Corporate Social Responsibility

Extra-Financial Performance
Declaration & Sustainability
Report 2022

Think bold, act reliable
expleo.com

(expleo)

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**Welcome to Expleo's
2022 CSR report. Published
on a voluntary basis,
this report abides by the
Extra-Financial Performance
Declaration guidelines and
the main CSR standards:**

- **The principles of the United Nations (UN) Global
Compact and Sustainable Development Goals**
- **The Universal Declaration of Human Rights**
- **The Global Reporting Initiative (GRI)**
- **ISO 26000**

In addition to these standards, this year's edition aims to move towards alignment with the Corporate Sustainability Reporting Directive (CSRD), a proposed regulation focused on improving corporate sustainability reporting transparency.

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Accelerating our ambitions for a sustainable future

Rajesh KRISHNAMURTHY
Expleo CEO

Acceleration defined 2022. According to the latest Intergovernmental Panel on Climate Change (IPCC) report, the world has a 50% chance of limiting warming to 1.5°C – but only if industrialised nations halve greenhouse gases by 2030 and eliminate all emissions by the 2050s.[*] The time to act is now.

Already in 2021, Expleo set ambitious targets to contribute to the global fight against climate change. In line with the Paris Agreement's 1.5°C goal, we are committed to reaching net-zero emissions by 2030. In the near term, we are working to halve our carbon footprint by 2025.

In 2022, we picked up the pace. As part of our net-zero ambitions, we switched to renewable electricity in several markets. Thanks to our efforts, we expect renewable to account for 50% of our total energy consumption ahead of our initial 2025 target.

Our accelerated momentum extended to innovation. Our *Innovation for sustainability* model ensures all our innovations have a meaningful impact for the people and the planet, with 100% contributing to at least one of the UN's Sustainable Development Goals. Furthermore, EU Taxonomy principles are integrated into our growth strategy as we assist customers on their sustainability journeys.

Guiding this acceleration is our CSR strategy, Ambition 2025. Last year we strengthened our CSR commitments to deliver concrete actions for both Expleo and its stakeholders. Ambition 2025 consists of four pillars:

- Enable our people to flourish in all their diversity
- Innovate and transform society for a better tomorrow
- Commit to a carbon neutral and greener future
- Continue to show uncompromising integrity in business conduct

Our employees are key to driving our initiatives across these pillars. We are committed to providing them with the resources they need to both forge their own career path and nurture a healthy work-life balance. Our annual Great Place to Work survey takes the pulse of our teams and our ratings improve every year.

This commitment extends to our partners and suppliers, and productive collaboration is key to reaching our goals. This means we continuously communicate with each actor in the value chain to ensure our CSR standards are always met.

Staying one step ahead is second nature for Expleo. We are committed to using our CSR strategy as a force for good to ensure a greener, safer and better tomorrow for our planet and our people.

[*] https://www.ipcc.ch/site/assets/uploads/2023/03/ IPCC_AR6_SYR_PressRelease_en.pdf

About Expleo

Innovation is a continuous journey.
It requires constant agility, adaptation and effective harnessing of technological change.

Our mission

We are a **global service provider in Engineering, Technology and Consulting.** We partner with leading companies to futureproof their business through innovation.

Our vision

With bold minds that rise to the challenge

At Expleo, "bold" and "reliable" play on the same team. They are balanced forces – the yin and yang of business innovation – able to mutually thrive through smart teamwork.

Imagination
with accountability

Intelligence
with resilience

Inspiration
with vigilance

Our values

Courage | **Excellence** | **Collaboration** | **Respect** | **Accountability**

At Expleo, we know our clients are setting increasingly ambitious sustainability targets* and we are committed to helping them. We are continuously innovating by developing and expanding our offer to support our customers throughout their sustainability journeys. Our solutions reflect our commitment to our clients, the planet and our people.

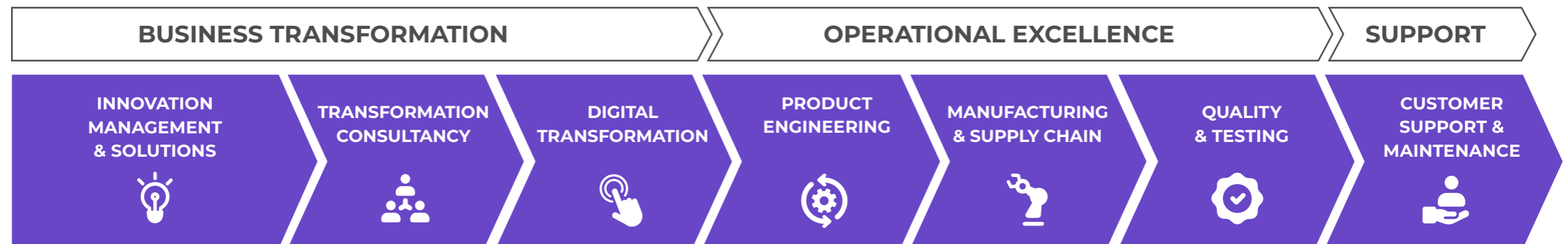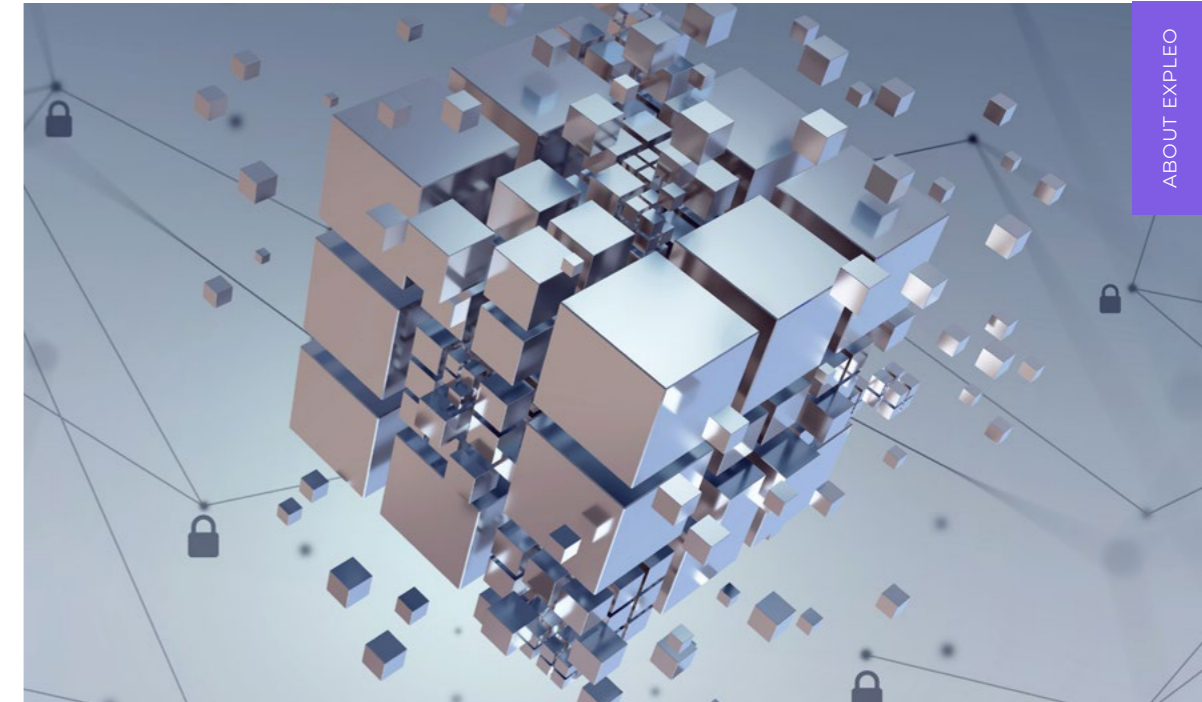**Christine RAVANAT**
Chief Marketing Officer

* Expleo's latest Business Transformation Index (BTI) report, which interviewed 1.4k international leaders, showed that the need to do business more sustainably is one of the four key reasons why delivering transformation is getting more difficult. The BTI report is available on expleo.com

Fast-tracking sustainable innovation
throughout the value chain

Expleo helps businesses accelerate their digital transformation, improve their operational efficiency and enhance their customer experience. From corporate strategy to product design and manufacturing operations, we create personalised solutions to respond to their needs.

As businesses accelerate their transition to sustainable business models, our offer is geared towards supporting them each step of the way.

In strategy, we develop bespoke decarbonisation action plans and establish key metrics tracking systems. In collaboration with our experts, we advise engineering teams on sustainable design, from using renewable materials to improving recyclability at end-of-life, and lean into our engineering expertise to reduce emissions from transportation. Meanwhile, manufacturing operations services help customers to further cut emissions across their supply chain and identify potential safety hazards.

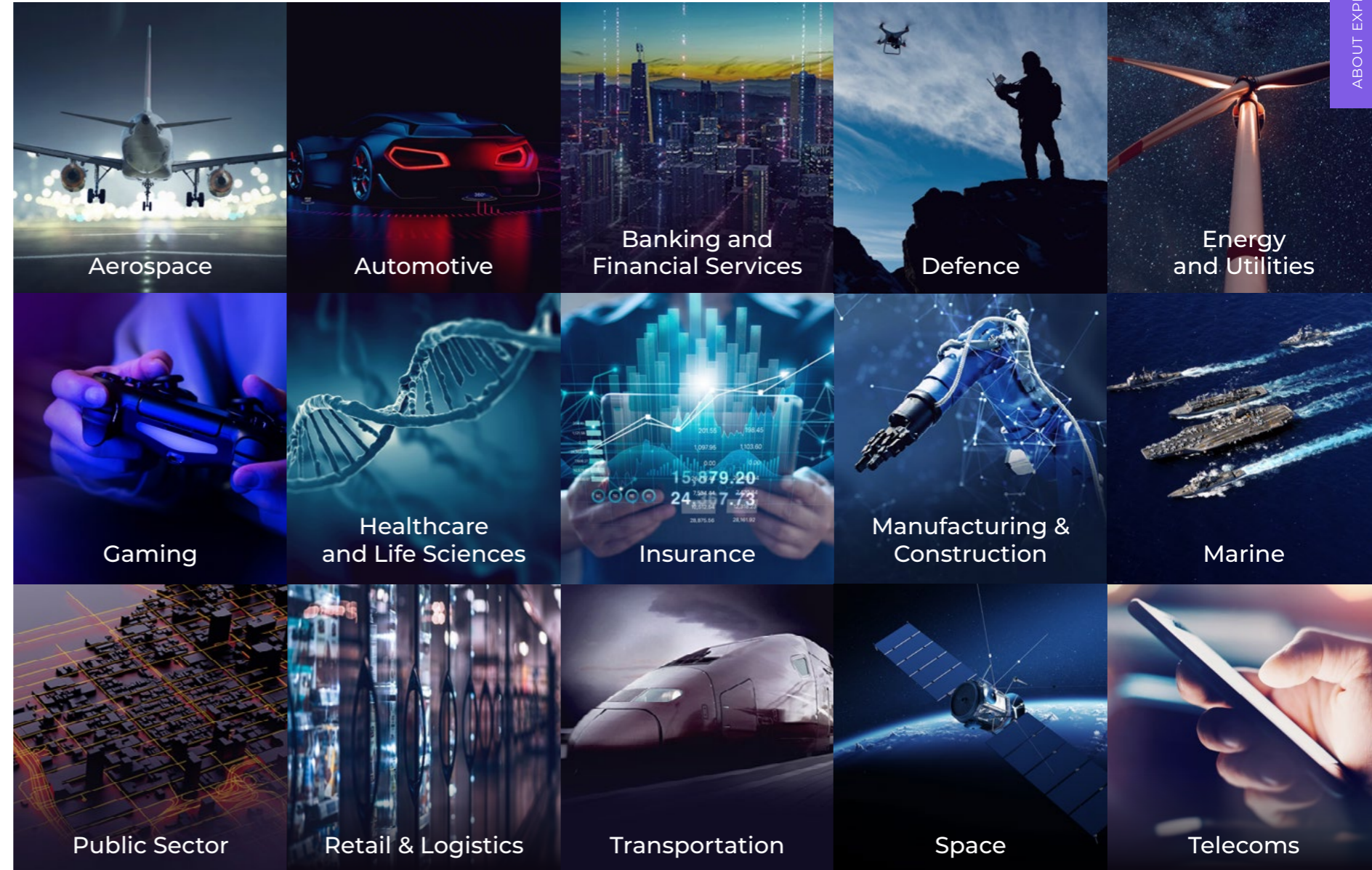| BUSINESS TRANSFORMATION			OPERATIONAL EXCELLENCE			SUPPORT
INNOVATION MANAGEMENT & SOLUTIONS	TRANSFORMATION CONSULTANCY	DIGITAL TRANSFORMATION	PRODUCT ENGINEERING	MANUFACTURING & SUPPLY CHAIN	QUALITY & TESTING	CUSTOMER SUPPORT & MAINTENANCE

We are the trusted partner of leading companies across key industries

We are a recognised leader thanks to two key strengths: deep sector knowledge and successful project execution. Our offer takes clients from ideation to execution, successfully launching and completing complex projects of global significance. We help to ensure that our clients are not only ready for the future, but well positioned to thrive in a new reality.

❯ *For more information on our industries and services, click to access expleo.com*

Industries we support

Aerospace

Automotive

Banking and Financial Services

Defence

Energy and Utilities

Gaming

Healthcare and Life Sciences

Insurance

Manufacturing & Construction

Marine

Public Sector

Retail & Logistics

Transportation

Space

Telecoms

We are strategically positioned to build value

EUROPE
Austria
Belgium
Czech Republic
Finland
France
Germany
Ireland
Italy
Netherlands
Norway
Portugal
Romania
Spain
Sweden
Switzerland
United Kingdom
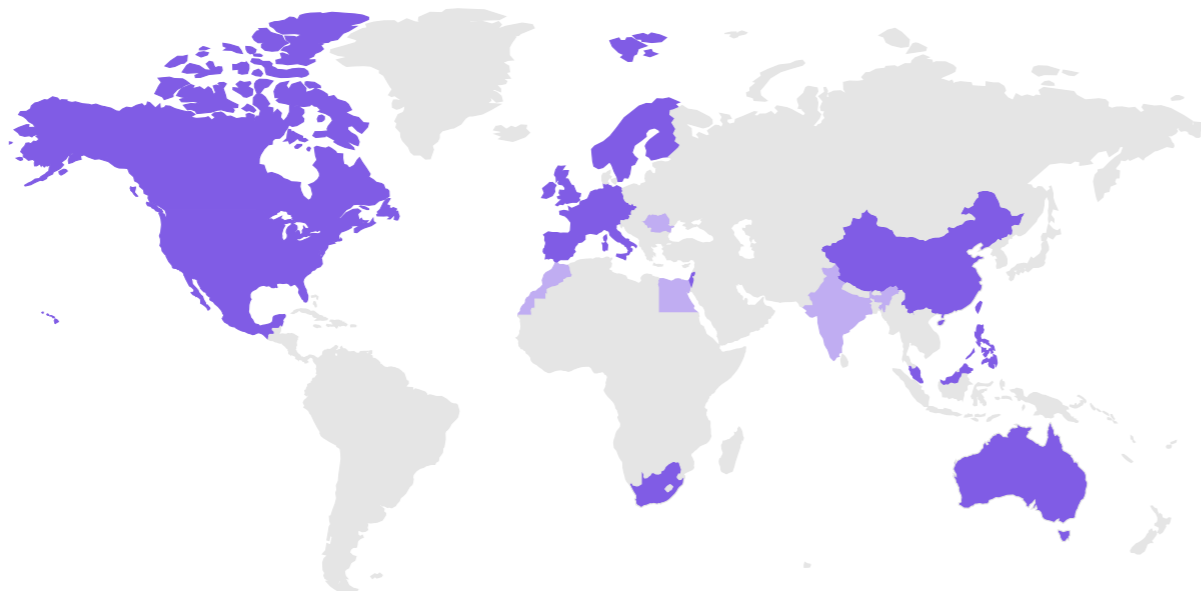
NORTH AMERICA
Canada
Mexico
United States

ASIA
China
India
Israel
Malaysia
Philippines
Singapore
UAE

AFRICA
Egypt
Morocco
South Africa

OCEANIA
Australia

10 excellence centres in 4 countries

EGYPT
Cairo

INDIA
Bangalore
Chennai (2)
Coimbatore
Mumbai
Pune

MOROCCO
Tangier

ROMANIA
Bucharest
Iasi

A global footprint in **30** countries*

17,000+ innovation-driven experts

France **32%**
Germany **12%**
UK & Ireland **12%**
India **22%**
Romania **7%**
Rest of the world **15%**

€ 1.3 bn 2022 revenue

❯ *For more information on our locations, click to access* expleo.com

* as of 31/12/2022

An international brand

(expleo)

Think bold, act reliable

A strong network of value-adding subsidiaries

CONSULTING

INDUSTRIAL EXCELLENCE

Moorhouse
an expleo company

SILVER ATENA
an expleo company

trissential
an expleo company

STIRLING DYNAMICS
an expleo company

UMS⁺

AEROTEC & CONCEPT
an expleo company

Expleo Plastic Solutions

ABOUT EXPLEO

Human
- Qualified and diverse teams in 30 countries
- 17,000 employees
- 29% women (25% at EXCOM level)
- Average age: 35-years-old
- Hires >45-years-old: 10.7%

Intellectual
- Expleo Academy, the global training institution
- 100% of innovations align with at least one of the UN's 17 SDGs
- Global Hackathon, the sustainable innovation competition

Social & relationships
- Strong client focus & dedication to excellence
- One integrated brand worldwide: Expleo
- 7 consulting & industrial excellence affiliates
- Industry-leading partners
- Integration of CSR principles in our supply chain

Natural
- Expleo Net-Zero trajectory and plan
- 13,897 MWh consumed by buildings (scopes 1 and 2)
- 39% of total energy from renewable resources
- 1,012m³ fuel consumed by the car fleet
- Environmental Management System deployed

Financial
- Strong financial position
- A stable investor
- The partner of leading companies across key industries

Expleo builds on its capitals to create value for its stakeholders

3 core services

BUSINESS TRANSFORMATION **OPERATIONAL EXCELLENCE** **SUPPORT**

Delivered by

ENGINEERING — **TECHNOLOGY** — **CONSULTING**

Supported by

ENABLERS
- Innovation
- HR
- IT
- Legal
- Ethics & Compliance
- Marketing & Communication
- Procurement
- Finance
- Quality
- CSR

A GROUP CSR STRATEGY

Four pillars
Human Resources
Sustainable Business
Environment and Ethics

Twelve commitments

SILVER
2022
ecovadis
Sustainability
Rating

Human
- Flexible working conditions & work-life balance
- +2,328 employees vs 2021
- 95.4% permanent contracts
- 69% employee satisfaction (GPTW), +3% vs 2021

Intellectual
- 20+ hours training per employee
- 48% of R&D activities aligned with the EU Green Taxonomy (vs 20% in 2021)
- 13 countries participating in the Global Hackathon, 10 finalists, one winning team

Social & relationships
- 88% overall client satisfaction
- 94% of sites are ISO 9001 certified
- Our major suppliers to be annually assessed through a CSR performance evaluation from 2023

Natural
- Carbon footprint (location-based): 30,191 tCO_2e
- 25% CO_2 reduction vs 2019
- 23.71 tCO_2e per m€ revenue
- 262 tonnes of waste
- 26% of ISO 14001 certified sites, including Expleo HQ

Financial
- €1.3bn in turnover, +23% vs 2021
- €126m in EBITDA, +36% vs 2021
- Solid growth and future perspectives
- Share of turnover of activities aligned with EU Taxonomy: 14%
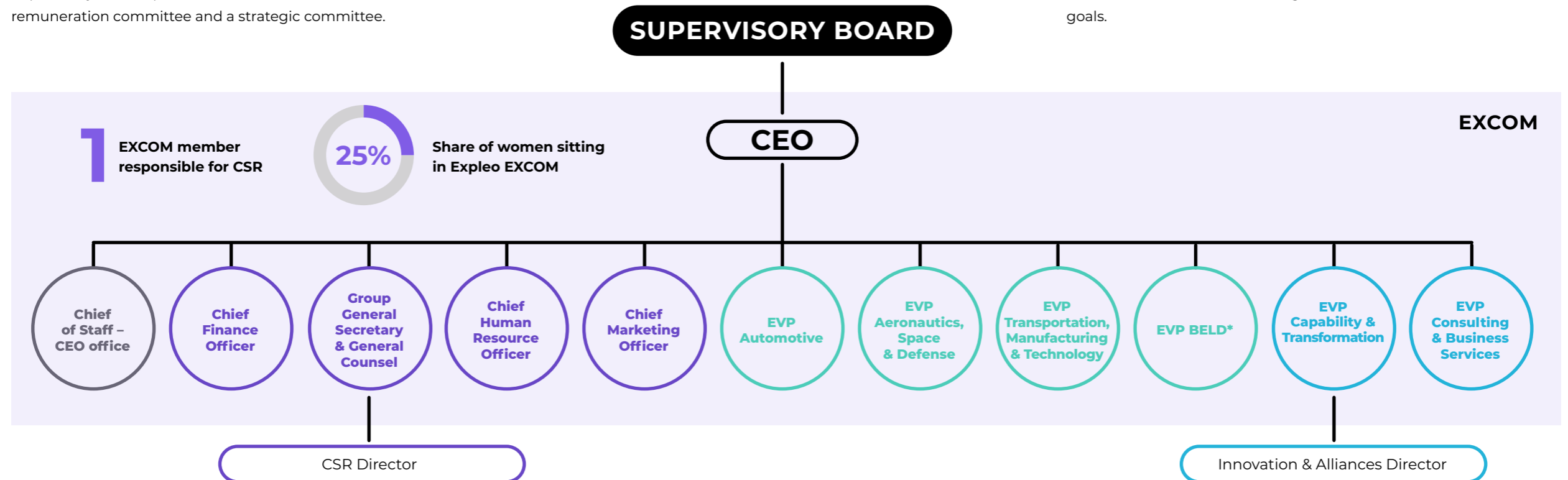
Our CSR Strategy & Governance

Leading Expleo and our CSR ambitions

CSR is prioritised at the highest level of the company, reflecting its importance as a central focus in corporate governance.

Expleo's Supervisory Board oversees and advises the Executive Management Board (EXCOM), which is headed by our CEO, regarding the strategy and the Group's overall business activities. The Supervisory Board operates three committees: an audit committee, a remuneration committee and a strategic committee.

Composing the Supervisory Board is the Chairman (an independent member), four members representing Ardian (Expleo's majority shareholder) and one member representing Assystem (Expleo's minority shareholder). Two women sit on this Board.

EXCOM is responsible for designing and executing the Group's business strategy, which considers CSR as a key growth driver. Headed by the General Secretary & General Counsel, an EXCOM member, CSR is discussed regularly between the Supervisory Board and EXCOM.
A sustainability review is also conducted annually and the Supervisory Board then discusses the findings of this review and identifies future goals.

SUPERVISORY BOARD

CEO

1 EXCOM member responsible for CSR

25% Share of women sitting in Expleo EXCOM

EXCOM

Chief of Staff – CEO office

Chief Finance Officer

Group General Secretary & General Counsel

Chief Human Resource Officer

Chief Marketing Officer

EVP Automotive

EVP Aeronautics, Space & Defense

EVP Transportation, Manufacturing & Technology

EVP BELD*

EVP Capability & Transformation

EVP Consulting & Business Services

CSR Director

Innovation & Alliances Director

*BELD: BFSI, Energy & Utilities, Life Sciences & Chemicals, Diversified industries

Integrating CSR
throughout the organisation

Guiding our approach

Expleo's dedicated corporate CSR team is tasked with deploying our CSR strategy and coordinating our collective actions. Supported by a network of correspondents across various departments and countries, the team both establishes our trajectory and ensures successful execution.

To promote CSR discussions among leadership and foster our accelerated approach to sustainability, we launched a new CSR Steering Committee. Convening quarterly, the committee reviews our approach, goals and progress and assesses overall effectiveness. Its members lead the strategy for their respective fields, including human resources, sustainable business, environment, ethics, or are representatives of geographical regions.

CSR strategy & policies

Our CSR strategy is implemented and its performance is monitored via an ISO 26000-aligned set of policies, procedures and dashboards including:

- Group Code of Conduct
- Group Labour & Human Rights Policy
- Third-Party Risk Management Policy
- Group Health & Safety Policy
- Group Environmental Policy
- Group Travel Policy
- Group Supplier Code of Conduct
- Group Purchasing Policy
- Group Information Security Policy
- Group Data Protection Policy

These policies are easily accessible and designed to provide stakeholders with instructions on how to follow our CSR strategy on a day-to-day basis. We continuously review the policies' effectiveness and aim to introduce others in areas such as engagement, diversity & inclusion, volunteering & philanthropy and sustainable innovation.

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Incorporating sustainability throughout our organisation means that we trust and empower each and every employee to execute our CSR strategy on a day-to-day basis. Through our policies, CSR team and network, we provide employees with the tools and resources they need to contribute to a greener, safer and better tomorrow.

Florence BIGOT
Group General Secretary
& General Counsel

We are accelerating our CSR strategy
for Expleo and its stakeholders

Expleo has strengthened and accelerated its CSR strategy to respond to the increasing urgency surrounding the climate crisis and social welfare concerns. We have delivered strong results through our decarbonisation trajectory, ethics & compliance action plan and **Innovation for sustainability** model.

For employees

Our achievements are driven by our people. Our tagline, **"Everything you are. Anything you want to be."**, reflects our commitment to providing employees with a best-in-class, collaborative workspace. We offer an inclusive environment and initiatives that support both employee well-being and a healthy work-life balance. With an accelerated approach to **Ambition 2025,** our employees are united behind our aim to create a **greener, safer and better tomorrow.**

For external stakeholders

Our CSR approach holds us and our partners accountable, ensuring we pick up the pace without sacrificing on quality. Building a sustainable future also requires collective participation; therefore, our approach takes each and every player into consideration. Our CSR strategy not only aims to meet stakeholder expectations, it strives to go further and support them on their own ESG journeys. These efforts include:

- Supporting **clients'** present and future needs, complying with regulations, innovating for sustainability, and generating new opportunities.
- Ensuring **suppliers'** practices align with our standards through a code of conduct and annual CSR assessments for our major suppliers.
- Communicating regularly with **investors** regarding goals, progress and performance while creating value through CSR.
- Launching breakthrough projects with **research and innovation partners** that contribute to sustainability journeys.
- Giving back to **local communities** through volunteering and philanthropic initiatives.

Collaboration is key to our success. Our CSR strategy is both designed for and with our employees. We actively encourage our teams to explore new solutions in their daily activities to improve Expleo's sustainability, fostering innovation. We are dedicated to providing them with the training, independence and guidance they need to reach that goal.

Zoé SCHNEBELEN
Group Chief Human Resource Officer

Recognised for our engineering and technological expertise, Expleo's responsibility to promote sustainable practices and assist customers in their sustainability journeys manifests itself in our dedicated employees. With a motivated team consisting of engineers and data scientists, we are experts at identifying and developing high, added value solutions in areas such as energy sobriety, material sourcing and digitalisation, among many more.

Damien LASOU
EVP Consulting & Business Services

Ahead of **compliance**

Strengthening and accelerating our CSR strategy means we continuously hold ourselves to the highest standards. For this reason, our 2022 CSR report aims to align as far as possible with the EU's Corporate Sustainability Reporting Directive (CSRD).

The CSRD is a regulation from the European Commission that aims to improve corporate sustainability reporting transparency and comparability for companies' operations worldwide. The directive is part of the wider goal to advance both green financing and the transition to a more sustainable economy. Though CSRD-aligned reporting will not be mandatory until 2025, Expleo aims to be ahead of compliance.*

We worked with third parties to determine the information needed under the new standards. Though our achievements and actions to date adhere to regulations in force, we strive to continuously improve. In 2022 we have included three new features:

- A double materiality and risks and opportunities analysis
- An analysis of alignment with the European Sustainability Reporting Standards (ESRS) (see 'ESRS correspondence table')
- An EU Taxonomy audit (see commitment 6, 'Offer solutions which accelerate our clients' sustainable transformation')

Part of the CSRD, the ESRS are 12 standards that are geared towards facilitating consistent and comparable sustainability reporting for companies' global business activities. The ESRS range from cross-cutting standards consisting of general principles and business strategy to thematic standards such as climate change, pollution, water & marine resources and own workers & workers in the value chain, among others.

While these are mandatory under the future CSRD, they also advance our CSR strategy. Both the audit and the analyses pinpoint improvement areas that help us further strengthen and accelerate our ambitions.

* https://www.consilium.europa.eu/en/press/press-releases/2022/11/28/council-gives-final-green-light-to-corporate-sustainability-reporting-directive/

History of transparency

Expleo has voluntarily published a CSR report since 2017. We strive to abide by global standards, including:

UN Sustainable Development Goals · **The Global Reporting Initiative** · **The Universal Declaration of Human Rights** · **ISO 26000**

Our corporate CSR team is responsible for gathering the extra-financial data necessary for the annual CSR report. This data is collected from a network of correspondents situated across various departments and geographical locations throughout the Group.
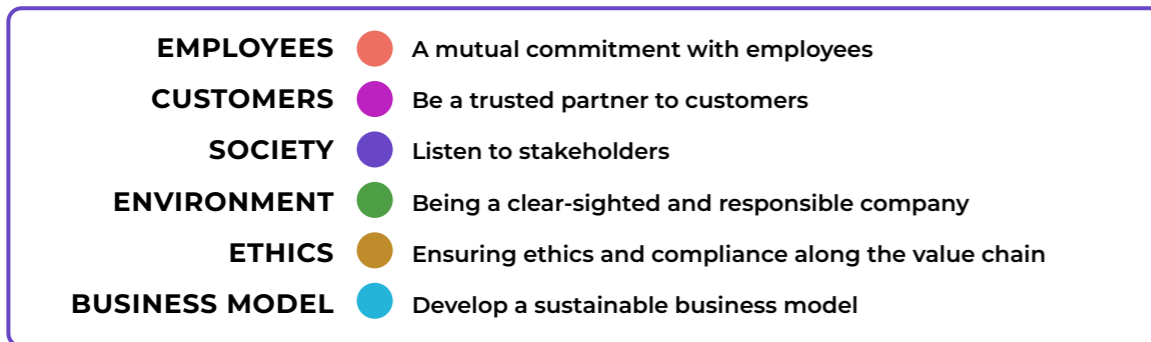
Specifically concerning carbon emissions reporting, a comprehensive reporting campaign is conducted at the beginning of each year for the previous year's emissions. This campaign follows a standardised global reporting procedure and tool in accordance with the GHG Protocol Corporate Accounting and Reporting Standard. Additionally, this year we are submitting our GHG emissions reporting to an accredited body for external verification according to the ISO 14064-1:2018 standard.

Analysing and understanding our impact **through double materiality**

A key requirement under the CSRD, double materiality accelerates the concept of materiality in sustainability reporting. It helps us better understand how our business is impacted by sustainability issues ('outside in') as well as how our activities affect society and the environment ('inside out').
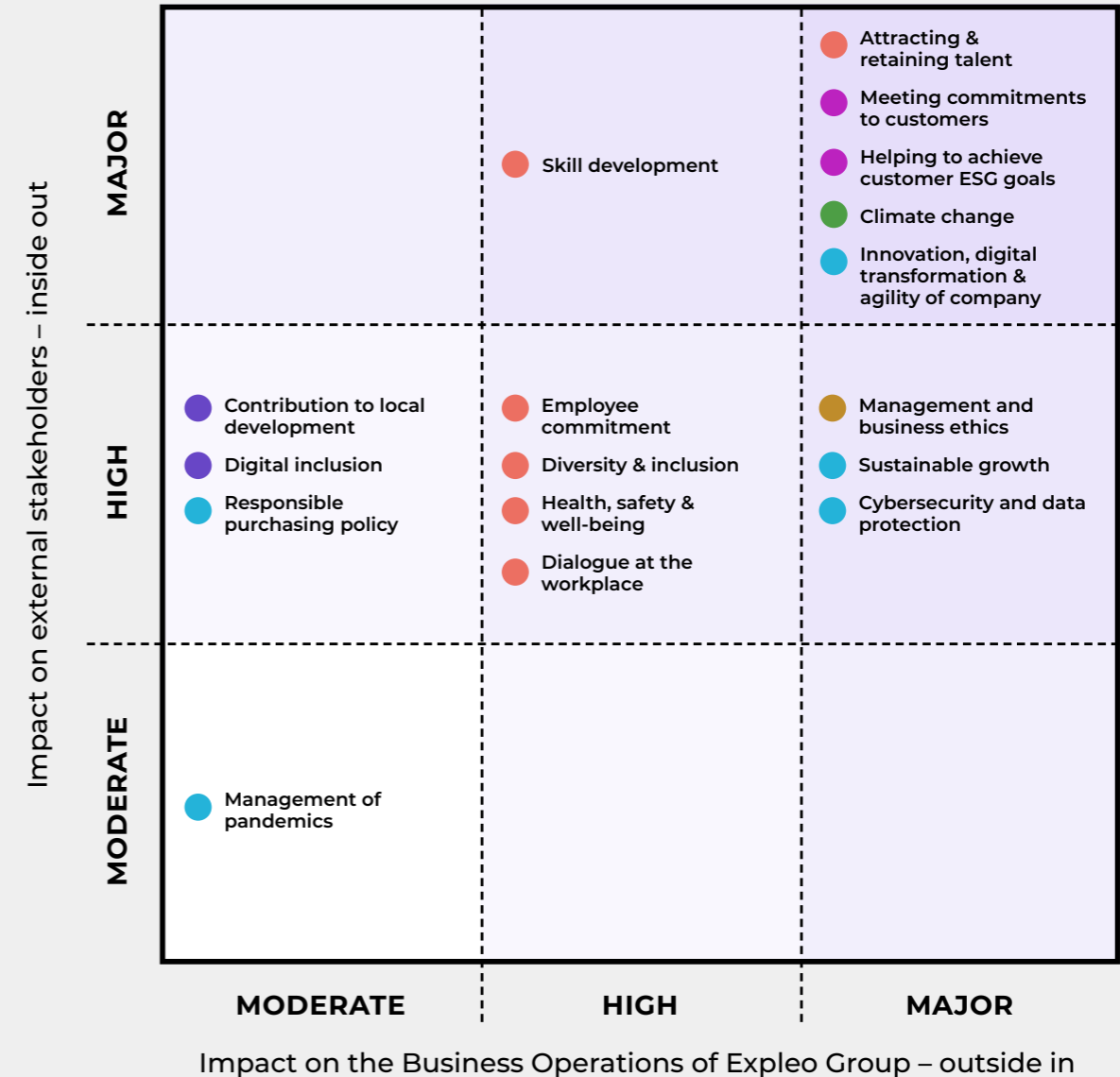
Expleo carried out two stakeholder consultations to inform our double materiality analysis. The first, in 2022, focused on mapping non-financial risks. The second, in early 2023, consisted of interviews with both internal and external stakeholders.

The analysis identified 17 key extra-financial issues classified into three levels of criticality: major, high and moderate. Five are considered critical risks or opportunities with a major impact on both Expleo and its external stakeholders.

EMPLOYEES	🔴	**A mutual commitment with employees**
CUSTOMERS	🟣	**Be a trusted partner to customers**
SOCIETY	🟣	**Listen to stakeholders**
ENVIRONMENT	🟢	**Being a clear-sighted and responsible company**
ETHICS	🟡	**Ensuring ethics and compliance along the value chain**
BUSINESS MODEL	🔵	**Develop a sustainable business model**

Matrix of double materiality and risk management
KEY EXTRA-FINANCIAL ISSUES

Impact on external stakeholders – inside out

- 🔴 Attracting & retaining talent
- 🟣 Meeting commitments to customers
- 🟣 Helping to achieve customer ESG goals
- 🟢 Climate change
- 🔵 Innovation, digital transformation & agility of company

- 🔴 Skill development

- 🟣 Contribution to local development
- 🟣 Digital inclusion
- 🔵 Responsible purchasing policy

- 🔴 Employee commitment
- 🔴 Diversity & inclusion
- 🔴 Health, safety & well-being
- 🔴 Dialogue at the workplace

- 🟡 Management and business ethics
- 🔵 Sustainable growth
- 🔵 Cybersecurity and data protection

- 🔵 Management of pandemics

Impact on the Business Operations of Expleo Group – outside in

These 17 issues generate extra-financial risks and opportunities for Expleo and our stakeholders

Key issues	Risks & opportunities		Stakeholders
● **Attracting & retaining talent**	· Difficulty vs facilitation in attracting & retaining talent, including leadership such as managers		Employees Candidates
● **Skill development**	· Difficulty vs ease of developing talent · Lack of resources in key skills · Recruitment & integration costs		Employees Clients
● **Employee commitment**	· Increase in absenteeism · Increase in replacement staff budgets · Deterioration of the company's image on the market	· Social climate · Work-life balance · Career development · Flexible working environment · Workplace well-being policy & practices	Employees
● **Diversity & inclusion**	· Discrimination in the workplace · Deficit of women & minorities in the workforce · Legal issues · Company image & reputation · Harassment in the workplace	· Compliance with social regulations · Responses to social expectations · Increase in range of recruitment opportunities · Wider collective intelligence	Employees Candidates Suppliers
● **Health, safety & well-being**	· Risks related to people's safety · Legal risks · Budgetary costs	· Direct & indirect social costs · Enhanced employee trust	Employees Suppliers
● **Dialogue at the workplace**	· Risks of social conflict · Deterioration of the social climate · Demobilisation of employees · Productivity decline		Employees

These 17 issues generate extra-financial risks and opportunities for Expleo and our stakeholders

Key issues	Risks & opportunities	Stakeholders	
● **Meeting commitments to customers**	· Strengthening customer confidence · Security principles · Network security · Compliance, legal & financial risks	Clients Employees Suppliers	
● **Helping to achieve customer ESG goals**	· Strategic market position opportunities · Company image & reputation · Commercial risk	Clients Employees Suppliers	
● **Climate change**	· Company image & reputation · Legal & non-compliance risks · Business risks in the form of lost tenders and revenue · Development of innovative and sustainable solutions	Investors Local governments Clients	Employees Suppliers Society
● **Innovation, digital transformation & agility of company**	· Increased customer trust · Increased supplier trust · Enhanced employee satisfaction · Reputation & image improvement · Absence of a positioning on research and innovation activities (breakthrough or continuous improvement) having consequences in terms of market positioning	Clients Employees Universities and research institutes	
● **Sustainable growth**	· Group's long-term viability · Social & legal risks	Investors Local governments Clients	Employees Suppliers Society

These 17 issues generate extra-financial risks and opportunities for Expleo and our stakeholders

Key issues	Risks & opportunities		Stakeholders
● **Cybersecurity & data protection**	• Data loss risks • Intangible asset control • Contract breach risks	• IT continuity plan • Stakeholder confidence	Clients Employees Suppliers
● **Responsible purchasing policy**	• Improvement vs deterioration of delivery & payment times • Supplier audit • Legal risks		Suppliers and their own suppliers
● **Management of pandemics**	• People safety • Legal risks • Replacement costs of impacted people • Risk of disengagement		Clients Employees Suppliers Society
● **Management & business ethics**	• Risks to reputation & image • Risks of regulatory penalties	• Increased trust with customers & suppliers • Enhanced employee satisfaction	Clients Employees Suppliers
● **Contribution to local development**	• Responding to stakeholders' expectations • Company image & reputation • Acceptability of activities		Society Employees
● **Digital Inclusion**	• Responding to stakeholders' expectations • Company image & reputation		Clients Employees Suppliers Society

Our **CSR value** proposition

Our CSR value proposition, 'innovate sustainably, grow responsibly,' is a promise to all stakeholders. It addresses extra-financial issues, risks and opportunities, and strives to generate value for all stakeholders.

We continuously strive to provide our clients with answers to their current challenges while anticipating their future needs. As their partner of trust, we help them reinvent the way we move and how our cities operate, the way we deliver healthcare and how we envision the possibilities beyond our atmosphere... To this goal, **we have created an internal environment where innovation is encouraged** and where our teams' ideas are often the starting point for new projects.

At Expleo, **we transform technological expertise into concrete solutions for a greener, safer and better tomorrow.** We want to make a difference for the future, which means **considering social and environmental sustainability for every new project.** We notably focus on the transition towards a more circular economy, on solving the challenges of clean, cheap and plentiful energy. We also understand that we have our part to play. This is why we are working hard to **reduce our environmental footprint in alignment with the UN Global Compact and Paris Agreement's 1.5°C goal.**

[Innovate **sustainably, grow** responsibly]

Our employees are our biggest assets at the heart of our success and performance as a business. We want them to feel like they all share one common culture and similar values. This starts from recruitment, with a strong focus on gender equality and disability inclusion. We also pride ourselves on **offering everyone the opportunity to develop their skills and expertise,** to design their own career path. We prepare our teams for the strategic competencies of the future by providing them with the right training, upskilling and reskilling via our **Expleo Academy**.

Doing business with integrity is at the very core of Expleo's values and is central to building trust-based relationships with our customers. We have launched two major global programmes to this effect: an anti-corruption programme and a programme aimed at protecting data (ours and our clients') and at complying with all information security laws. **We are also committed to our teams' well-being** as we promote a healthy work-life balance – including the right to disconnect – and strive to support our employees through life-changing events.

Our promise to 'innovate sustainably, grow responsibly'

is translated into our CSR strategy's four pillars and 12 commitments

The four pillars of our CSR strategy reflect the four components of our CSR value proposition. Comprising the pillars are 12 commitments that target the key extra-financial issues and tackle our most significant risks and opportunities identified via our double materiality analysis (see 'ESRS correspondence table'). For each commitment, we set measurable goals, implement targeted actions for improvement and closely monitor our overall global performance.

Proposition	Pillars	Ambition 2025 targets
	I. Enable our people to flourish in all their diversities	
GROW	1. **Develop our people,** their skills and their careers	**90%** of employees trained
	2. Foster **diversity, inclusion,** respect and fair-treatment	**20+** average hours per unique employee
	3. Promote **a healthy work-life balance** and ensure a **safe environment**	**35%** of women in the Group
	4. Listen to and **engage with our people**	**Mandatory training** to avoid Diversity & Inclusion bias in recruitment processes
	II. Innovate and transform society for a better tomorrow	
INNOVATE	5. **Anticipate** our clients' and society's **sustainability challenges**	**Maintain 100%** of our R&D projects contribute to at least one UN Sustainable Development Goal
	6. **Offer solutions** which accelerate our **clients' sustainable transformation**	**10%** of global sales generated by innovation for sustainability
	7. Support our **local communities** with **skills-based volunteering and philanthropy**	**1/3 of revenue** aligned with the Green Taxonomy guidelines
	III. Commit to a carbon neutral and greener future	
SUSTAINABLY	8. Achieve **net-zero** carbon emissions	**Reduce by 50% scope 1+2+3** emissions by 2025 compared to 2019 levels
	9. Reduce our **resource consumption** and **waste production**	**Achieve Net-Zero Greenhouse Gas Emissions** across the value chain by 2030
	IV. Show uncompromising integrity in our business conduct	
RESPONSIBLY	10. Ensure our **ethical exemplarity** in all our operations	**95%** of employees trained on our Code of Conduct, Information Security and Data Protection
	11. Integrate **sustainability principles** in our **procurement**	**All of our major suppliers** are subject to an annual CSR Performance evaluation and improvement process
	12. Guarantee **data security and privacy**	

Three strategic axes
to execute our CSR strategy

The 12 commitments are executed via one of three axes: Group, local or fundamental. This enables us to differentiate between risks and opportunities for each commitment and identify the level at which the commitment needs to be addressed to ensure successful implementation.

Group-level ambitions

Expleo strives to adhere to the highest sustainability standards. Six of our commitments are implemented at a Group level, ensuring a shared vision across countries and affiliates. These ambitions are also incorporated into our business strategy, with specific targets for 2025 and 2030.

Local challenges

To fulfill our local teams' and communities' expectations across 30 countries, we handle certain matters at the country/affiliate level. With support from the corporate CSR team, countries and affiliates are responsible for tailoring these commitments to respond to their specific needs. This approach also fosters both creativity and involvement on the local level, as we trust our teams' ability and expertise in determining the most suitable actions for their particular area.
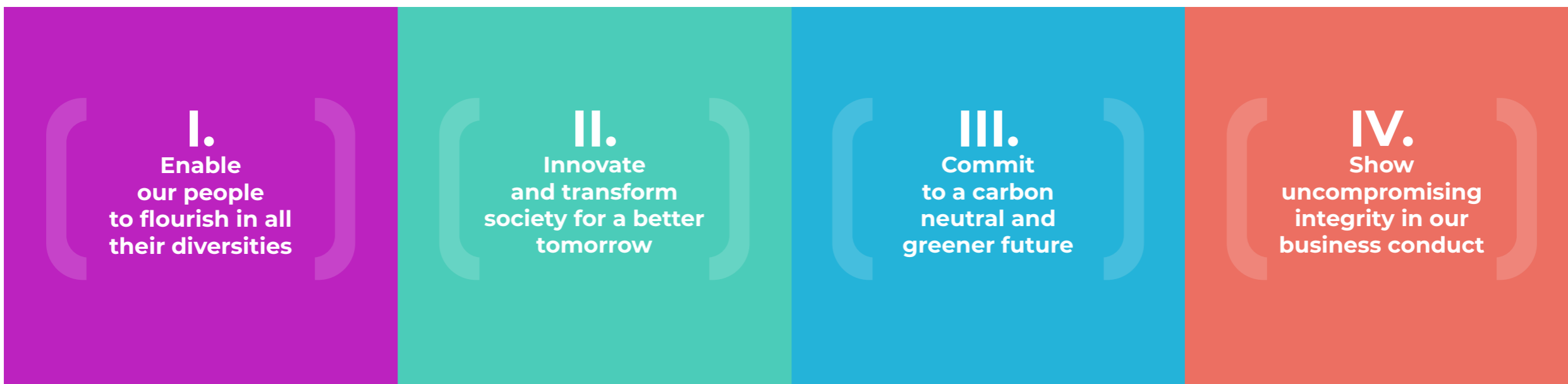
Fundamental requirements

Adhering to regulations and upholding stakeholders' rights is a fundamental requirement for Expleo, and this forms the foundation of our daily operations. Our CSR strategy encompasses these concerns, as they can pose significant reputational and financial risks. Each country and affiliate must ensure compliance with these commitments.

SDG icons 1–17:

1 NO POVERTY · 2 ZERO HUNGER · 3 GOOD HEALTH AND WELL-BEING · 4 QUALITY EDUCATION · 5 GENDER EQUALITY · 6 CLEAN WATER AND SANITATION · 7 AFFORDABLE AND CLEAN ENERGY · 8 DECENT WORK AND ECONOMIC GROWTH · 9 INDUSTRY, INNOVATION AND INFRASTRUCTURE · 10 REDUCED INEQUALITIES · 11 SUSTAINABLE CITIES AND COMMUNITIES · 12 RESPONSIBLE CONSUMPTION AND PRODUCTION · 13 CLIMATE ACTION · 14 LIFE BELOW WATER · 15 LIFE ON LAND · 16 PEACE, JUSTICE AND STRONG INSTITUTIONS · 17 PARTNERSHIPS FOR THE GOALS

Through our CSR strategy and *Innovation for sustainability* model,
we contribute to the UN's Sustainable Development Goals

We use the UN's Sustainable Development Goals (SDGs) as a framework to demonstrate our contribution to sustainability and catalyse our innovation process. Our *Innovation for sustainability* model requires 100% of our innovations to contribute to at least one SDG. In this way, we are aligning with worldwide efforts to create a greener, safer and better tomorrow.

The following sections feature icons corresponding to the SDGs that each of our CSR strategy's commitments contribute to.

I.
Enable
our people
to flourish in all
their diversities

II.
Innovate
and transform
society for a better
tomorrow

III.
Commit
to a carbon
neutral and
greener future

IV.
Show
uncompromising
integrity in our
business conduct

❯ *For more information on The United Nations' Sustainable Development Goals, click to access the SDG website*

I.

Enable our people to flourish in all their diversities

1. Develop our people, their skills and their careers
2. Foster diversity, inclusion, respect and fair-treatment
3. Promote a healthy work-life balance and ensure a safe environment
4. Listen to and engage with our people
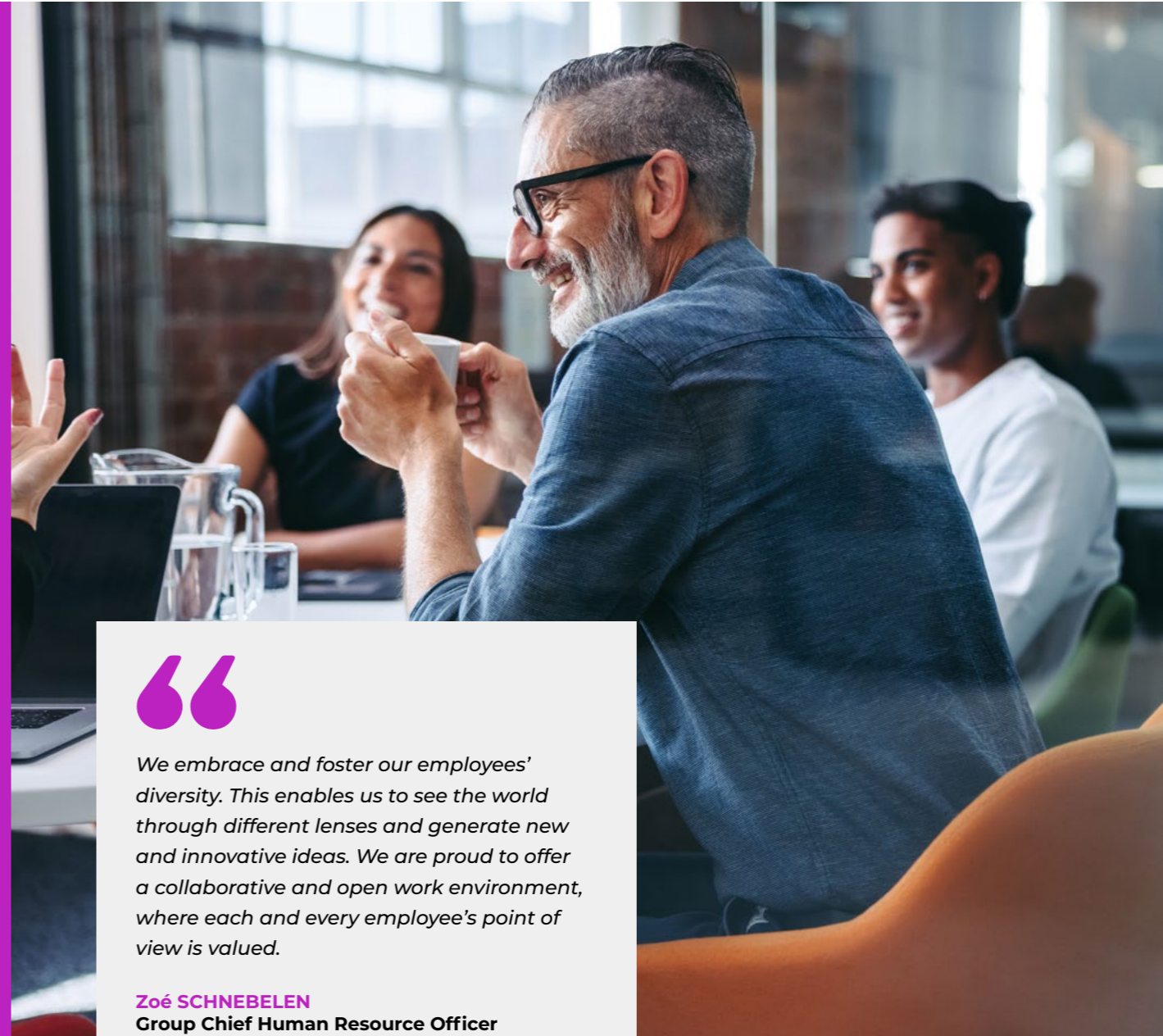
> **"**
>
> *We embrace and foster our employees' diversity. This enables us to see the world through different lenses and generate new and innovative ideas. We are proud to offer a collaborative and open work environment, where each and every employee's point of view is valued.*
>
> **Zoé SCHNEBELEN**
> **Group Chief Human Resource Officer**

1. **Develop our people, their skills and their careers**

20+
Average number of hours of training per employee

Expleo growth
+2,328
employees vs 2021

Share of permanent contracts
95%

Commitment overview

Our tagline, **'Everything you are. Anything you want to be',** reflects our commitment to supporting our employees. We are dedicated to helping them strengthen and develop their skills, achieve their career goals, and flourish within our organisation. Supporting them each step of the way, we provide them with the resources and tools they need to continuously **improve and grow professionally.** By working on innovative and state-of-the-art projects and technologies, team members hone their skillsets and, therefore, enhance their future career prospects.

Group policies and achievements

Training our teams
Driving our educational resources, the Expleo Academy provides opportunities to learn, improve and grow in a number of fields. Academy courses cover both technical and non-technical topics. They are geared towards developing both hard and soft skills, notably in the fields of management, our company culture and values. We monitor these courses' effectiveness by collecting attendees' feedback, which we use to continuously improve course content.

Through bespoke training, we prepare employees to take on bigger and more ambitious projects and help them develop market-specific competencies. This enables them to work more autonomously and take on greater responsibility in their roles. Collaboration is also key, and we actively encourage employees and managers to work together by exchanging knowledge and best practices.

Our employees received on average 20 hours of training in 2022. Regarding future goals, we are developing new courses on topics such as cultural diversity and sustainability.

Supporting career development
Talent retention starts with seeking to understand employees' professional goals and introducing them to career development opportunities within Expleo. For this reason, we conduct career development discussions to support our team members throughout their professional journeys.

During these discussions, employees are asked about their interest in switching projects, as this is a key driver for employee engagement. This also supports our aim to promote skill diversification by introducing our team members to various projects and experiences. As we implemented this initiative in 2022, forthcoming results in 2023 will help us assess effectiveness.

Policies like these are crucial to retaining and attracting talent, and ensuring employee needs are met. They also support our upskilling efforts, enabling our team members to bring renewed competencies to a variety of projects.

Ambition 2025

As we expand, we are committed to upholding our current practices and ambitions to support all employees. Our headcount is increasing significantly, with double-digit growth every year, and we are dedicated to continuously helping each and every employee reach their goals.

Additionally, we strive to maintain at least 20 hours of annual training per employee in all countries, with 90% of workers receiving training.

Meanwhile, a new project rotation policy and dedicated committees in each country will support employee engagement efforts.

Associated Sustainable Development Goals

4 QUALITY EDUCATION

5 GENDER EQUALITY

10 REDUCED INEQUALITIES

ENABLE OUR PEOPLE TO FLOURISH IN ALL THEIR DIVERSITIES

2. Foster diversity, inclusion, respect and fair-treatment

KPIs

Share of female employees

29%

Gender equality score (scope UES France)

89/100

Commitment overview

Open-mindedness is the cornerstone of our values. **We foster diversity and create an inclusive workplace** for people of all genders, ethnicities, origins, sexual orientations, and physical abilities. We aim to give employees of all backgrounds the opportunity to reach their full potential and achieve their professional goals.

Group policies and achievements

Expleo embraces D&I

Across the Group, our recruitment, pay, access to training, and career management practices are guided by strict non-discrimination policies. We condemn any and all forms of discrimination based on factors such as gender, ethnicity, nationality, disability, sexual orientation, or any other criteria. To highlight our commitment to diversity & inclusion (D&I), in 2022 we launched an employer branding campaign. Reflected in our tagline, 'Everything you are. Anything you want to be.', the campaign unites employees behind our D&I vision and fosters a stronger sense of belonging. Additionally, to standardise our practices and limit all forms of bias in the hiring process, we developed a complete onboarding programme for recruiters. It includes modules on ethical recruitment and how to eliminate bias at each step of the talent acquisition process. Designed in 2022, the programme will be extended to all recruitment teams and hiring managers in 2023.

Meanwhile, our commitment to fair treatment is reflected in our remuneration practices. For this reason, we started benchmarking employee salaries in several countries. We ensure our salaries are meeting market levels and are consistent with their expertise. These benchmarks are renewed every year to develop a complete dataset to which HR directors can refer.

Boosting women's representation

In 2022 we launched initiatives Group-wide in a bid to actively attract and recruit more women. For example, most countries in which we operate inked partnerships with educational institutions or associations that are dedicated to promoting women's visibility in engineering & sciences fields. Additionally, we raised awareness of gender equality issues among our employees worldwide in 2022 through our 'Special Days': our acknowledgement of events such as International Women's Day. 'Special Days' boosts awareness of D&I issues among our employees, particularly regarding gender equality in the workplace.

Acting locally for D&I

As a global company, we recognise that the countries where we operate have different D&I priorities. While the Group vision informs all initiatives, D&I efforts are also tailored to local needs.

Our goal to increase female representation extended to the local level, for example, in India, where we launched active hiring campaigns aimed at attracting and engaging women. Meanwhile, in France, our team members bargained a Professional Equality Agreement. This allocates resources and funds to ensure gender equality across all processes spanning recruitment, career progression, compensation, training, and organisational culture.

To support women at all stages of their careers and help them grow, countries such as Germany and India have launched local women's networks and forums. They provide development opportunities and increase female employees' visibility across departments.

Another illustration of our support for diverse hiring is our YES programme in South Africa. YES trains recent graduates from underserved communities, giving them skills and an opportunity to jump-start their careers. 2022 was our third year running YES, from which we hired two thirds of programme graduates.

Ambition 2025

Providing a Group-wide vision is key to executing our D&I initiatives. For this reason, we will introduce a Group Diversity & Inclusion policy to guide our endeavours.

Additionally, by 2025, Expleo aims to:
- Have 35% female employees
- Extend anti-bias training to all recruiters and hiring managers

Associated Sustainable Development Goals

5 GENDER EQUALITY

10 REDUCED INEQUALITIES

16 PEACE, JUSTICE AND STRONG INSTITUTIONS

3. Promote a healthy work-life balance and ensure a safe environment

ENABLE OUR PEOPLE TO FLOURISH IN ALL THEIR DIVERSITIES

Commitment overview

Expleo prioritises employees' **health, safety** and well-being, offering a robust **work-life balance and flexible working conditions.** We take a proactive approach to risk management, ensuring our workers can access safe workplaces that promote their **physical and mental well-being.** From remote work to individual assistance, our initiatives aim to improve our employees' quality of life, enabling them to be their best, healthiest selves.

Group policies and achievements

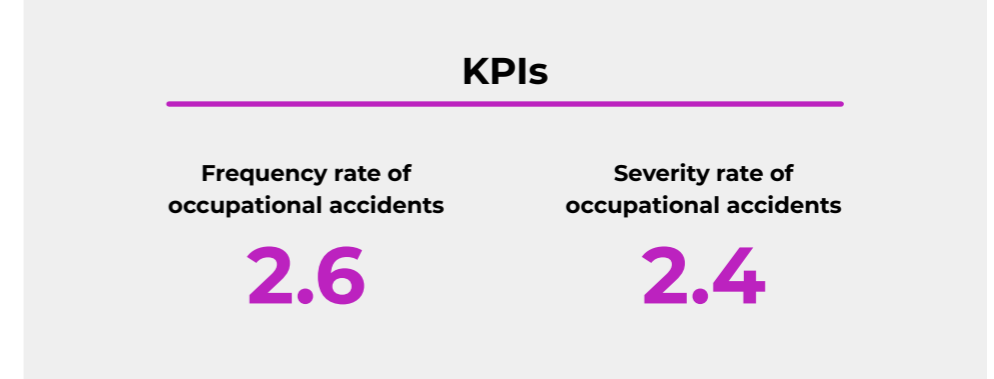**Work-life balance and well-being at work**
We continued offering remote work in 2022, with a policy allowing employees to spend on average up to three days at home per week. This work organisation measure reduces the time spent commuting, allows flexible working hours and a better work-life balance. Following conversations with managers, some employees in particular circumstances were also able to shift to full-time remote work.

Furthermore, we maintained our 'right to disconnect' policy, which promotes a healthy work-life balance, discouraging late meetings and requiring employees to respect working hours across time zones. Our employees' perception on their work-life balance is one of the topics of our regular Great Place To Work® (GPTW) satisfaction surveys (see next page).

Health and Safety
In 2022, we introduced a Group Health & Safety policy, which provides all team members with instructions on how to address health & safety (H&S) issues.

In addition to the Group-wide policy, all countries and entities must comply with local H&S regulations. Each entity has established procedures for evaluating and identifying risks and implementing risk management plans. All managers and employees with site-related H&S responsibilities are properly trained to assess and handle risk. All offices are equipped with H&S manuals and some of our sites are certified to ISO 45001:2018.

Meanwhile, our Employee Assistance Programmes are available worldwide and provide team members with individualised, anonymised support. This includes aid ranging from mental health services to online consultations.
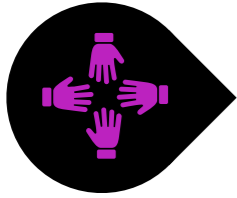
Ambition 2025

From an H&S perspective, we are committed to maintaining our goal of having no occupational accidents, eliminating physical risk from activities in all countries of operation.

Additionally, we plan to deploy an ISO 45001 occupational health & safety management system for the Group.

Associated Sustainable Development Goals

3	GOOD HEALTH AND WELL-BEING
5	GENDER EQUALITY
8	DECENT WORK AND ECONOMIC GROWTH

4. Listen to and engage with our people

Global employee satisfaction score (/100)

69%

(+3pp vs 2021)

Percentage responding to a survey on their job satisfaction

72%

(+3pp vs 2021)

Commitment overview

Expleo constantly keeps the lines of communication between workers and managers open. By **listening to our employees,** we better identify both their needs and areas for improvement. While we have employee representatives in several countries, we strive to maintain an **open social dialogue** worldwide.

Group policies and achievements

Freedom of association & collective bargaining

We place great importance on social dialogue and have successfully negotiated collective bargaining agreements. These address various aspects including work conditions, health & safety, skill management & training, remote working, social protection schemes, diversity, and inclusion.

Serving as essential frameworks, these agreements meticulously outline our rules and commitments to employees. Furthermore, they are regularly reviewed and adjusted in collaboration with employee representatives to ensure their continued relevance and effectiveness.

Great Place to Work

Our annual Great Place to Work® (GPTW) survey collects employees' views on the company, including management, colleagues and projects. Conducted anonymously, our team members are able to speak freely on topics that are important to them.

This gives us insight into employee satisfaction and engagement on topics such as management, work methods, communication, development, performance management, reward & recognition, and social & community. This feedback is then used to inform our decision-making, measure our policies' effectiveness, and screen for any potential future issues.

Our score improved on all 17 categories of the survey last year, and nine countries obtained Great Place to Work certification.

Engaging with our team members

In 2022, we introduced a global onboarding programme for new employees. This programme aims to engage new hires from their first day on the job. In parallel, we launched a pre-boarding tool for applicants. Candidates can access videos that present our company culture, helping them connect and engage with us prior to joining. We have pre-boarding teams dedicated to managing this process in several countries and are looking to implement this tool worldwide.

Additionally, we conduct exit interviews with departing employees. This enables us to better understand their reason for leaving, and consider it as valuable feedback for our ongoing improvement efforts.

Ambition 2025

We plan to exceed 70% in our employee satisfaction score globally in our yearly Great Place to Work® employee survey.

Additionally, we aim to obtain Great Place to Work® certification in key countries. More broadly, we will continue working with managers to help them have open and engaging conversations with teams worldwide.

Associated Sustainable Development Goals

5 GENDER EQUALITY

8 DECENT WORK AND ECONOMIC GROWTH

10 REDUCED INEQUALITIES

16 PEACE, JUSTICE AND STRONG INSTITUTIONS

ENABLE OUR PEOPLE TO FLOURISH IN ALL THEIR DIVERSITIES

II.

Innovate and transform society for a better tomorrow

5. Anticipate our clients' and society's sustainability challenges
6. Offer solutions which accelerate our clients' sustainable transformation
7. Support our local communities with skills-based volunteering and philanthropy
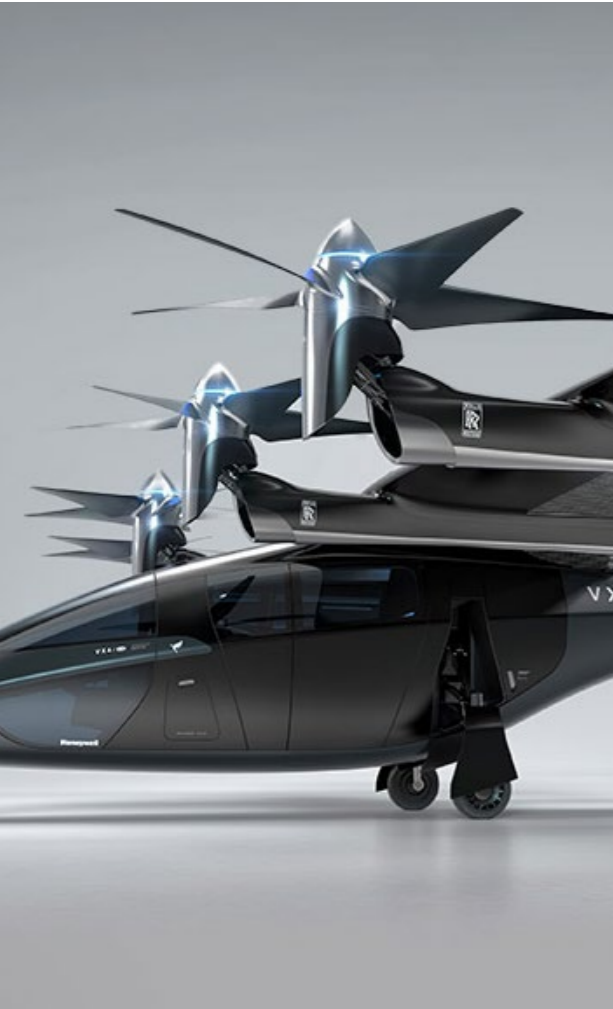
"

Our innovation policy is devoted to finding solutions for our customers' and society's most pressing sustainability challenges. We work with our clients, employees and internal and external partners to generate new and innovative approaches to the sustainability issues of today and tomorrow.

Christophe CAZES
Innovation & Alliances Director

5. Anticipate our clients' and society's sustainability challenges

Percentage of R&D projects that contribute to at least one of the UN's SDGs

100%

Share of green investments in total R&D budget

48%

(vs 20% in 2021)

Commitment overview

Expleo develops **innovations that generate value and a positive impact** for our clients and society, meaning that our innovation policy is dedicated entirely to **sustainability.** It both addresses and provides solutions to stakeholders' most pressing challenges, particularly those of our customers. Like our business model, this policy necessitates **agility and adaptability** to anticipate clients' and society's current and future needs. In line with our Group-wide strategy, we recognise the importance of research and continuous improvement to maintain a competitive market position and prioritise internal and external collaboration.

Group policies and achievements

Innovation for sustainability
In 2022, we launched our new *Innovation for sustainability* model, which guarantees that all our projects support global sustainability initiatives.

Through the model, we have continued to ensure that 100% of our innovations contribute to at least one of the UN's 17 Sustainable Development Goals (SDGs) (see following page for examples).

As part of *Innovation for sustainability,* we have increased our investment in R&D. In 2022, 48% of our R&D investments conformed with the EU Taxonomy (which defines eco-friendly economic activities), an increase from 20% in 2021.

A dedicated leadership team oversees this model. Called the Innovation Steering Committee, it consists of EXCOM members and reviews innovations' alignment with our wider business and investment strategy. Part of this approach means all innovations must be sponsored by an EXCOM member, verifying their adherence with the Group's broader vision.

Innovation set-up
At the core of our innovation policy is understanding the issues facing our clients and the planet. For this reason,

our innovation process begins with a challenge that either comes from our clients or from one of our eight megatrends, which are:

- Mobility of the future
- City of the future
- Net-zero economy
- Clean air, land and water
- Future of healthcare and life sciences
- Digital next
- Human + machine
- Future of finance, banking and insurance

To fast-track a solution to a challenge, we use the Technology Readiness Levels (TRLs) method to meet our objectives: *Be Fast, Create Value and Have an Impact*. We have established two key milestones to ensure our innovations serve both customers and society, including PoCs (Proof of Concepts for TRL3) and MVPs (Minimum Viable Products for TRL6), which are real solutions that allow us to measure their impact.

Open innovation
Integral to our *Innovation for sustainability* model is our dedicated team members. Our employees' unique and strong skillsets across all industrial sectors are available worldwide and contribute to our nine global innovation programmes, which are:

- Green Future
- Generative AI
- Reinventing the customer experience (CX)
- Future of Defence & Space
- Safety & Cybersecurity
- Autonomous Collaborations
- Software-defined everything (SDE or SDX)
- Digital Twin
- Industry 4.0

In addition to our employees, we work with leading experts, clients, start-ups, technological partners, research centres, institutions, and universities. We also spearhead co-innovation and R&D projects, relying on our own expertise – and that of our partners. In the spirit of collaboration, we aim to develop co-innovation projects with our customers in the future.

INNOVATE AND TRANSFORM SOCIETY FOR A BETTER TOMORROW

Global Hackathon

In 2022, we launched a collaborative innovation competition. Called the Global Hackathon, it had three goals:

- Engage employees worldwide
- Raise awareness of innovation for sustainability and the UN's SDGs
- Offer participants opportunities to develop new skills, learn from peers and build their networks

The Global Hackathon followed our proven innovation process. First, applicants were presented with the eight megatrends and asked to develop a solution. The teams then determined how their innovation aligned with at least one of the UN's SDGs.

Coming in first place, Citizen Science created a solution that monitors CO_2 consumption and mitigates emissions. The three winning teams' innovation projects have been integrated into Expleo's strategic innovation pipeline.

The Global Hackathon not only offered new ways of responding to clients' and society's needs, it also proved that all of our employees can contribute to innovation for sustainability.

Ambition 2025

Looking ahead, 100% of our innovations will continue to contribute to at least one of the UN SDGs. In addition, we set high standards, including:

- 10% of global sales generated by *Innovation for sustainability.*
- All countries and employees contribute to *Innovation for sustainability* (which includes the Global Hackathon programme)

Expleo's innovations contribute to the UN's Sustainable Development Goals (SDG)

Each one of Expleo's innovation projects aligns with at least one of the UN's 17 SDGs. This ensures that all our solutions have a positive impact on our planet and people.

3 GOOD HEALTH AND WELL-BEING

Healthy bus
Expleo is piloting a digitally led project aimed at offering primary schools in Dublin, Ireland more eco-friendly transportation for students.

5 GENDER EQUALITY

Safe hubs
Working with Ireland's largest university, University College Dublin (UCD), Expleo has launched the pilot phase of a mobile app that responds to campus safety concerns.

9 INDUSTRY, INNOVATION AND INFRASTRUCTURE

ExpleoSteffi
ExpleoSteffi, which stands for Smart Transportation Eco-Friendly Freight Innovation, digitalises the railway, helping customers in their net-zero transitions, while also offering easy integration into existing systems.

10 REDUCED INEQUALITIES

Brain Computer Interface
In partnership with biomedical foundation Clinatec, Expleo has launched solutions that support people with disabilities and patients with neurodegenerative illnesses such as Parkinson's.

11 SUSTAINABLE CITIES AND COMMUNITIES

ExpleoLissa
ExpleoLissa, which stands for Launchpad for Innovative Software-defined Satellite Application, are nanosatellite solutions that can observe and improve agricultural processes, weather and ocean monitoring, and ground assets' tracking for the defence industry.

12 RESPONSIBLE CONSUMPTION AND PRODUCTION

Underclockers
Expleo is testing a calculator that measures the emissions from sub-optimal code and configuration, both of which tend to overuse energy resources.

13 CLIMATE ACTION

EVTOL
Combining efforts across entities, Expleo has developed EVTOL, the Electric Vertical Take-Off and Landing system. Compared to traditional internal combustion engines, EVTOL uses electric motors which are much quieter and therefore less disruptive to urban communities.

15 LIFE ON LAND

Green agriculture
Expleo's green agriculture solutions help reduce pollution issues posed by the farming industry, such as the overuse of fertiliser and pesticide, and tractors' inefficient fuel use.

16 PEACE, JUSTICE AND STRONG INSTITUTIONS

Protect US
Protect US is a cybersecurity tool that prevents SMS phishing attacks. The only mobile app solution for text and SMS fraud, Protect US blocks links to fake websites that try to capture users' card and baking account information.

6. Offer solutions which accelerate our clients' sustainable transformation

KPIs

Share of turnover of activities aligned with EU Taxonomy

14%

Overall client satisfaction from our Annual Customer satisfaction survey

88%

Commitment overview

Expleo is dedicated to helping customers reach their sustainability goals. Our offer supports clients as they tackle **environmental and social challenges,** which range from defining and deploying carbon reduction programmes to training staff on eco-friendly methods. With **EU Taxonomy** principles integrated into our strategy, we are continuously developing and expanding our **green solutions** to support our clients. Central to this approach is fostering extensive collaboration across the value chain and engaging stakeholders in a collective effort to achieve the transformation necessary **for a carbon-neutral economy.**

Group policies and achievements

Providing our clients with green solutions

Our green offer helps companies move seamlessly to more sustainable methods. We provide solutions across the pipeline, from business transformation to operational excellence, to customer support and maintenance. These include:

- Sustainable design & lifecycle assessment
- Hydrogen & energy solutions
- E-mobility
- Climate & environmental strategy formation
- Training & upskilling to service sustainability-related needs
- Lifecycle cost optimisation

We also work with customers to develop personalised products. For example, we create bespoke decarbonisation action plans and performance measurement systems according to specific needs and objectives.

EU Taxonomy alignment

In 2022, our operations were audited to assess alignment with the EU Taxonomy. Taking a key role in the CSRD, the EU Taxonomy sets out certain criteria that need to be met to determine whether or not an economic activity is environmentally sustainable. The audit and results support our strategy by identifying areas for improvement, enhancing stakeholder trust and ensuring compliance.

The degree to which our activities abide by the Taxonomy is reflected in measurement against via three financial indicators: turnover, Capex and Opex. We have incorporated EU Taxonomy principles into our growth strategy, making sustainability integral to our business model.

Ambition 2025

Acting on the audit's results, we aim to increase the share of turnover of Taxonomy-aligned activities to 1/3 of our overall revenue by 2025. Furthermore, we aim to become the expert in sustainable solutions for our customers.

Associated Sustainable Development Goals

9 INDUSTRY, INNOVATION AND INFRASTRUCTURE

11 SUSTAINABLE CITIES AND COMMUNITIES

12 RESPONSIBLE CONSUMPTION AND PRODUCTION

13 CLIMATE ACTION
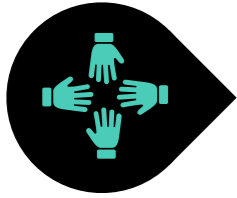
7. Support our local communities with skills-based volunteering and philanthropy

Associated Sustainable Development Goals

Commitment overview

Expleo contributes to community-building and philanthropic efforts in all markets where we operate. We are dedicated to fulfilling our **responsibility to local communities** as much as our activities and business model allow us to interact with local stakeholders. We encourage employees to spearhead their own **initiatives,** and provide them with the tools they need to enact **positive change.**

Group policies and achievements

All of our countries and affiliates actively engage in supporting local communities through philanthropic campaigns and volunteering projects. In 2022, our teams backed causes across different topics, including:
- Education
- Children's support
- Healthcare
- Environmental efforts
- Disability
- Gender equality
- Sport sponsorship
- Social
- Ukraine refugee support
- Homeless
- Blood donation
- Digital learning

Additionally, we provide support to start-ups that have a positive social or environmental impact by offering mentoring and skills-based volunteering opportunities.

Philanthropic and volunteering initiatives

Teams in **Ireland** donated to associations such as the Red Cross, the Children's Health Foundation, Women Aid Dublin and Belfast, and disability support charity Blossom Ireland. Similarly, **India** donated to associations to support educational efforts, while teams in both **Sweden** and **Romania** gave funds to childhood welfare initiatives.

In **Norway**, employees volunteered their skills to Doctors Without Borders. Meanwhile, in **Austria**, team members pooled together their strengths to work on the Hilda Project, an app that supports patients with Alzheimer's. Healthcare efforts also took on a digital dimension in **France**. An Expleo entity in Grenoble partnered with biomedical foundation Clinatec to develop innovative healthcare solutions.

In the **UK** our teams helped both unemployed and charity-supported underemployed groups prepare to join the job market. Some 70 staff volunteered their time to equip these groups with the skills and knowledge needed to successfully interview. Also in the UK, employees offered women interested in engineering careers the opportunity to shadow an Expleo employee for the day. Additionally, UK-based employees gave talks at local schools to encourage the next generation, especially young girls, to consider engineering as a career.

Similar efforts extended to **Sweden,** where Expleo sponsored a local girls' floorball team.

Meanwhile, in **South Africa**, employees participated in local environmental efforts by cleaning up areas near their offices, including collecting and picking up trash.

Ambition 2025

We are aiming to go further in our local philanthropic and charitable pursuits. These goals include:
- Structuring a coordinated approach at the local and Group level. This will consist of establishing a Group policy, naming a local CSR leader network, and developing regular communications at a Group level.
- Collaborating with or supporting an NGO, foundation or association through innovation development and skills-based volunteering.

III.

Commit to a carbon neutral and greener future

> **"**
>
> *We set an example through our actions and aim to take a leading role in the transition to net-zero emissions. Holding ourselves to the highest of standards, we play a vital role in supporting our customers in their sustainability transformations. With a dedicated Group-wide transition plan and environmental impact management processes, Expleo and our employees are united behind a collective vision for a sustainable future.*
>
> **Juan Manuel LOPEZ**
> **Group CSR Director**

8. Achieve net-zero carbon emissions

9. Reduce our resource consumption and waste production

8. Achieve net-zero carbon emissions

KPIs

CO$_2$ emissions per million euros of revenue (tCO$_2$e/m€)	Total CO$_2$ footprint (tCO$_2$e)	Scope 1 (tCO$_2$e)	Scope 2 (tCO$_2$e) (Location-based)	Scope 3 (tCO$_2$e)
23.71	30,191	3,198	4,157	22,835

Associated Sustainable Development Goals

7 AFFORDABLE AND CLEAN ENERGY
11 SUSTAINABLE CITIES AND COMMUNITIES
12 RESPONSIBLE CONSUMPTION AND PRODUCTION
13 CLIMATE ACTION

Commitment overview

The nature of Expleo's business means we serve industries for whom climate impacts are critical, while having a limited impact on the environment ourselves. We are committed to supporting our customers in their **decarbonisation** journeys and emulate this dedication through our own ambitions. As we aim to take a leading role in the net-zero trajectory, we have set **ambitious emissions reductions targets.** Through our transition plan and policies, we follow and implement the most rigorous scientific standards, including committing to achieving **net-zero emissions by 2030.**

Group policies and achievements

Transition plan to reach net-zero emissions

In 2022, we launched a transition plan and Group policies to reduce our carbon footprint according to the UN Global Compact and the Paris Agreement's goal to keep global heating within 1.5°C.

Published in 2022, our Group Environmental Policy outlines our emissions reductions goals:

- Decrease global emissions (scopes 1, 2 and 3) by 50% by 2025 (compared to 2019 levels)
- Achieve net-zero emissions by 2030

To align with global standards, in 2022 we sent a commitment letter to the Science Based Targets initiative (SBTi). This commitment comprises the setting of our near-term and net-zero decarbonisation targets, in addition to their submission for validation.

Applicable to all entities, the Group Environmental Policy defines how we plan to reach our decarbonisation goals. This plan includes the following actions:

- Moving to 100% zero-emission company vehicles

- Implementing energy efficiency measures site-wide and obtaining 100% of Expleo's energy for operations from renewable sources
- Reducing indirect emissions from business travels, commuting, purchased goods and services, resources consumption, and waste production

Furthermore, we are committed to offsetting remaining emissions by financing carbon removal projects in order to achieve neutrality by 2030.

In addition to this policy, we updated our Group Travel Policy in 2022. It encourages employees to continue to choose remote meetings where possible and opt for more eco-friendly transportation methods when travel is necessary.

Progress and methodological evolutions

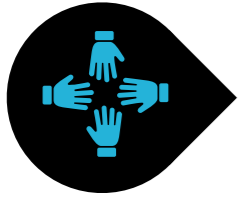In 2022, we defined our net-zero trajectory, which explains how each country and entity is decreasing scopes 1, 2 and 3 emissions.

To track our progress, we calculate the Group's CO$_2$ emissions (scopes 1, 2 and 3) annually, in accordance with the GHG Protocol Corporate Accounting and Reporting Standard.

We improved our reporting process in 2022 by completing the indirect upstream emissions in scope 3. This progress enabled us to commission an external accredited body to audit our carbon footprint with the aim of obtaining an assurance statement according to the ISO 14064-1:2018 standard. This process will lead us to retroactively recalculate our previous references for changes in the methodology and the reporting boundaries. This voluntary process demonstrates our commitment to decarbonisation efforts and our aim to take a leading role in the journey to a net-zero business model.

9. Reduce our **resource consumption** and **waste production**

KPIs

Total energy consumption per million euros of revenue (MWh/m€)	Buildings energy consumption (MWh)	Share of renewable energy	Car fleet fuel consumption
10.91	**13,897**	**39%**	**1,012** m³
(scopes 1 and 2)	(scopes 1 and 2)	(scopes 1 and 2) (2021: 19%)	Total waste production **262** tonnes

Commitment overview

At Expleo, we are committed to **decreasing our environmental impact.** Our Group-wide policies manage and mitigate our effects on the environment, conserve natural resources and foster more eco-friendly habits among employees. We are notably focused on **reducing our resource consumption** across areas such as electricity, water and paper, in addition to **decreasing waste production** ranging from electronic devices and packaging.

Group policies and achievements

Energy consumption and mix

In 2022, we implemented energy sobriety initiatives to reduce our electricity and gas use. This enabled us to cut consumption to comply with some governments' requirements as a result of the energy crisis triggered by the war in Ukraine. It also formed part of our energy reduction plan to meet sustainability commitments.

In addition to these initiatives, we took major steps in the shift to renewable electricity for our operations. For example, in France, Germany and the UK we shifted to 100% renewable electricity contracts. As a result, we upped the share of electricity from renewable sources in our electrical mix to 50% in 2022. This achievement means that we will meet our 50% renewable energy share target well ahead of our original 2025 goal.

Managing our environmental footprint

Our Group Environmental Policy lists commitments to minimising our environmental impact. In addition to energy use, these include resource consumption reduction, waste management, wastewater treatment, air emissions controls, and environmental permits.

We are developing a Group Environmental Management System (EMS), which is compliant with ISO 14001, to disseminate best practices at all our sites. Many locations are already certified to ISO 14001, including Expleo's headquarters in Montigny-le-Bretonneux, France, which received this certification in 2022. We aim to extend ISO 14001 certification to all countries in which we operate.

As a services company, we have a limited impact on areas such as pollution, water and marine resources and biodiversity and ecosystems. Given our aim to take a leading role in environmental efforts, we are nonetheless committed to making a positive difference.

For example, given water scarcity concerns, we have put water consumption monitoring procedures in place at some sites.

Additionally, while we have a marginal impact on biodiversity & ecosystems, the issue has become increasingly important given the agreement reached at COP15. For this reason, in 2023 we will launch a study to better understand our impact on biodiversity. On the topic of resource use and circular economy, local initiatives are implemented in different countries. This includes recycling efforts; the selective sorting of waste, cartridges and toners; replacement of single-use products; and repurposing of computers and electronic equipment.

Boosting employee awareness

In 2022, we developed and launched a global onboarding and sustainability module to raise employee awareness. This module was provided to all new hires in a bid to encourage more eco-friendly habits. Meanwhile, in offices in France, we introduced screensavers with information on how to minimise environmental impact on a day-to-day basis.

Associated Sustainable Development Goals

12 RESPONSIBLE CONSUMPTION AND PRODUCTION

IV.

Show uncompromising integrity in our business conduct

10. Ensure our ethical exemplarity in all our operations
11. Integrate sustainability principles in our procurement
12. Guarantee data security and privacy

> *We are committed to aligning our business conduct with our values and regulatory requirements. We constantly strive to integrate those into our policies and processes to ensure they permeate across all Group activities and supply chain operations. We are continuously evolving to maintain compliance and uphold stakeholders' rights. We believe that transforming the way we do business in order to meet social expectations is an unparalleled opportunity to create meaningful value, and we are seizing it for the benefit of the people and the planet.*

FLORENCE BIGOT
Group General Secretary & General Counsel

10. Ensure our **ethical exemplarity** in all our operations

KPI

Percentage of employees trained on Expleo's code of conduct

93%

(vs 77% in 2021)

Commitment overview

At Expleo, all business and professional relationships are conducted according to the **highest ethical standards.** We are committed to combatting corruption and bribery and have implemented a comprehensive compliance programme. This includes our **codes of conduct** for employees and for suppliers, an internal controls system, and **mandatory training sessions** on business ethics, among others.

Group policies and achievements

Code of conduct

Expleo's code of conduct describes the standards all of our employees, ranging from permanent to temporary and top management, are expected to uphold. The code defines our commitments to preserving human rights, fighting corruption and fraud, protecting social rights such as health and safety, working hours, work-life balance, labour regulation, the right to equal pay for equal work, and freedom of assembly and association. The code also clearly stipulates that we prohibit forced labour, child labour and modern slavery, and that we ensure a decent wage to all employees in all countries.

Associated Sustainable Development Goals

8 DECENT WORK AND ECONOMIC GROWTH

16 PEACE, JUSTICE AND STRONG INSTITUTIONS

The code of conduct is accessible online for all Expleo employees, either permanent or temporary, and is updated on a regular basis. In addition to maintaining our code of conduct for employees, we are a member of trade organisations that set industry-wide best practices. However, we never engage in lobbying activities or directly exercise political influence.

Anti-corruption programme

At Expleo, we have zero tolerance for unethical behaviour. Guiding this conviction is our compliance programme, which consists of the following elements:

- Whistleblowing system, accessible via our Speak Up platform, where ethical concerns can be reported anonymously.
- Conflict of interest (COI) policy, including a COI digital platform that validates, monitors and archives COI declarations.
- Third-party evaluation, including a digital questionnaire and screening process to assess suppliers and clients.
- Risk management mapping to identify and mitigate risks.
- Donation & sponsorship processes to review and approve donations and sponsorships.

- Gifts and invitations prior review and approval system.

In 2022, we have taken it a step further and integrated these modules into a single, digital platform.

Group Labour & Human Rights policy

Labour and human rights principles guide all our interactions with employees, suppliers, customers, partners, and communities in which we operate. For this reason, in 2022, we introduced a Group Labour & Human Rights Policy that brings together our commitments to ensure the highest standards for human rights assurance. The policy provides the framework to our approach and demonstrates our dedication to preserving labour law and human rights throughout our operations and value chain.

Whistleblowing platform: Speak Up

In accordance with our Speak Up policy, submitting a whistleblowing report can be done through the following ways:

- Internal employees and external stakeholders can report ethical concerns via the Speak Up platform, accessible via the Group intranet or website.

- Managers receive and log raised ethical concerns on the Speak Up platform.
- The Compliance team receives flagged concerns and logs them on the Speak Up platform.

All of these channels protect whistleblowers by ensuring that any submission can be easily tracked and that the case will be handled in a confidential and independent manner.

Employee training

We set up a mandatory Compliance & Information Security training campaign in 2022, consisting of four modules:

- Information security
- Competition law
- Data protection
- Code of conduct

Ambition 2025

Moving forward, we aim for 95% of employees to have completed a training and/or e-learning on our code of conduct. We will also continue to maintain a best-in-class compliance programme that is centralised and accessible via user-friendly dashboards.

11. Integrate **sustainability** **principles** into our **procurement**

Associated Sustainable Development Goals

Commitment overview

Expleo expects every link in the value chain to adhere to the **highest sustainability standards.** To create a greener, safer and better tomorrow, we adopt a duty of care approach toward our **entire supply chain.** As a service provider in engineering, technology and consulting, our purchasing profile spans three areas:

- **Services:** consultancy, subcontracting, energy, travels, and facility services
- **Goods:** electronic equipment and day-to-day items
- **Outsourced digital services:** hosting and SaaS solutions.

Group policies and achievements

Supplier code of conduct
Our supplier code of conduct defines the set of rules and standards to be met throughout the supply chain.

We expect our business partners to identify and prevent any and all occurrences of human rights violations and environmental risks that may result from their activities, the activities of companies they control, and the activities of sub-contractors and suppliers within their sphere of influence. In essence, we hold our suppliers to the same high standards to which we hold ourselves. We ask them to then pass along these guidelines to their own suppliers, ensuring sustainability is practiced at each point in the supply chain.

Sustainable procurement practices
We continuously improve our sustainable procurement practices to minimise the environmental and social impact of our entire value chain. In 2022, in line with our sustainable procurement policy, we implemented training for all members of our global procurement community.

These sessions help procurement professionals understand and adhere to Group-wide policies and, in so doing, contribute to creating a more sustainable supply chain. Procurement policies are managed at the Group level, overseen by our purchasing department to standardise and ensure compliance with all policies.

Incorporating CSR throughout the chain
Before signing a contract, we first vet each supplier's social and environmental impact to make sure it aligns with our own internal policies and targets. Our major suppliers are then assessed annually through a performance evaluation to verify that our CSR standards are continuously upheld.

In addition to the annual assessment, we request major suppliers to implement CSR improvement action plans. This ensures that their operations continuously progress vis-à-vis sustainability practices.

Fair payment practices
We maintain clear payment terms for suppliers that guarantee payment upon receipt of an accurate invoice that follows the contract schedule and is sent after a project milestone is attained. Our supplier contracts define these terms in detail, as well as general terms and conditions applicable to a given project.

Ambition 2025

Looking ahead, we plan to have 100% of our major suppliers annually reviewed on their CSR performance and commit to a CSR improvement action plan.

SHOW UNCOMPROMISING INTEGRITY IN OUR BUSINESS CONDUCT

12. Guarantee data security and privacy

KPI

Percentage of employees trained on information security & data protection

91%

Commitment overview

Expleo relies increasingly on digital tools and platforms as it expands its business and adapts in line with industry trends. This makes **information security and data protection compliance** ever more vital to our daily operations. Investing in new leadership has enabled us to hire specialists in these areas. These experts will facilitate the way forward by running **trainings** to help all employees understand their **responsibilities** and our position with respect to **cybersecurity.**

Group policies and achievements

Data security policy
The Chief Information Security Officer (CISO) oversees all information security initiatives for the Group. These policies are implemented by Local Information Security Officers (LISOs).

Our Information Security policy and Information Security Management System were both designed to meet the standards of ISO 27001. We aim to have every site working on technology, digital transformation or cybersecurity certified to this level. To maintain this certification, we continuously analyse risks, implement security policies and monitor their efficacy. We also regularly train all staff to recognise data security risks. We continuously work with third parties to conduct surveys and audits of our policies and to adapt them according to the specific needs of a given client.

Data protection policy
In 2022, we invested in leadership to renew and develop a strong data protection programme. For example, the Group appointed a Group Data Protection Officer and established a Data Protection organisation with defined roles and responsibilities. This organisation ensures Group policies are deployed and implemented; conducts risk analyses, data transfers and impact assessments; and provides guidance to local teams. The Group Data Protection Officer and their organisation oversee and execute governance policies for all digital activities, worldwide.

As we invest in new tools, people, resources, and trainings, we have established an ambitious data protection compliance programme with important milestones in 2023 – but this is only one step in a longer journey. The programme will regularly evolve and improve, in response to developments in the cybersecurity field and legal environments to ensure continuous improvement.

Employee engagement
One of our key achievements has been implementing dedicated e-learning modules on information security and data protection. During onboarding, these modules are made available to new members of our team.

Furthermore, in line with General Data Protection Regulation (GDPR), and its equivalent in other countries, we have established a Group-wide Personal Data Protection Policy. Other resources available to staff include pages on information security and data protection, accessible via the Group intranet.

Ambition 2025

We strive to train the majority of employees on information security and data protection. We aim to instruct 95% of employees on these topics by 2025.

Additionally, we will extend certification in data security and privacy. This includes the continual deployment of the main certifications according to best practices such as ISO 27001, Cyber Essentials, NIST, TISAX and PCI/DSS.

Associated Sustainable Development Goals

16 PEACE, JUSTICE AND STRONG INSTITUTIONS

ESRS correspondence, indicators table and scope of reporting

ESRS & UN SDG correspondence table

The following table presents the 17 key extra-financial issues identified via our double materiality analysis (see 'Our CSR Strategy & Governance') and our CSR strategy's 12 commitments that respond to and tackle each issue's risks and opportunities. Additionally, the table indicates alignment with the ESRS and the contribution to the UN SDGs, as determined by our double materiality analysis.

Our actions broadly align with most of the ESRS, though we can continuously improve, notably in standards that cover environmental factors such as pollution, water & marine resources, biodiversity & ecosystems, and resource use & circular economy. As a services company, the nature of our business means we have marginal effects on the environment. Given that we service companies in their sustainability journeys, we still aim to lead by example and are committed to improving our impact and reporting on these areas.

For this reason, these topics will be increasingly integrated into our approach moving forward. For example, we are dedicated to implementing actions to monitor our water consumption and to study our impact on biodiversity (see commitment 9 for details). These actions will help us better understand our environmental impact and move further towards alignment with the ESRS.

Key issues	Expleo associated commitments	UN SDGs impacted	ESRS
● **Attracting & retaining talent**	1. Develop our people, their skills and their careers 2. Foster diversity, inclusion, respect and fair treatment	4 - Quality education 5 - Gender equality 8 - Decent work & economic growth 10 - Reduced inequalities	ESRS S1: Own workforce
● **Skill development**	1. Develop our people, their skills and their careers	4 - Quality education 5 - Gender equality 10 - Reduced inequalities	ESRS S1: Own workforce
● **Employee commitment**	3. Promote a healthy work-life balance and ensure a safe environment 4. Listen to and engage with our people	5 - Gender equality 8 - Decent work & economic growth 10 - Reduced inequalities	ESRS S1: Own workforce
● **Diversity & inclusion**	2. Foster diversity, inclusion, respect and fair treatment	5 - Gender equality 10 - Reduced inequalities 16 - Peace, justice & strong institutions	ESRS S1: Own workforce

Key issues	Expleo associated commitments	UN SDGs impacted	ESRS
Health, safety & well-being	3. Promote a healthy work-life balance and ensure a safe environment	3 - Good health & well-being 5 - Gender equality 8 - Decent work & economic growth 10 - Reduced inequalities 16 - Peace, justice & strong institutions	ESRS S1: Own workforce
Dialogue at the workplace	4. Listen to and engage with our people	5 - Gender equality 8 - Decent work & economic growth 10 - Reduced inequalities 16 - Peace, justice & strong institutions	ESRS S1: Own workforce
Meeting commitments to customers	5. Anticipate our clients' and society's sustainability challenges 6. Offer solutions which accelerate our clients' sustainable transformation	8 - Decent work & economic growth 9 - Industry, innovation & infrastructure	ESRS S4: Consumers & end-users
Helping to achieve customer ESG goals	6. Offer solutions which accelerate our clients' sustainable transformation	6 - Clean water & sanitation 7 - Affordable & clean energy 8 - Decent work & economic growth 9 - Industry, innovation & infrastructure 11 - Sustainable cities & communities 12 - Responsible consumption & production 13 - Climate action 15 - Life on land	ESRS S4: Consumers & end-users
Climate change	8. Achieve net-zero carbon emissions 9. Reduce our resource consumption and waste production	7 - Affordable & clean energy 11 - Sustainable cities & communities 12 - Responsible consumption & production 13 - Climate action	ESRS E1: Climate change
Innovation, digital transformation & agility of company	5. Anticipate our clients' and society's sustainability challenges	8 - Decent work & economic growth 9 - Industry, innovation & infrastructure 12 - Responsible consumption & production	ESRS S4: Consumers & end-users

Key issues	Expleo associated commitments	UN SDGs impacted	ESRS
Sustainable growth	All our CSR Commitments	7 - Affordable & clean energy 8 - Decent work & economic growth 9 - Industry, innovation & infrastructure 10 - Reduced inequalities 12 - Responsible consumption & production 13 - Climate action 17 - Partnerships for the goals	ESRS S3: Affected communities
Cybersecurity & data protection	12. Guarantee data security and privacy	16 - Peace, justice & strong institutions	ESRS S3: Affected communities
Responsible purchasing policy	11. Integrate sustainability principles in our procurement	7 - Affordable & clean energy 8 - Decent work & economic growth 12 - Responsible consumption & production 13 - Climate action 16 - Peace, justice & strong institutions	ESRS E1: Climate change
Management of pandemics	3. Promote a healthy work-life balance and ensure a safe environment 12. Guarantee data security and privacy	1 - No poverty 3 - Good health & well-being 10 - Reduced inequalities	
Management & business ethics	10. Ensure our ethical exemplarity in all our operations	8 - Decent work & economic growth 12 - Responsible consumption & production 16 - Peace, justice & strong institutions	ESRS G1: Business conduct
Contribution to local development	7. Support our local communities with skills-based volunteering and philanthropy	8 - Decent work & economic growth 17 - Partnerships for the goals	ESRS S3: Affected communities
Digital Inclusion	7. Support our local communities with skills-based volunteering and philanthropy	4 - Quality education 10 - Reduced inequalities 16 - Peace, justice & strong institutions	ESRS S3: Affected communities

Indicators table

Introduction				GRI	ESRS disclosure requirements
About Expleo				G4-102 G4-103	ESRS 2 BP-1 ESRS 2 SBM-1 ESRS 2 Metrics DC-M
Our CSR Strategy & Governance				G4-102 G4-103 G4-201	ESRS 2 GOV-1 to 3 ESRS 2 SBM-2 & 3 ESRS 2 IRO-1 & 2 ESRS 2 DC-P & DC-A

I. Enable our people to flourish in all their diversities	2022	2021	2020	GRI	ESRS disclosure requirements
1. Develop our people, their skills and their careers					
Average number of hours of training per employee	20	–	–	G4-103 G4-404	ESRS S1-13
Expleo growth (employees vs previous year)	+2,328	+1,669	-1,448		ESRS S1-6
Share of permanent contracts	95.4%	93%	94%		ESRS S1-6
2. Foster diversity, inclusion, respect and fair-treatment					
Share of female employees	29%	29%	27%	G4-103 G4-405 G4-406	ESRS S1-9
Gender equality score (scope: UES, France) Pay gap (/40) | Pay raise gap (/20) | Promotion gap (/15) | Maternity leave raise (/15) | Top 10 pays equity (/10)	89/100 39 | 20 | 15 | 15 | 0	88/100 38 | 20 | 15 | 15 | 0	88/100		ESRS S1-9
3. Promote a healthy work-life balance and a safe environment					
Frequency rate of occupational accidents	2.6	1.06	1.04	G4-103 G4-401 G4-403	ESRS S1-14
Severity rate of occupational accidents	2.4	1.79	0.05		ESRS S1-14
4. Listen to and engage with our people					
Global employee satisfaction score (/100)	69%	66%	63%	G4-103 G4-407	ESRS S1-4
Percentage responding to a survey on their job satisfaction	72%	69%	63%		ESRS S1-4

II. Innovate and transform society for a better tomorrow	2022	2021	2020	GRI	ESRS disclosure requirements
5. Anticipate our clients' and society's sustainability challenges					
Percentage of R&D projects that contribute to at least one of the UN's SDGs	100%	100%	–	G4-103 G4-201	ESRS 2 Metrics DC-M
Share of green investments in total R&D budget	48%	20%	20%		ESRS E1-3
6. Offer solutions which accelerate our clients' sustainable transformation					
Share of turnover of activities aligned with EU Taxonomy	14%	–	–	G4-103 G4-201 G4-416	ESRS E1-3
Overall client satisfaction from our Annual Customer satisfaction survey (/100)	88%	87%	87%		ESRS 2 SBM-2 ESRS S4
7. Support our local communities with skills-based volunteering and philanthropy					
In the future, Expleo plans on following the percentage of sites with a philanthropy or volunteering project, the number of hours given per employee and the total monetary sums given.					

III. Commit to a carbon neutral and greener future	2022	2021	2020	GRI	ESRS disclosure requirements
8. Achieve net-zero carbon emissions					
CO_2 emissions per million euros of revenue (tCO_2e/m€)	23.71	24.41	26.62	G4-103 G4-305	ESRS E1-6
Total CO_2 footprint (tCO_2e)	30,191	25,513	24,034		ESRS E1-6
Scope 1 (tCO_2e)	3,198	3,831	2,449		ESRS E1-6
Scope 2 (tCO_2e) (Location-based)	4,157	2,842	3,747		ESRS E1-6
Scope 3 (tCO_2e)	22,835	18,841	17,838		ESRS E1-6
9. Reduce our resource consumption and waste production					
Total energy consumption per million euros of revenue (MWh/m€) (scopes 1 and 2)	10.91 MWh/m€	11.57 MWh/m€	14.35 MWh/m€	G4-103 G4-302 G4-306	ESRS E1-5
Buildings energy consumption (scopes 1 and 2)	13,897 MWh	12,090 MWh	12,958 MWh		ESRS E1-5
Share of renewable energy in total energy consumed (scopes 1 and 2)	39%	19%	11%		ESRS E1-5
Car fleet fuel consumption	1,012m³	1,073m³	0,611m³		ESRS E1-5
Total waste production	262 tonnes	189 tonnes	158 tonnes		ESRS E5-5

IV. Show uncompromising integrity in our business conduct	2022	2021	2020	GRI	ESRS disclosure requirements
10. Ensure our ethical exemplarity in all our operations					
Percentage of employees trained on Expleo's code of conduct	93%	77%	77%	G4-103 G4-205	ESRS G1-1
11. Integrate sustainability principles into our procurement					
Percentage of purchasers that have received CSR/sustainability training	100%	77%	77%	G4-103 G4-204 G4-205	ESRS G1-2
Percentage of major suppliers annually assessed through a CSR performance evaluation	Coming 2023	–	–		ESRS G1-2
12. Guarantee data security and privacy					
Percentage of employees trained on information security & data protection	91%	81%	–	G4-103 G4-418	ESRS S4-4

Scope of reporting

All data is representative of the Group, its countries and affiliates as of 31/12/2022, unless specified below or in the text of this report. Additional details on specific indicators are available below.

I. Enable our people to flourish in all their diversities

- Gender equality score is for the French UES, which represents 4,470 people, or 26% of total employee headcount.

- Frequency rate: (number of occupational accidents with lost time, excluding commuting) / (number of hours worked) * 1,000,000.

- Severity rate: (number of days of lost time due to occupational accidents, excluding commuting) / (number of hours worked) * 1,000.

II. Innovate and transform society for a better tomorrow

- The determination of the share of turnover of activities aligned with the EU Taxonomy was conducted and verified by an external third-party.

III. Commit to a carbon neutral and greener future

- Expleo's carbon footprint 2022 has been submitted to an external accredited verifier to obtain an ISO14064-1:2018 assurance statement.

- For reasons of consistency and comparability, the 2020 and 2021 GHG emissions have been recalculated for changes in the methodology and the reporting boundaries of the 2022 GHG inventory.

- The COVID-19 pandemic had an impact on GHG emissions, resulting in lower figures for 2020 and 2021 compared to 2022. During these years, steps were taken to ensure the well-being of employees and society, such as implementing remote work. As a result, energy consumption in buildings decreased and there were no or lesser emissions associated with commuting or business travel.

- Total waste production is based on data reporting and estimations, due to certain bills being unavailable (waste collection may be included in the offices' rental charges).

IV. Show uncompromising integrity in our business conduct

- Data related to training is extracted from the Group's Academy data system.

Who we
are

(expleo)

Think bold, act reliable

Expleo is a global engineering, technology and consulting service provider that partners with leading organisations to guide them through their business transformation, helping them achieve operational excellence and future-proof their businesses.

Expleo benefits from more than 40 years of experience developing complex products, optimising manufacturing processes, and ensuring the quality of information systems. Leveraging its deep sector knowledge and wide-ranging expertise in fields

including AI engineering, digitalisation, hyper-automation, cybersecurity and data science, the group's mission is to fast-track innovation through each step of the value chain.

As a responsible and diverse organisation, Expleo is committed to doing business with integrity and working towards a more sustainable and secure society. Expleo boasts an extensive global footprint, powered by 17,000 highly-skilled experts delivering value in 30 countries.