effectif total.	%	10,54%	NA	NA	12,22%	NA	NA	9,90%	NA	NA
Social	Emploi / Pratiques en matière de travail	Taux de licenciement annuel	Proportion de salariés licenciés (hors rupture conventionnelle) au cours de l'année par rapport à l'effectif total.	%	0,61%	NA	NA	0,24%	NA	NA	0,45%	NA	NA
Social	Emploi / Pratiques en matière de travail	Variation nette des ETP en raison des fusions et acquisitions	Changement du nombre total des ETP dans l'organisation, directement lié à l'intégration ou la cession d'activités via des fusions et acquisitions.	%	11%	NA	NA	4%	NA	NA	0%	NA	NA
Social	Emploi / Pratiques en matière de travail	Taux d'absentéisme	Proportion des heures d'absence (maladie, accidents, congés exceptionnels) par rapport au total des heures travaillables.	%	5%	NA	NA	5%	NA	NA	5%	NA	NA

Thème	Sous-thème	Indicateur	Description de l'indicateur	Unité	2022			2023			2024		
					Légal	Proforma	Périmètre proforma 2022	Légal	Proforma	Périmètre proforma 2023	Légal	Proforma	Périmètre proforma 2024
Social	Engagement des salariés	Note baromètre écoute collaborateurs	Score moyen obtenu à partir des réponses des collaborateurs au baromètre d'écoute annuel. Ce baromètre mesure leur satisfaction, leur engagement et leurs perceptions sur divers aspects de l'organisation (conditions de travail, communication, management...). La note permet d'identifier les axes d'amélioration prioritaires pour renforcer l'expérience collaborateur.	note /5	3,7/5	NA	NA	4/5	NA	NA	3,9/5	NA	NA
Social	Engagement des salariés	Part des salariés qui participent à l'enquête	Pourcentage de salariés ayant répondu au questionnaire d'écoute collaborateur, calculé par rapport au nombre de salariés présents dans l'organisation à la fin du mois où le questionnaire a été envoyé.	%	33%	NA	NA	36%	NA	NA	38%	NA	NA
Social	Engagement solidaire	Montant des dons et du mécénat	Valeur totale des contributions financières, matérielles ou en nature effectuées par le groupe dans le cadre d'actions de dons ou de mécénat (y compris le mécénat de compétences), au cours d'une période donnée.	k€	4,5	NA	NA	27,2	NA	NA	47,8	NA	NA
Social	Développement des compétences	Nombre moyen d'heures de formation par salarié	Moyenne annuelle des heures de formation suivies par l'ensemble des salariés, calculée en divisant le total des heures de formation dispensées par l'effectif moyen à fin de période (fin décembre).	heure(s)	29	NA	NA	35	NA	NA	52	NA	NA
Social	Développement des compétences	Pourcentage d'évolution du nombre moyen d'heures de formation par salarié	Variation, en pourcentage, du nombre moyen d'heures de formation par salarié entre deux périodes données.	%	NC	NA	NA	21%	NA	NA	49%	NA	NA
Social	Développement des compétences	Pourcentage de salariés ayant bénéficié a minima d'une formation par an	Proportion de salariés (hors stagiaires) ayant suivi au moins une formation au cours de l'année, calculée par rapport à l'effectif total du Groupe.	%	NA	NA	NA	66%	NA	NA	94%	NA	NA
Social	Partage de la création de valeur	Nombre de salariés actionnaires	Nombre total de salariés de l'organisation détenant des actions de l'entreprise.	salarié(s)	335	NA	NA	324	NA	NA	292	NA	NA
Social	Partage de la création de valeur	Part des salariés actionnaires en % de l'effectif total	Pourcentage de salariés actionnaires par rapport à l'effectif total de l'organisation.	%	49%	NA	NA	44%	NA	NA	36%	NA	NA
Social	Santé et sécurité	Nombre d'accidents du travail	Nombre total d'accidents survenus sur le lieu de travail ou au cours d'une activité professionnelle, qu'ils entraînent ou non un arrêt de travail sur l'année.	accident(s)	3	NA	NA	9	NA	NA	15	NA	NA
Social	Santé et sécurité	Nombre d'accidents du travail avec arrêts	Nombre total d'accidents du travail ayant entraîné un arrêt de travail.	accident(s)	1	NA	NA	5	NA	NA	5	NA	NA
Social	Santé et sécurité	Nombre de jours de travail perdus pour accident ou maladie	Nombre total de jours non travaillés en raison d'accidents du travail ou de maladies professionnelles.	jours	5 185	NA	NA	4 557	NA	NA	5 556	NA	NA
Social	Santé et sécurité	Taux de fréquence des accidents avec arrêt de travail pour les effectifs directs	Nombre d'accidents avec arrêt de travail rapporté à un million d'heures travaillées par les effectifs directs	%	1,01%	NA	NA	3,95%	NA	NA	3,46%	NA	NA
Social	Santé et sécurité	Taux de gravité des accidents avec arrêt de travail pour les effectifs directs	Nombre de jours de travail perdus en raison d'accidents avec arrêt, rapporté à mille heures travaillées par les effectifs directs.	%	0,01%	NA	NA	0,13%	NA	NA	0,06%	NA	NA
Social	Ethique	Nombre d'incidents liés à la sécurité de l'information confirmés	Nombre total d'incidents avérés ayant compromis la sécurité de l'information ou des données, après vérification et confirmation des signalements.	incident(s)	0	NA	NA	0	NA	NA	0	NA	NA
Social	Ethique	Nombre d'incidents signalés au travers de la procédure d'alerte	Nombre total de signalements d'incidents effectués via la procédure d'alerte interne de notre charte éthique.	incident(s)	0	NA	NA	0	NA	NA	0	NA	NA
Social	Sensibilisation	Pourcentage de salariés sensibilisés aux questions de harcèlement et violences au travail	Proportion de salariés ayant suivi des actions de sensibilisation visant à prévenir les situations de harcèlement, et les violences au travail.	%	NA	NA	NA	NA	NA	NA	12%	NA	NA
Social	Sensibilisation	Pourcentage de salariés sensibilisés aux différentes formes de handicap	Proportion de salariés ayant participé à des sessions de sensibilisation pour mieux comprendre les différentes formes de handicap.	%	NA	NA	NA	NA	NA	NA	14%	NA	NA
Social	Sensibilisation	Pourcentage de salariés sensibilisés aux neuroatypies	Proportion de salariés ayant suivi des sensibilisations spécifiques sur les neuroatypies.	%	NA	NA	NA	NA	NA	NA	25%	NA	NA
Sécurité	Sensibilisation	Pourcentage de collaborateurs ayant suivi les modules de sensibilisation à la cybersécurité et à la protection des données personnelles	Part des collaborateurs ayant suivi les modules de sensibilisation aux bonnes pratiques en matière de cybersécurité et à la protection des données (conformité RGPD)	%	89%	NA	NA	87%	NA	NA	90%	NA	NA
Sécurité	Certification ISO 27001	Taux de couverture de BU certifiées ISO 27001	Proportion des business units certifiées ISO 27001 par rapport au nombre total de BU éligibles à cette certification au sein du Groupe.	%	88%	NA	NA	82%	NA	NA	94%	NA	NA

6 | SUSTAINABILITY REPORT

As part of our preparation for compliance with the European CSRD directive, initially planned for 2026, we have adopted a proactive approach. Through collaborative workshops bringing together General Management, Finance, and CSR departments, we analyzed and contextualized business relationships based on their strategic importance. We followed a three-step process: mapping the actors of our value chain, formalizing the operational steps and support activities associated with our three core businesses, and finally identifying the Impacts, Risks, and Opportunities (IRO) linked to each "European Sustainability Reporting Standards (ESRS)" standard under the CSRD.

The work carried out on mapping the value chain and analyzing the IROs of the ESRS standards will naturally feed into the reporting of the Talan group, which we have recently joined. The first publication is scheduled for 2027–2028, in compliance with the new regulatory requirements from the Omnibus Directive.

Challenges within our value chain

Mapping an organization's value chain provides an overview of the steps through which it creates value for its stakeholders. Coexya has undertaken a comprehensive analysis to assess how each link in our value chain—and the stakeholders involved—influences our overall performance and societal impact.

Mapping the Coexya Group's value chain actors

The mapping presented below illustrates our main business relationships across our three core activities: system integration, software publishing, and consulting services. It offers a clearer understanding of their influence on our operations and helps assess the impacts associated with each link in the chain.
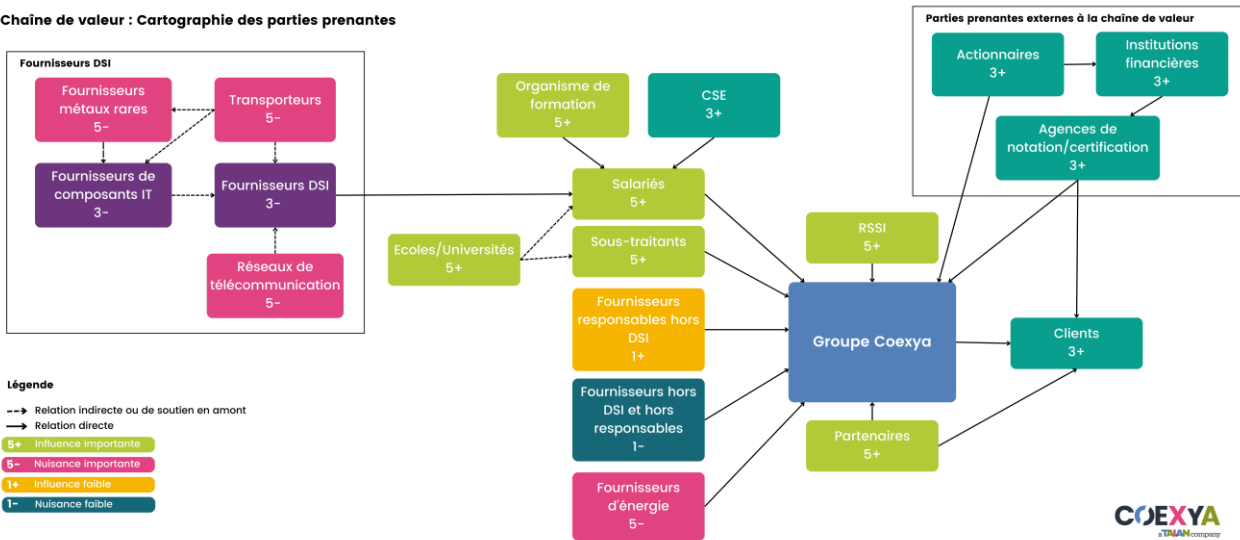
Our business relationships were ranked according to two main criteria: their influence on our operations and their level of risk or opportunity within our value

chain. These criteria were assessed on a scale from 1 to 5, with a high score reflecting a strategic role or significant issues, whether positive or negative. A summary of this qualitative analysis and its evaluation criteria is presented below:

Stakeholders rated Level 5 – (high risk):

- **Rare metals suppliers:** This rating reflects critical issues related to the extraction of raw materials used in manufacturing IT components. Their significant environmental footprint (soil and water pollution, CO_2 emissions, etc.), coupled with often precarious working conditions at mining sites, raises substantial risks. Dependency on geopolitically sensitive regions further complicates procurement. Despite still limited efforts to reduce environmental impact, their role remains essential to ensuring supply chain continuity.

- **Transport providers:** Their role is central in the shipping of raw materials and equipment across continents. However, the rating reflects their significant contribution to GHG emissions, particularly for long-distance transportation. Additional risks include vulnerabilities inherent to global logistics, such as delays and unpredictable costs tied to geopolitical or environmental crises.

- **Telecommunications networks:** These providers of digital infrastructure are essential to the delivery of our services. Their importance lies in their role in ensuring interoperability and service continuity. However, potential service outages (e.g., breakdowns, cyberattacks) and high energy consumption—especially by data centers—are key concerns.

- **Energy suppliers:** Their role is critical to the smooth running of our operations. Their heavy reliance on fossil fuels and the environmental impact of their production explain the negative rating. Energy price volatility and risks of supply disruptions due to geopolitical or climate crises increase their vulnerability within the value chain.

Stakeholders rated Level 3 – (moderate risk):

- **Strategic IT suppliers (IT departments and hardware components):** Dependence on complex supply chains and the use of non-renewable resources, such as rare metals, are key concerns. While these suppliers are strategic to operational continuity, their sustainability practices still offer room for improvement.

Stakeholders rated Level 1 – (low risk):

○ **Non-IT suppliers without an integrated CSR approach**: The evaluation reflects the need for alignment with Coexya's CSR values. Unlike responsible-rated suppliers, they do not contribute to Coexya's CSR commitments.

Stakeholders rated Level 5+ – (high influence):

○ **Employees and subcontractors**: Their direct contribution to the quality of our services and to innovation constitutes a major strategic lever. They also play a key role in embodying our CSR commitments. Subcontractors, when engaged for specific expertise or to support our teams—even temporarily—provide the flexibility and operational agility needed for our growth.

○ **Partners**: The rating reflects their key role in co-creating solutions aligned with ESG expectations, particularly through the integration of criteria such as digital sobriety. Their ability to co-develop offerings tailored to current challenges and to meet specific client demands strengthens our market differentiation and contributes directly to our innovation and sustainability strategy.

○ **Schools/universities and training organizations**: As essential partners in skills development and talent attraction, they play a key role in sustaining our areas of expertise. These partnerships enhance our competitiveness and adaptability in a constantly evolving sector.

Stakeholders rated Level 3+ –

○ **Works Council (CSE):** A key player in social dialogue, the CSE helps foster a positive working environment for employees. While its impact on economic performance is indirect, its actions positively influence the social climate and employee engagement.

○ **Clients**: Their evaluation reflects their key role in shaping our strategic direction, particularly by seeking solutions aligned with their own CSR commitments. Playing a central role in our economic growth, their loyalty and satisfaction both strengthen our strategic positioning and shape our sustainability priorities.

○ **Shareholders and financial institutions**: Their support is essential to ensure Coexya's financial stability and investment capacity over the medium and long term. Their sensitivity to ESG criteria influences the structuring of our strategy, even though their operational impact remains more indirect.

- **Rating agencies:** Their evaluation is based on their role in enhancing our competitiveness, particularly with public and private contracting authorities. Although their influence on our operations is indirect, their ability to highlight our ESG commitments strengthens our strategic positioning and overall attractiveness.

Stakeholders rated Level 1+ (low influence):

- **Responsible non-IT suppliers:** These suppliers stand out for their commitment to responsible practices (sustainable materials, short supply chains, reduced environmental footprint...). Although their direct influence on our activity is limited, their engagement reinforces the consistency of our overall CSR approach.

Value chain by key steps in business processes

In addition to stakeholder mapping, we also represented the value chain of our business processes using Porter's model. This approach breaks down our three core activities—software integration, software publishing, and digital transformation consulting—into operational steps supported by cross-functional support activities (human resources, IT infrastructure, compliance, and procurement).

The cross-analysis of these key steps with our mapped business relationships confirmed the strategic influence of certain stakeholders across the entire value creation process: IT suppliers, telecommunications networks, energy providers, technology partners, employees, CISOs, subcontractors, and clients. This influence—generating both opportunities and risks—highlights the importance of attentive management of these relationships to anticipate potential disruptions (such as supply chain breakdowns, service interruptions, or IT failures) and to limit our exposure to risks in sensitive stages of the value chain, thereby ensuring the operational continuity of our activities and preserving the level of service expected by our clients and partners.

7 | CONCLUSION
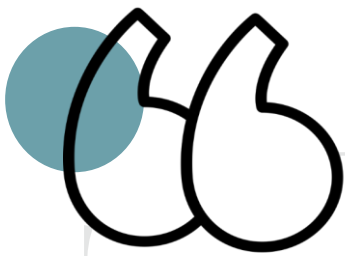
2024 marked a decisive milestone for Coexya, both through our integration into the Talan Group and the progress made in terms of social and environmental responsibility. Our commitments to a more responsible digital world, reducing our environmental footprint, fostering employee well-being, and driving sustainable innovation have translated into tangible actions and measurable results.

We would like to thank all our employees who contribute daily to these initiatives, enabling meaningful progress in our commitments.

However, this report is only one step on our journey. We are fully aware that environmental and social challenges require an ever more ambitious, agile, and collaborative approach. That is why in 2025 and beyond, we will continue to strengthen our CSR governance, improve our practices, and support our stakeholders in this transition, in coordination with the Talan Group's initiatives.

Our commitment is part of a long-term vision, where economic performance goes hand in hand with social and environmental impact. Thanks to collective intelligence, the dedication of our teams, and the support of our ecosystem, we will continue to make innovation a driver of positive transformation—for our clients, our employees, and society.

Because building a sustainable future is everyone's responsibility, we reaffirm our determination to contribute, at our level, to a more responsible, inclusive, and resilient world.

Philippe LE CALVÉ
CEO, Coexya Group