



GROW SUSTAINABLY

Consort Group

2023

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INTRODUCTION

1. Introduction to Corporate Social Responsibility at Consort Group

1.1. A word from the Chairman



The history of Consort Group, like that of each of our subsidiaries, is first and foremost a history of men and women, of daily commitments and services that benefit our clients.

These stories and our values of Commitment, Ethics and Proximity are at the heart of how I want to see the Group grow.

Consort Group is and must remain a company that is:

- › Respectful of the women and men it employs,
- › Respectful of its clients,
- › Respectful of the laws that govern its activities,
- › Respectful of the environment and society.

I am deeply convinced that the development of our business activities, the excellence of our expertise and the continuous improvement of our operations must go hand in hand with that of our social, societal and environmental excellence.

Each of our publications as part of our 2004 commitment to the UN Global Compact bears witness to this commitment to progress.

1.2. A word from the Chief Executive



As demonstrated by our declarations to the UN Global Compact, the Group's General Management has been committed since 2004 to developing its social, societal and environmental commitments at the same pace as its economic growth.

Digital Responsibility has been identified as a strategic area of focus, reinforcing the Group's existing CSR initiatives.

The aim is to:

- › Integrate digital responsibility into our offerings and practices,
- › Involve all our employees and foster a culture of digital responsibility,
- › Involve all functions beyond the IT Department (purchasing, HR, partners, suppliers, etc.)

Because our resources are first and foremost the men and women who make up our teams, we are committed to promoting their employability. They are our future, and the future of the digital economy.

At the same time, we are attentive to the needs of our most vulnerable employees, particularly those with disabilities, and to the need to create a framework that enables them to succeed in their careers.

In addition, supported by our Integrated Management System, and in line with previous orientations, the Group emphasize respect for its external stakeholders, particularly in terms of safety and ethics.

These commitments are shared by every member of our management team, as well as by all those who contribute every day to our success in serving our clients.

We all need to play our part
for a better digital world!

GOVERNANCE AND STRATEGY

2. Consort Group governance and CSR strategy

NB: The non-financial performance presented in this document is an assessment of the deployment and implementation of the various social, societal and environmental policies of the group for the year 2022. The scope of the indicators is specified each time.

2.1. Introducing the Consort Group

2.1.1. Who are we?

To speak of the Consort Group is to speak of an adventure that is both entrepreneurial and family oriented. This has nurtured our approach and the place given to Attention and Sustainability within our strategic and operational choices.

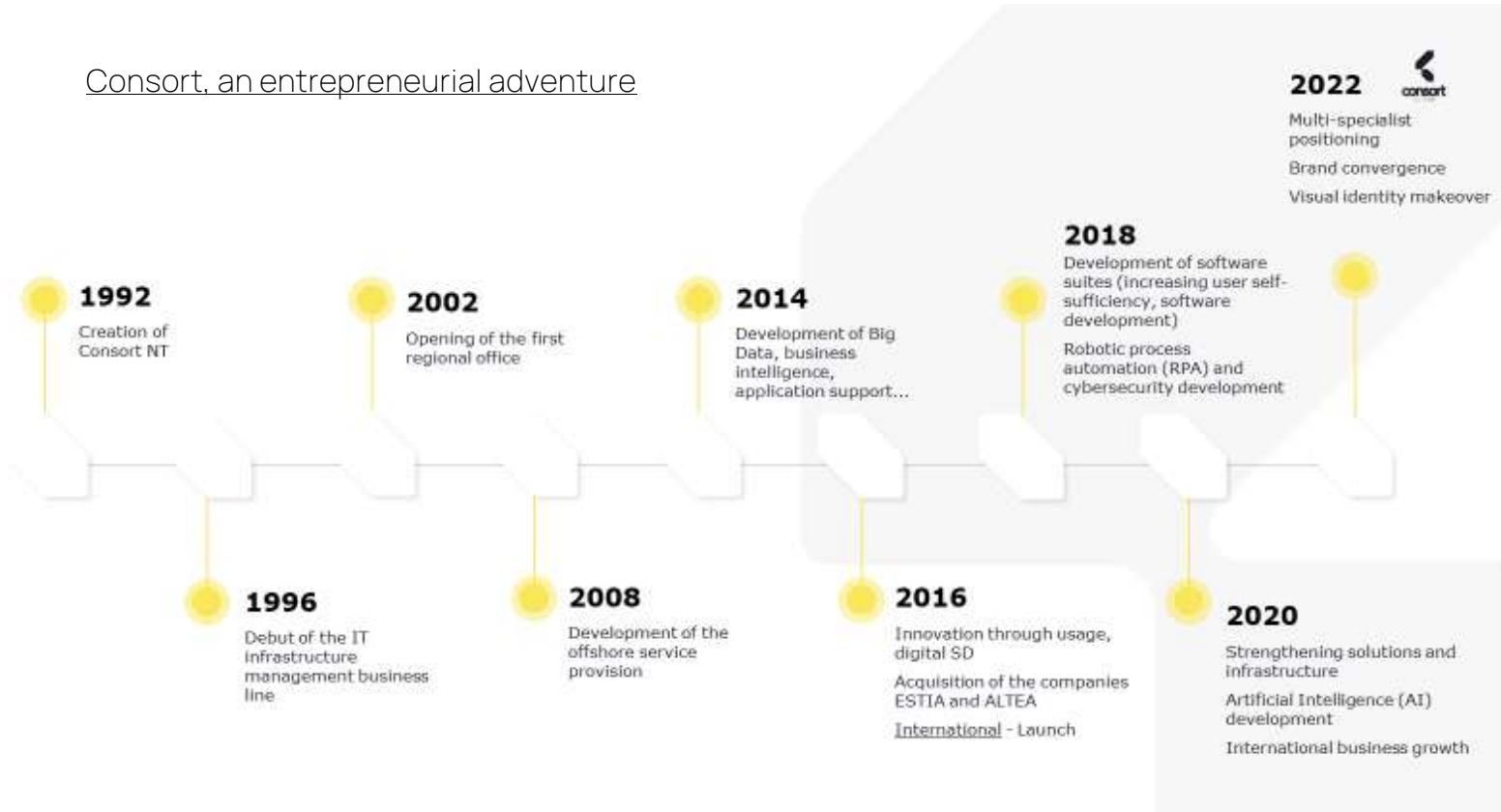
- 1996 - entry into the world of outsourcing;
- Then, between 2002 and 2016, development notably through the regionalization of our activities, the setting up of Offshore operations and then the internationalization of our operations to better respond to local markets;
- Then in 2016, we changed our strategy and acquired 2 companies for their respective expertise, which is essential to the development of our services: data enhancement and test management in agile environments.

In 2022, these developments led to a change in the Group's identity and an assertion of its multi-specialist positioning.

for the Group, 2022 marked the beginning of a new chapter in its history.



Consort. an entrepreneurial adventure



A key player in information systems enhanced by the strategic integration of data, Consort Group helps companies to protect and enhance their IT assets to their full potential.



2.1.2. Business model

The group offers *a unique, integrated platform of skills and managed services, backed up by a comprehensive, agile industrial base.*

Our positioning is based on 3 brands, including a core brand, Consort Group:

- Consortis - our know-how and skills in infrastructure services
- Consortia - those dedicated to data processing and enhancement, and digital development.



Pooling its expertise, Consort Group supports the Group's global positioning. It offers our services to the market under each of these brands.

Tailor-made support



From expert appraisal to industrialisation

A single, integrated package of skills and services



Our mission is to help our clients protect and enhance their IT assets to their full potential.

We build our difference on our ability to pool the know-how of our experts.

Our logo illustrates this ability to connect and integrate our centres of expertise and our offers, for tailor-made solutions and services.

On a more macro level, we could summarize the group's identity as follows:

With regard to our financial data:

By 2022, our turnover represented €156,180 K and our operating income 6.8% of turnover, guaranteeing our long-term viability and our ability to invest to support transformation and growth.

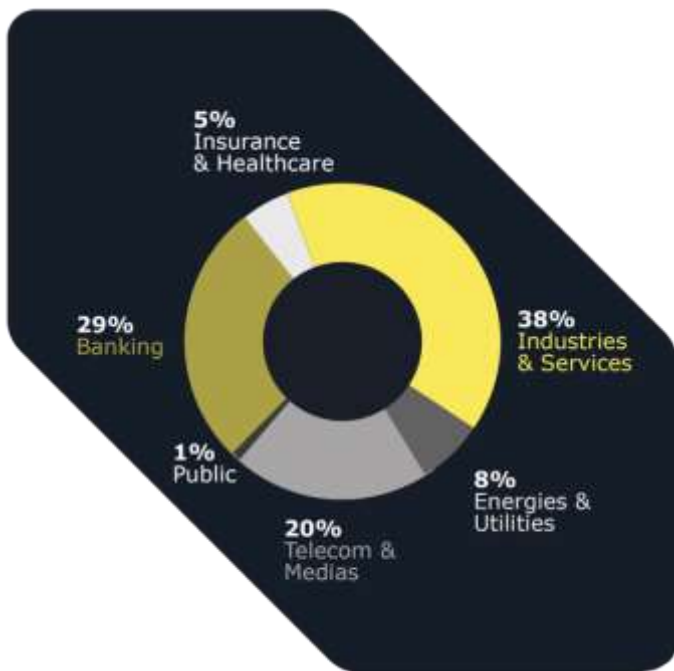
1,896 employees work every day to support our clients' projects and services.

From a market standpoint:

Our presence is both French and international.

In fact, we've opted for a geographical presence that favor real proximity. In France, Paris is our center of gravity, but we have a strong regional presence, with 7 branches and offices outside Paris.

It should be noted that the Group also has a balanced presence by sector. This balance allows us to remain independent of any tensions in certain markets and contributes to our sustainability.



NB: Consort Group 2022 data



2.1.3. Our values

Introducing Consort Group also means talking about our values, which are built around a symmetry of attention for our clients and employees alike.

We live and breathe these values every day.

- Agility – for each of our clients, this translates into a tailor-made response on a daily basis; for our employees, it is inseparable from our commitment to developing their employability and applying our HR policy;
- Attention – going beyond mere listening, it enables us to understand the real needs and expectations of our clients and employees alike;
- Proximity – with both our clients and our employees, facilitated by our geographical presence and the quality of the links and interactions we maintain with each and every one of them;
- Innovation – enables us to offer our clients solutions and expertise that project them into the next stage; for our employees, it means pushing forward innovative management methods / encouraging expression through ideation / setting up sandboxes to work on their expertise and build tomorrow's offerings;
- Commitment and ethics - enable us to work together in a spirit of transparency and trust.

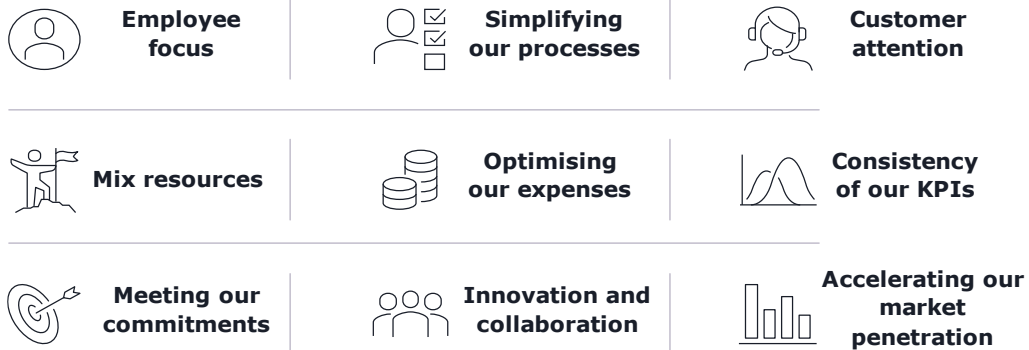
These 6 values, our divisions, our offers, and our services will enable you to move on to the next stage, from a human, operational and technical point of view. Hence our Level Up signature.



Level Up

2.1.4. Our vision and ambitions

Accelerating our profitable and sustainable growth



2.2. Governance and CSR strategy

2.2.1. CSR governance

Since 2016, Consort Group has chosen to include the governance of its CSR commitments, consistent with the Group's strategy, within the framework of its Integrated Management System (IMS) via a risk-based approach.

The IMS supports the Group's development around its vision and ambition for a more responsible digital world.

One main decision-making body: The Ethics Committee

A committee meets annually to monitor and decide on actions to be implemented in line with General Management objectives.



Figure 1: Ethics Committee - December 2022

This committee is made up of members who are representative of the company in terms of both hierarchical status and professions (in the order of the photos above):

- Boris HUGUET, Quality, Environment & Safety referrer
- Angélique MAISONNEUVE, Human Resources Department referrer
- Fabienne THEVENOT, Administration & Finance referrer
- Clara FRANÇOIS, Sales referrer
- Jean-Philippe MOREL, Operations referrer
- Marie CALMEIRO, Human Resources referrer
- Pascale DEPREE COUVREUR, Quality & Environment referrer
- Nathalie CHOVE LEGRE, Marketing & Communication referrer
- Sania JAMALEDDINE, Employment Legal referrer
- Elizabeth FONTANT-SMYCZ, Regional referrer
- Mylène PERONET, CSR referrer

The decisions of the Ethics Committee have led to the implementation of concrete measures, notably from 2022 onwards.

Environment

- Work on a decarbonization strategy, initially in France, based on the carbon audit and energy audit;
- Establish procedures for calculating the environmental footprint of ISD activities and actions at group level.

Social and societal

- Reinforce actions to include the Group and its service providers;
- Set up workshops with managers to better integrate the CSR approach into their businesses.

Monitoring and steering bodies

- Monthly reports are submitted to General Management by the Manager of the Quality, CSR & Certifications Division to report on the progress of the approach.

In the specific case of Digital Responsibility, the body is made up of the Green IT coordinator, the purchasing manager and the CSR manager. This body reports to the environmental management system compliance officer.

During 2022, a CSR manager has been appointed to:

- Lead and update the Group's CSR strategy;
- Support the divisions, branches and subsidiaries in the local adaptation of materiality and in the management of CSR projects;
- Promote the CSR approach within the business divisions;
- Maintain a regulatory watch.

From 2023, an Ecological Transition Commission will be set up within Consort France's Works Council.

2.2.2. Stakeholder mapping

Consort Group's CSR approach is based on constant dialogue with its stakeholders.

Stakeholders	Expectations, objectives, constraints	Commitments
Clients	<ul style="list-style-type: none"> - Services respecting CSR criteria, and in particular reducing the environmental impact of their own services. - Intensify the search for partnerships in the fields of inclusion and decarbonisation - Consulting and Innovation on digital responsibility - Services in line with regulatory requirements 	<ul style="list-style-type: none"> - Transparency - Compliance with environmental requirements - Sharing and common search for best practices
Suppliers	<ul style="list-style-type: none"> - Long-lasting, equitable relationships - Responsible purchasing practices 	<ul style="list-style-type: none"> - Long-term relationships - Social and environmental clauses - Performing audits
Employees	<ul style="list-style-type: none"> - Job satisfaction - Pride of belonging - Internal career opportunities - Actions to preserve the planet 	<ul style="list-style-type: none"> - Measuring satisfaction - Job retention and pay progression - Social dialogue and collective bargaining - Health & Safety - Training and development - Non-discrimination - Raising awareness of digital responsibility
Investors	<ul style="list-style-type: none"> - Client appeal - Image enhancement - Corporate sustainability 	<ul style="list-style-type: none"> - Improving risk management - Compliance with sustainable finance regulations
Public authorities	<ul style="list-style-type: none"> - Compliance with requirements - Innovation in digital responsibility - Compliance with regulations - Preserving natural resources 	<ul style="list-style-type: none"> - Maintaining and creating jobs - Involvement in local life - Compliance with legislation - Internal audits - Compliance system - Internal and external awareness-raising - Improving the environmental performance of our business (Digital Responsibility)

Table 1: Consort Group stakeholders

These results come from the internal barometer, supplier surveys and client expectations surveys carried out within the framework of client relations.

2.2.3. Prioritising issues: Materiality analysis

Consort Group's materiality analysis complies with the principles of the Global Compact and is reflected in its integrated management system.

Issues are "material" if they can:

- Affect the company's short-term performance;
- Determine its ability to achieve its strategic objectives;
- Correspond to best practices in the sector;
- Affect stakeholder behaviour;
- Reflect the evolution of the group.

An analysis was carried out on the basis of discussions with internal and external stakeholders, client CSR requests and sector analyses.

As a result, the following issues have been identified as ESG issues for the Group:

			
<p>Environment</p> <ul style="list-style-type: none"> - Digital Responsibility - Environmental footprint 	<p>Social</p> <ul style="list-style-type: none"> - Diversity and equal opportunity - Skills development - Attractiveness of professions and retention of talent - Health and safety at work - Well-being at work 	<p>Governance</p> <ul style="list-style-type: none"> - Client satisfaction - IS security - Innovation 	<p>Societal</p> <ul style="list-style-type: none"> - Duty of care - Data protection - Responsible purchasing

Consort Group's CSR strategy is focus around 4 major policies:

- Social policy
- Environmental policy
- Corporate policy
- Innovation policy

Priority 1 - Client satisfaction

Indicators	2021 results
IS security (Cybervadis)	955/1000

* Not achieved in 2022 - Next measurement in 2023

Priority 2 - Social

Indicators scope France	2022 results
Percentage of women in the workforce	20%
Disabled employment	2.48%

Indicators Scope Morocco	2022 results
Percentage of women in the workforce	47%

Priority 3 - Environment - Digital responsibility

Indicators	2022 results
Raising employee awareness of digital eco-actions	154
Recycling rate for WEEE in France	100%
Ecovadis Environment rating	80/100

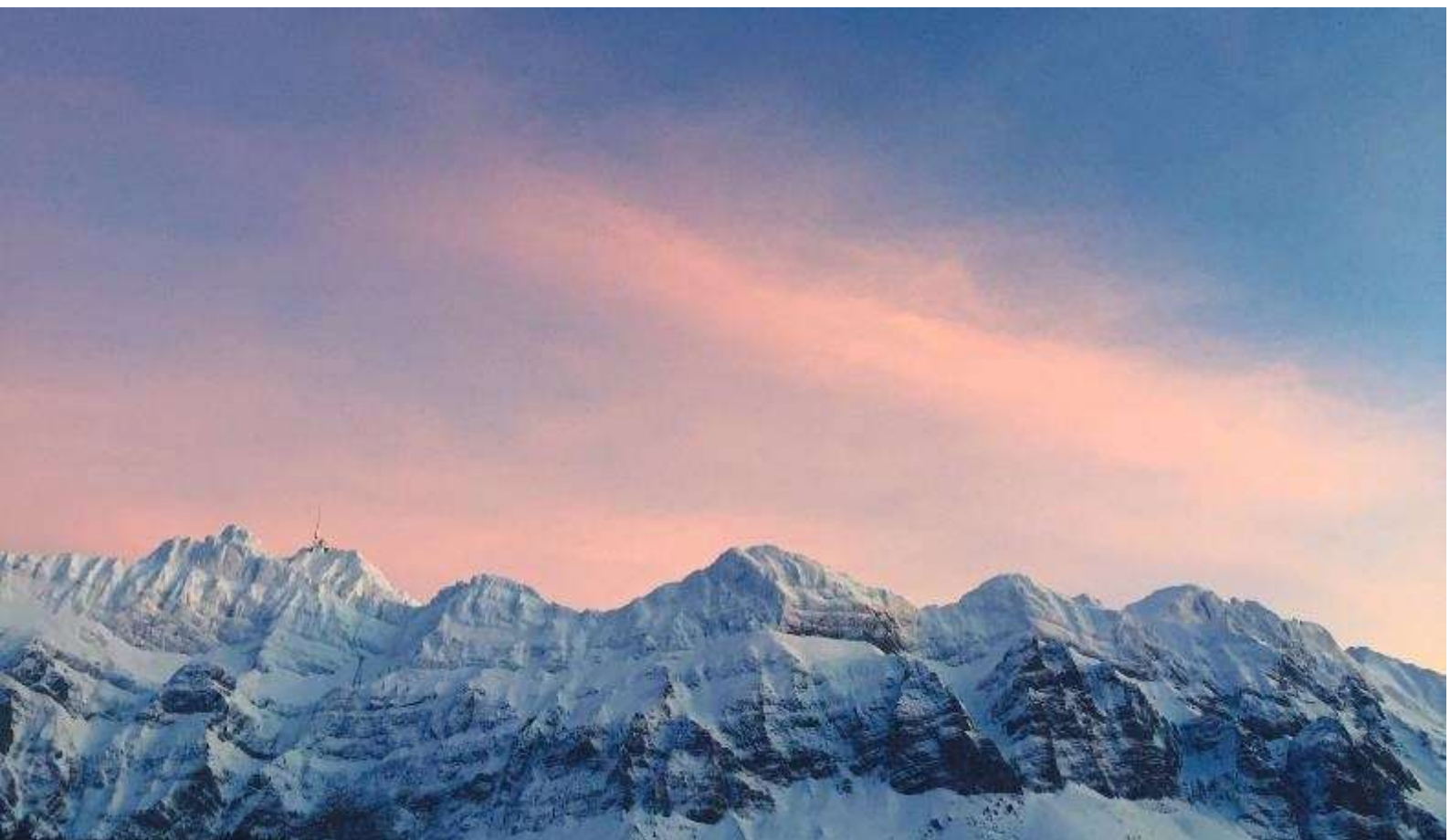
Dashboard - ESG roadmap

Challenges of the materiality matrix		Key indicators	2021	2022
- Diversity and equal opportunity	Recruitment rate			
	<i>France</i>		21%	28%
- Skills development		<i>Morocco</i>	204%	81%
- Attractiveness of professions and retention of talent "Employer Brand"	Gender equality	<i>France</i>	98	93
		<i>Morocco</i>	83	93
	Participation in the NT.ONE barometer		12%	8% ¹
Contributing to the fight against climate change*	Direct emissions			21.7%
	Indirect emissions			73.1%
	Energy			3.4%
	Travel			37.8%

¹ The numerous projects to roll out the change of strategy, the integration programme and the evolution of the company's IS tools meant that the monthly Barometer rate could not be maintained throughout the year. In addition, the intranet switchover deprived the organisation of the promotional tool for the barometer. A project to set up a new intranet is scheduled for 2023.

	Products purchased		33%
	Indirect emissions		0.7%
	Action to promote digital responsibility	Green IT Benchmark	Webinar awareness-raising Participation in World CleanUp Day Green IT training
Client satisfaction*	Organic turnover growth	0.6%	0.4%
Data protection and business security	Number of employees who have taken the GDPR serious game	66.2%	70.50%
	Number of employees trained in preventing corruption and influence peddling using the Serious Game	73.9%	79.9%
Dialogue with stakeholders	EcoVadis assessment	80	80

* ESG indicators concern the France scope.



2.2.4. Highlights of the ESG commitment in 2022

A year of access to the evolution of Consort Group's strategy, which has had an impact on our ability to mobilise around responses to the Group's CSR challenges.



2.2.5. Commitments aligned with sustainable development objectives

Since 2004, under the impetus of Chairman Jason GUEZ, the Group has been a member of the United Nations Global Compact. This membership is a long-term process. It takes the form of actions that make up our [Communication on Progress](#) (CoP).

By joining the Global Compact, Consort Group is committed to promoting the ten principles defined by the UN among its employees, clients and partners.

HUMAN RIGHTS

Promote and respect the protection of international human rights law within their sphere of influence

Ensure that their own companies are not complicit in human rights abuses

INTERNATIONAL LABOUR STANDARDS

Respect freedom of association and recognize the right to collective bargaining

Contribute to the elimination of discrimination in employment and occupation

Contribute to the effective abolition of child labour

Contribute to the elimination of all forms of forced or compulsory labour

ENVIRONMENT

Apply the precautionary approach to environmental issues

Undertake initiatives to promote greater environmental responsibility

Promote the development and diffusion of environmentally friendly technologies

Commit to a GREEN IT approach

FIGHT AGAINST CORRUPTION

Take action against corruption in all its forms, including extortion and bribery

3. Main non-financial risks

Risks are identified, assessed and the implementation of associated action plans monitored through the Group's Integrated Management System.

The risk-based approach is present in the strategic plans of the Group's divisions and business lines, helping to ensure that this culture is disseminated at all levels.

Risk mapping covers all internal and external risks, including financial and non-financial issues.

Each risk is described in detail, explaining how it may affect the Group and the associated risk management elements, i.e. governance, policies, procedures and controls.

3.1. Risk management methodology

The aim of risk management is to limit the effects of uncertainty on the achievement of Consort Group objectives. It involves identifying risks, assessing their possible effects and probability of occurrence, and prioritizing actions to be taken to limit the impact and likelihood of risks identified as major. This approach enables the group to rationalize our choices and optimize the protection we need to achieve our objectives, in accordance with the resources we are prepared to mobilize.

Risk management comprises 4 stages:

1. Identify all types of risk (accidental, natural, health, energy, technological, deliberate human action) likely to impact the company's strategic, operational, governance or compliance objectives and obligations.
2. Analyze risks according to threat (cause, source), vulnerability (flaw through which the threat can produce an impact) and impact (consequence, effect).
3. Assess risks according to their probability and severity (in financial, strategic, operational and reputational terms), taking into account the organization's context and challenges (activities, value chain, economic situation, opportunities, competition, financial resources, major strategic choices, etc.), to obtain a criticality rating.
4. Manage risks by implementing action plans to limit the probability of occurrence and impact, in line with criticality.

Risk management needs to be renewed periodically to take account of contextual and economic changes, and thus adapt the strategy and associated measures.

The information gathered during the year by the Quality Department is used to update the general risk map.

The results are validated by General Management and presented at the annual IMS review.



3.2. Details of risks by type

Risk category	Main risks identified
Strategy	Strategic market positioning
Financial situation	Market access difficulties Debt repayment Loss of contracts
Cybersecurity/IS	Unavailability of tools and data Malicious intent - Cyber attack
Legal & regulatory	Regulatory non-compliance Failure to take account of fundamental changes in social, environmental and tax regulations
Operational	Inability to meet client commitments Skills management
Environment	Global warming risk

✓ STRATEGIC RISKS

The Group's businesses are evolving and changing, impacted by client expectations, the evolution of competitors, the development of new businesses and technological change. Clients are demanding ever greater agility from us, rethinking their business models, organizations and resources. These changes have an impact on all our businesses.

The Group's inability to understand, meet or even anticipate client needs, inappropriate strategic positioning and/or difficulties in implementing its strategy could have a major impact on its financial performance and image, and ultimately call into question its strategy and sustainability.

Risk management

Controlling this risk is based on the development of strategic plans and their operational implementation. Under the responsibility of the Quality Department, a review of strategic plans is carried out, considering business and market developments. Progress on strategic projects is regularly monitored by the Chief Executive, all COMEX members and the Quality Director.

In 2022, the development of Consort Morocco, HR strategy, regional strategy and environmental policy in France will be monitored.

✓ REDUCTION OF BUSINESS AT A MAJOR CLIENT

In general, uncertainty about the economic situation in Europe, as well as possible mergers within the various sectors, could have a negative impact on the Group if a major client or sector were to undergo a slowdown in business activity. To cope with budgetary pressure, a client, or even an entire sector, may have to limit its IT spending or investment projects. This would entail the loss of associated turnover and, to maintain jobs, would require the replacement of existing teams. This risk would be even more difficult to manage if downward fluctuations could not be anticipated.

Risk management

The Group's policy is to have a multi-sector portfolio as well as several client profiles to avoid the risk of uncontrolled concentration.

By 2022, the top client will account for 12.4% of Group turnover, the top five for 40.4% and the top ten for 56.7%. The services sector accounted for 28% of our business, financial services for 29% and telecoms & media for 21%.

The corporate strategy presented in Chapter 1, "Introducing Consort Group", is part of the management of this risk. Client account strategy is the subject of regular steering committee meetings.

Practices Leaders, a cross-functional role within the company, in charge of monitoring developments in their field of expertise, are responsible for keeping abreast of changes in our markets and ensuring that our offers and know-how are constantly adapted to technological developments.

✓ RISKS RELATED TO OPERATING ACTIVITIES

Cyber-attacks, system security, data protection

Examples of cyberattacks include a phishing campaign or the exploitation of a security flaw in the technical infrastructure or solutions used by the Group. They may lead to the failure or disruption of systems essential to the activities contractually agreed with our clients and/or to the Group's internal operations, as well as to the loss, alteration, or disclosure of data.

A cyber-attack on a client's premises, even if caused indirectly as part of a service provided, could similarly have major repercussions for the Group. This risk is heightened by the rebound effect of the digitalization of many activities (including cloud-hosted services and mobile technologies).

The widespread use of remote working is also a factor in increasing threats. These cyberattacks carried out by malicious actors (hackers, criminal organizations or state-linked organizations) are increasing both in frequency and sophistication. This trend is set to increase in the future. These risks are significant in terms of probability and impact. They lie at the heart of Consort Group's strategic challenges. Their potential impact combines the financial consequences of client claims relating to contractual commitments, interruptions to internal operations, high incident-related recovery costs, regulatory non-compliance, as well as negative repercussions on the Group's reputation and the conquest of future markets.

Risk management

The Group deploys an information security policy and an appropriate organization with a CISO, a CIO and a DPO for data protection. It is ISO 27001 certified. Client requirements lead to regular audits by the Group's clients. The Integrated Management System (IMS) model enables regular audits to be carried out. Policies and procedures are reviewed at least once a year, or as soon as an event occurs, to ensure that they are rapidly adapted to the new context and risks.

The Group has a Cybersecurity practice whose skills are put to work for its clients as well as for its own needs.

Consort Group has increased the skills of its employees in this area. To anticipate and prevent cyber risks and those linked to data protection, a "serious game" for all new arrivals is to be played in the first few days of their induction.

✓ ABILITY TO MEET CLIENT EXPECTATIONS

In the context of contracts, non-quality or non-compliance with the expected level of service can give rise to various risks for the Group: penalties, claims, early termination, non-accessibility of the entire account, deterioration of image, etc.

Client requirements are becoming increasingly complex, notably due to regulatory changes on the environmental front (reducing the environmental impact of IT systems developed or managed, for example). These requirements also increasingly include corporate responsibility issues. Consort Group's ability to meet its clients' CSR expectations has a direct impact on its success rate when it comes to commercial proposals.

A poor assessment of the scope of the work to be carried out, an underestimation of the cost of completion, or a poor estimate of the technical solutions to be implemented can lead to costs or deadlines being exceeded. This delay can itself impact the project margin.

Risk management

Mastery of client requirements and production quality are essential to Consort Group, whether we're talking about individual services or projects.

To ensure the quality of the management and execution of its services, Consort Group has developed an Integrated Management System with a set of methods, processes and controls from pre-sales through to delivery.

The Group's Bid Managers and pre-sales engineers coordinate project design efforts, including all feedback and charts available within the Group, for better consideration of acquired experience.

The Practice Leader, mentioned above, provides individual support whenever necessary in his or her area of expertise.

Quarterly SQM (Service Quality Monitoring) meetings between the client and the Group sales representative, then with the service consultant, enable regular monitoring of the quality of an individual service provided in technical assistance mode.

Monthly steering reviews enable us to summarize quality at all levels, monitor defined objectives and decide on appropriate action plans to improve delivery performance and service quality.

Quarterly Innovation committee meetings also enable us to respond to, and even anticipate, our clients' development expectations.

✓ SKILLS MANAGEMENT

Consort Group places its employees at the heart of its corporate strategy and vision.

Its development depends on regular growth in its workforce. This must be achieved in a highly competitive environment, with scarce business experts and strong demands from candidates and employees in terms of quality of working life, work-life balance, remuneration and CSR commitments.

Difficulties in recruiting, retaining scarce profiles and maintaining key skills could have a detrimental effect on its growth and financial performance objectives.

Risk management

The Group's employees are the driving force behind its value and growth. The attractiveness of the company and the commitment of its employees are key aspects of its social policy. It is structured around the following priorities:

- Sustained recruitment policy,
- Continuous improvement of the integration process (On-Boarding, the candidate integration platform) in conjunction with an optimized recruitment process,
- Attention to well-being at work with a monthly barometer,
- Training offer (including a wide range of e-learning courses), broken down by expertise, to ensure the development of everyone's employability and adaptation to market needs, aligned with the specific needs of our clients and adapted to the way the company operates,
- Telework agreement.

HR policy is audited as part of the Group's IMS.



SOCIAL POLICY

4. Social

Digital technology has become a strategic lever for our increasingly dematerialized society. The acceleration of digital technology has been accentuated by the Covid-19 pandemic in virtually all sectors, including our own. The Group is transforming and reinventing itself, with a long-term vision of increasing value for its clients by integrating digital technology in all its dimensions. It ensures that its teams are constantly developing their ability to adapt to technological and market developments.

The challenges are:

- Attracting and retaining more talent to support the Group's development;
- Maintaining and developing employee skills to proactively meet current and future client needs;
- Diversity and equal opportunities to prevent all forms of discrimination;
- Professional integration of disabled people, young people and gender equality;
- Social dialogue to ensure constructive exchanges and negotiations with employee representatives in order to anticipate and support the Group's major changes;
- Health, safety and working conditions to provide an environment that promotes quality of life at work;
- The integration of our individual and collective responsibility for the energy transition and the challenges of climate change.

4.1. Recruitment and integration

From recruitment to the development of HR priorities, Consort Group puts employee satisfaction first. They are the company's primary ambassadors. Health and well-being at work are among the HR priorities to protect the 1,936 salaried employees that the Group had on 31 December 2022.

IT services companies are characterized by one of the highest turnover rates of any sector and are faced with a skills shortage. Attracting and retaining talent has become one of the main challenges for the Human Resources Department, which is developing a strong policy in terms of talent and career management.

The Group wants every employee to be able to develop and build his or her career, by carrying out diversified and meaningful assignments.

New recruits have a personalized induction program designed to introduce them to all our processes, tools and teams. A complementary digital medium is being deployed for 2023.

Consort Group also supports the professional development of its employees by offering a wide range of training courses. Career management and professional development are the subject of a structured process, enabling us to propose specific actions for each type of profile. In addition, acculturating and supporting employees towards digital adoption, and enabling them to flourish in increasingly digital environments: these are key challenges for the Group.

This starts with positioning the right skills in the right places and implementing an action plan to meet the expectations of candidates and employees. This program includes:

- An increased presence on social networks, a real forum for exchanges between candidates and employees, targeting the younger generations in particular;
- A dedicated resource area to encourage co-optation, in order to recruit better-targeted profiles who adhere to the corporate culture;
- In addition, in 2023, internal employee mobility will be facilitated by this same resource area, which will allow employees to:
 - o Co-opt from the resource area (web or mobile access);
 - o Manage your career by applying quickly for Group vacancies.

4.2. Diversity and inclusion

The wealth of Consort Group lies in the diversity of its business expertise and the profiles of its employees, who come from all walks of life.

The group encourages the presence of women in its activities and makes digital professions, where women are under-represented (27% of women in digital professions according to Syntec), more attractive. This policy is also in place for seniors. Our objectives are to:

- Attract and recruit more women and seniors to our workforce through retraining;
- Promote and highlight the skills and expertise of our employees.

To meet these challenges, a range of actions and events tailored to each theme will be rolled out over the period 2022-2025.

We are continuing our efforts with the Hand In Cap charter to:

- Recruit, train and integrate people with disabilities;
- Maintain disabled employees in employment through appropriate career management and improved working conditions;
- Raise awareness of disability issues among all internal players and Group employees;
- Develop subcontracting with sheltered workshops.

The Hand in Cap charter has been adapted for Morocco to suit local conditions. To adapt its recruitment to the integration of people with disabilities, Consort Morocco has redesigned its organization and jobs to target recruitment appropriately. This study was carried out in partnership with Handicap International.

3.4% of our employees work in different job profiles and are supported by the local Disability coordinator.

	2021	2022
% of women in France	20.5%	20%
% of women in Morocco	44%	47%
% of disabled employees in France	3.04%	2.48%
% of disabled employees in Morocco	Not measured	3.4%
Share of over-50s in France	10.6%	14.5%
Share of over-50s in Morocco	0.7%	2%
Share of under-25s in France	5.4%	4.3%
Share of under-25s in Morocco	14%	5%

A project to harmonize Consort Morocco's social data on the model of France's social balance sheet is planned for 2023.

4.3. Training

Each Practice Leader is responsible for proposing training programs adapted to changes in his or her business sector, to any retraining needs, and to the Group's resource growth challenges. These career paths can be offered to new recruits, or to support their career development. They are based on the use of the Group's training catalogue, the possibilities offered by the LinkedIn Learning environment available to all, and the full range of training provided by our dedicated training organizations.

Within the framework of outsourcing contracts, specific courses are deployed, adapted to the client's technology and context.

Webinars are offered on a regular basis to all Group employees on technical topics (Deep Learning awareness, presentation of testing tools, trade show feedback) or functional topics (ITIL, CSR, etc.). Some ten webinars were held in 2022. These sessions are systematically recorded and made freely available to Consort Group staff, under Stream, as part of a dedicated "Learn by Consort" channel.

44% of employees took advantage of e-learning courses, for an average of 4 hours 33 minutes per person.

4.4. Other financial information

In France	2021	2022
Total interest (gross)	€433,158	€213,675
Average gross profit-sharing per beneficiary	€198.9	€99.71



4.5. Social dialogue

Consort Group is committed to the quality and reality of social dialogue, as well as to ensuring that it is in tune with local cultures and issues. It is constantly updating its agreements and scrupulously ensuring that they are implemented.

For the year 2022, in France, measures in favour of employees, most of which are the result of proposals put forward by trade unions, have been implemented:

- Exceptional payment to finance employee assistance schemes, managed by the Works Council,
- Exceptional measure relating to the determination of the Works Council budget for 2022,
- Consideration of a project to encourage employees to take up sport.

In Morocco, the creation of a body like the Works Council is being studied for 2023.

4.6. Health & Safety

Consort Group's occupational health and safety policy complies with regulatory requirements in the countries where it operates. It aims to protect the health and safety of employees and subcontractors alike, and to improve working conditions.

It contributes to well-being in the workplace, as well as to a better work-life balance.

The deployment of the United Heroes application has been chosen to encourage employees to practice sport wherever they work. This solution will be deployed in 2023.

Teleworking Charter: In France, the teleworking charter came into force on 7 November 2022, and will be regularly reviewed at Works Council meetings.

Consort Group recognizes the positive impact of teleworking in a number of areas, particularly with regard to social and environmental policy issues, as well as its contribution to quality of life and working conditions.

In fact, teleworking can make it easier to improve work/life balance, to create work phases that are particularly conducive to concentration, and to reduce the time and fatigue associated with commuting to and from work.

Teleworking also reflects a real evolution in managerial relations, which must be based on a principle of mutual trust between the employee and the line manager (or any other person acting as a relay for management). This way of working tends to develop a balance between economic and social performance.

Well-being at work also depends on acceptable overall living conditions. This is why, sensitive to the particularly difficult situation of some of its employees, Consort Group pays particular attention to the development of actions in solidarity with them.

Consort France's Social and Economic Committee ("Works council") receives an allocation dedicated to employee relief actions (fund reviewed annually).

	2020	2021	2022
Works Council Allocation	€40,000	€55,000	€95,000

Consort France is keen to provide "employee carers" with support in finding solutions tailored to their needs (child, spouse, parent with a disability, loss of independence or illness), and has set up a service available to all employees: the Responsage employee carer advice platform.

Since July 2022, this service has been part of our policy to prevent psycho-social risks and improve quality of life by avoiding burnout.

Responsage provides information on financial aid, administrative procedures and active listening.

With our intellectual services business, the occupational health and safety issues for Group employees are mostly centered on the risks associated with travel during services, handling wiring in electrically hazardous environments, and those linked to management and life in our buildings and service centers.

Despite the low number of work-related accidents and illnesses within the Group, we are committed to implementing all the training and awareness-raising measures required to maintain a level at least as low as the current rate:

- Electrical training (HOB0, M0-M1),
- Training on what to do in case of fire, fire extinguisher use and training for those responsible for guiding people to emergency exits and checking that the building is evacuated.
- First-aid training.

The rules governing employee health and safety are applied in the service centers via a structured risk management approach, and recorded in the Single Risk Assessment Document, context by context and by work unit.

For each site, a Safety Assurance Plan is regularly reviewed and updated.

What's more, for over 10 years Consort Group has built up a relationship of trust with a service provider (Control office) : in addition to carrying out legal and regulatory audits, the latter intervenes on all sites to raise awareness of health and safety risks among site managers.



ENVIRONMENTAL POLICY

5. Environment

5.1. Implementing environmental governance

In 2022, the Ethics Committee's monitoring of environmental commitments has been strengthened with the creation of a specific body for Green IT, the creation of an ecological transition commission at Consort France's Works Council level and the creation of a CSR manager position for the Group. The work carried out as part of the digital responsibility approach has led to decisions on commitments for 2030 and associated action plans.

5.2. Environmental management system

By mid-2022, the ISO 14001-certified Consort France scope had passed its follow-up audit. Even if not all entities are certified, Facility Management encourages all international subsidiaries to cultivate a proactive environmental approach.

On a day-to-day basis, it provides support in identifying and implementing concrete actions in the areas of:

- Building management,
- Controlling our carbon footprint,
- Reasonable use of natural resources,
- Green IT or IT for Green.

Consort Group's environmental approach is based on 4 priorities:



5.2.1. Raising employee awareness

In 2022, the Quality Department organized two webinars on Digital Responsibility. Consort France also took part in Digital Clean Up Day on the "Data" side. Participation mainly involves on-site and outsourced employees. The challenge of raising awareness in the future remains the mobilization of employees working directly at our clients' sites.

5.2.2. Measuring climate impact

Between 2022 and 2025, Consort Group will focus on climate targets in line with France's low-carbon strategy. The Group's transition plan will consider the SBTi methodology with the Net-Zero Tool. The main focuses are as follows:

- Promoting energy efficiency in buildings;
- Reducing the impact of IT installations;
- Supporting the transition to more environmentally friendly and sustainable forms of mobility;
- Evaluating 10% of suppliers and service providers on their carbon emissions each year, and preferring suppliers who are committed to the climate;
- Supporting international subsidiaries and raising their awareness of their carbon footprint.

Consort Group's Carbon Audit for France was completed in 2022.

This assessment was carried out on the 3 scopes as defined by ADEME:

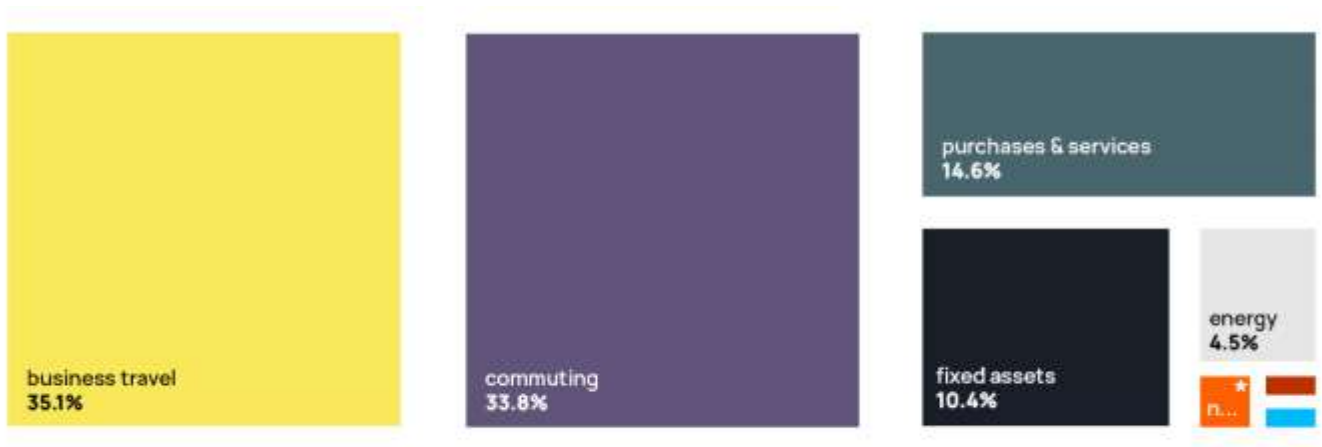
Scope 1: direct emissions mainly due to:

- On-site fuel use
- Refrigerant leaks
- Fuel combustion by the vehicle fleet

Scope 2: indirect emissions due to the purchase or production of electricity and steam

Scope 3: all other indirect emissions, such as:

- Commuting to and from work
- Waste
- Purchasing and services
- Fixed assets.



* Other data: Digital 1% - Waste 0.5% - Freight 0.1% - Fluids 0%

Consort France's energy consumption and scopes 1 and 2 CO2 emissions.

Scope/Unit	2020	2021	2022
Direct GHG emissions			
Mobile combustion sources (t CO2e)	NR	NR	883
Electricity consumption kwh	75060	244928	302056

Since 2022, all our sites in France have been supplied with 100% renewable energy.

The increase in energy consumption for buildings is linked to the resumption of on-site activities after two years of the Covid 19 pandemic and the addition of new business sites. Consort France has moved into new, larger offices to support the development of its Lille branch. On 1 December 2022, the Group closed its secondary sites in Puteaux and Saint Cloud.

5.2.3. Controlling other environmental impacts

Consort Group pays particular attention to travel. Since 2020, a year marked by a very low number of trips due to the health crisis, these have been carried out in a more controlled way.

The locations of the Group's branches and service centers are systematically chosen in city centers or close to public transport, to facilitate access not only for employees and clients, but also for the candidates the Group receives every year.

This policy significantly impacts the carbon footprint and limits the number of vehicles used.

As part of its CSR policy, the Group aims to guide and participate in changing employee habits, in particular by developing and facilitating alternative modes of transport to the private car.

In response to the union's demand for a fuel bonus, management proposed to Consort France's union delegates that negotiations be opened on sustainable mobility, as part of the company's CSR approach and the various initiatives it has undertaken.

Given the stakes involved, the unions welcomed this proposal, and management proposed opening negotiations on sustainable mobility for 2023.

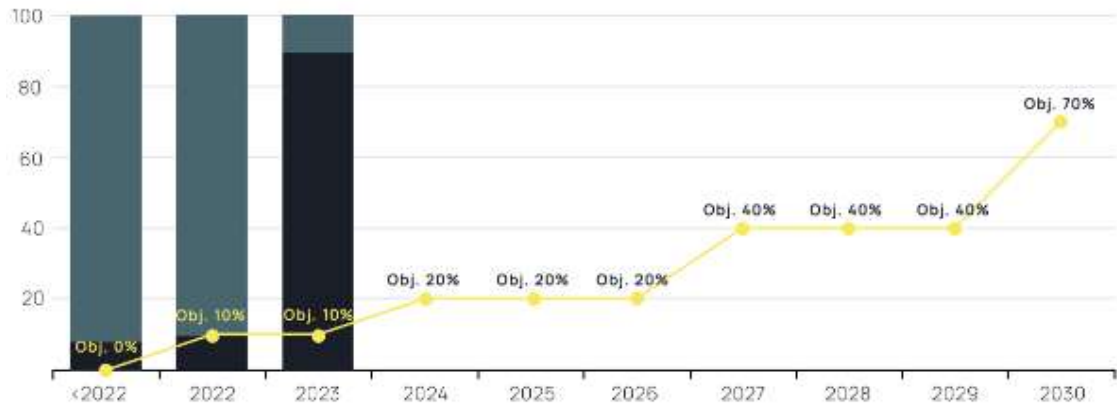
Each year, Consort Group continues to improve the environmental performance of its vehicle fleet. The trend in the proportion of low-emission vehicles in the French company car catalogue is as follows.

Year	2021	2022
Share of low-emission vehicles (<g CO ₂ /km) – Group fleet	0%	10%
Commuting (teq CO ₂) (France)	NR	596.2
Business travel (France) (T eq CO ₂)	NR	133

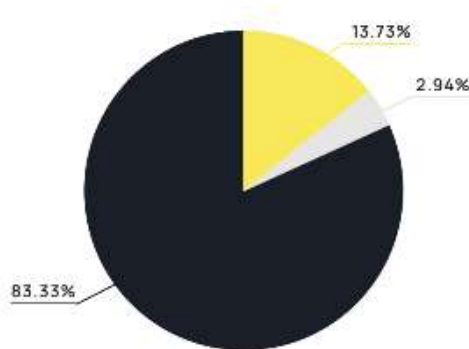
Percentage of clean vehicles in fleet renewal



Renewal target: 10% of low-emission vehicles in the fleet renewed as of 1 January 2022



Percentage of fleet CO² emissions



5.2.4. Impact of digital technology

Since 2020, Consort Group has been committed to raising awareness and supporting employees in digital responsibility.

By fostering a network of relays via a Green IT community, the Group's various divisions and departments can rely on the business units to help raise awareness of the challenges of digital responsibility.

An internal and external communication plan for 2022-2025 has been validated by the Ethics Committee to unite people around the approach and share best practices from the various divisions.

Actions taken

- Participation in Digital CleanUp Day
 - o To mark the occasion, outreach e-mails were sent out to all our employees, and posters were put up on best practices.
- Two certification courses are included in the Group's training catalogue (<https://www.greenit.fr/formations/>):
 - o Green IT: state of the art (digital responsibility),
 - o Responsible (eco)design of digital services.

To gain a better understanding of its impacts and reduce them, the IT Department has decided to measure its environmental footprint. An analysis of the lifecycle and maturity of information systems was initiated in the last quarter of 2022 and will continue in early 2023. The results will be used to refine Consort Group's transition plan.

5.3. Sustainable use of natural resources and waste management

This chapter presents data for France only. A project will be launched in 2023 to improve waste monitoring in Morocco.

5.3.1. Reducing paper consumption

Consort Group uses paper mainly for office and communication tools.

When purchasing, it prefers eco-labelled paper.

As a result, 100% of the paper supplied by the Group's purchasing department was certified.

Wherever the group is established, printers are linked to a badge printing system to eliminate unnecessary, erroneous or forgotten printouts. They are configured by default in black & white and for printing on both sides and help raise employee awareness of the environmental impact of each print job.

Likewise, the Group is committed to the dematerialization of exchanges: 53% of employees receive their pay slip in a digital safe.

We are also continuing to roll out the dematerialization of our invoices. By 2022, almost 99% of invoices had been processed electronically. This represents 5% more paperless invoices than in 2021. The aim is also to increase the number of clients, suppliers and subcontractors connected to our accounting solution each year, limiting the rate of information transfer.

5.3.2. Waste reduction and sorting

Consort France is committed to waste reduction and sorting in the office.

Several projects are underway to reduce the amount of paper used, and therefore paper waste. Sorting is already in place in France.

Regarding WEEE, the second-life policy for IT equipment has helped reduce the tonnage of WEEE collected in France.

	2021	2022
WEEE tonnage	4.07	1.3

Consort Group has also set up a PC donation scheme for employees.

Employee outreach is performed through poster campaigns and events, notably during Sustainable Development Week.

In 2023, Consort France plans to optimize its display systems at sites in France to improve effective sorting, and to deploy collection points for recycling coffee capsules.

	2021	2022
Scope 3 (Other indirect GHG emissions)	Not performed	2972

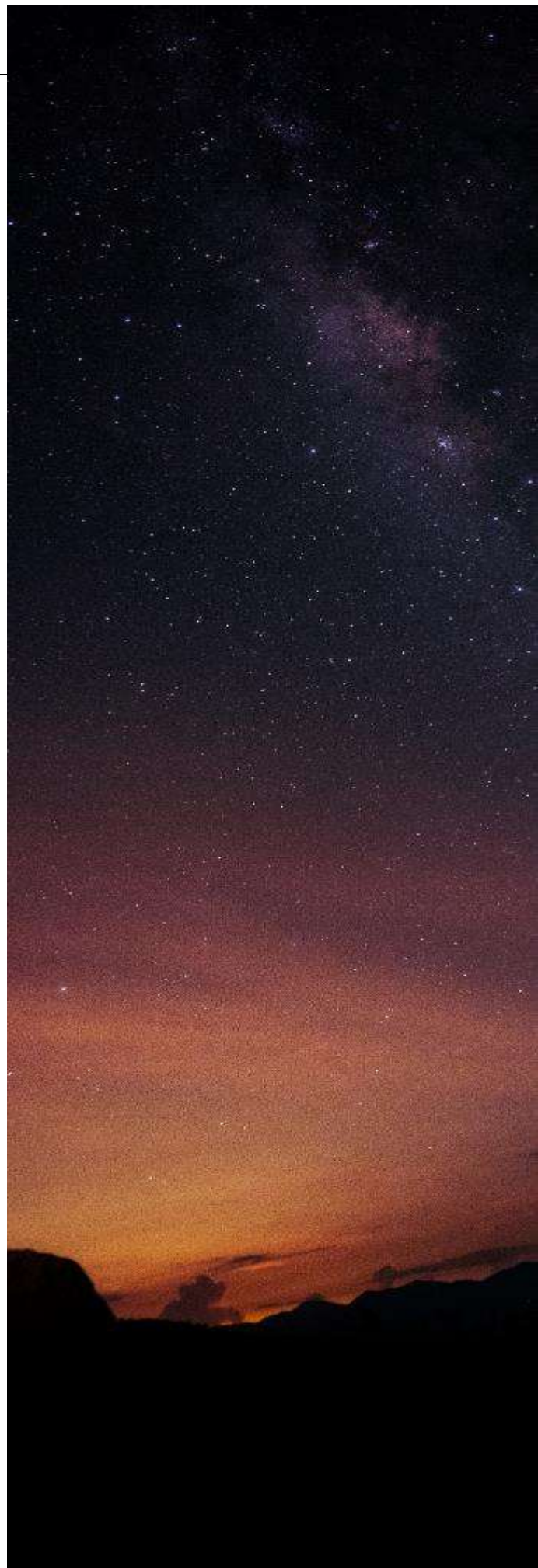
5.3.3. Biodiversity

Consort France pays particular attention to the environmental impact of office supplies and equipment. The aim is to limit their impact on biodiversity as part of the Group's responsible purchasing approach.

For example:

- Furniture is purchased from suppliers with FSC, PEFC or NF environment certification;
- Paper purchases require FSC, PEFC, European Ecolabel or NF Environnement certification.

In 2023, an environmental clause will be added to equipment purchases.



SOCIAL RESPONSIBILITY POLICY

6. Ethics

Whistleblowing procedure

The whistleblowing procedure can be used to report serious situations or risks relating to legal or regulatory requirements, ethical principles or internal policies, notably in the following areas: corruption and influence peddling, fraud, insider trading, breaches of competition law or breaches of the duty of care (human rights and fundamental freedoms, health and safety, environment).

An employee can bring his or her concern to the attention of his or her line manager or his or her superior's superior. An employee may choose, at his/her discretion, as an alternative to these usual channels of communication, to report certain situations through the Consort Group whistleblowing system (whistleblowing contact: boris.huguet@consort-group.com)

7. Business ethics and compliance

Consort Group takes the necessary steps to fight corruption, placing ethics at the heart of its values. As part of the compliance program, we are constantly improving existing Group rules and fine-tuning directives and procedures, considering regulatory changes and best practices, and ensuring that these procedures are constantly applied and monitored throughout the Group.

To comply even more fully with the legislation and meet one of the principles of the UN Global Compact, the following actions have been undertaken:

- Drafting and communication of a Code of Conduct,
- Training, awareness-raising and assessment of knowledge of anti-corruption rules among exposed managers and employees (creation with DAESIGN of an ANTICO "serious game" through crowdfunding),
- Implementing a procedure for evaluating third parties, particularly suppliers. Within this framework, Consort Group implements its Purchasing Procedure and a Supplier Charter, to cover all regulations and more particularly the Sapin 2 Law such as that on the duty of care.
- Establishment of a whistleblowing system with Consort Group's Ethics Department and appointment of a Compliance Officer. (Specific email address: compliance.officer@consort-group.com).

The ANTICO "serious game" is completed by all employees at risk as part of their induction process.

Table Percentage of Group employees who have completed the AntiCO serious game

	2020	2021	2022
Participation rate Antico Serious Game	73.9%	73.90%	70.87%
Number of alerts raised	0	0	0

The application of the Group's ethics policy, in terms of values and practices, is set out in a code of ethics for each of the Group's businesses. Each code sets out the best practices that the Group considers should govern the exercise of the function in question. This approach favour practices that guarantee candidates, clients, employees and partners the preservation of their fundamental rights, a guarantee of trust between the various players involved in each of the Group's processes.

The respective commitments of each of the players are built around four major policies:

- Compliance with current regulations,
- Transparency of information exchanged,
- Respect for each other and consideration of respective obligations,
- Confidentiality of shared information.

8. Data protection and cybersecurity

Regulation (EU) 2016/679 of the European Parliament and of the Council of 27 April 2016, the General Data Protection Regulation "GDPR", came into force on 25 May 2018. Consort Group has deployed a program designed to ensure its compliance with this regulation and with specific local legislation.

This program is the responsibility of the Quality Director, a member of the Group Management Committee, who coordinates the personal data protection system used by Consort Group companies (both on their own behalf and on behalf of their clients).

This program is based on an ad hoc organization and governance structure, as well as an overall personal data protection policy.

Consort Group involves its employees via communication campaigns.

Awareness-raising "serious games" have been rolled out to all employees, and then introduced for new arrivals as part of the integration process. This integration into Consort Group's new talent pathway has improved the quality of follow-up and facilitated the adoption of best practices.

Topics covered include GDPR, Anti-corruption and Cybersecurity.

	2020	2021	2022
GDPR	66.2%	70.5%	76.65%
ANTICO	73.9%	73.90%	70.87%
CYBER & ME	20.7%	71.50%	79.46%

9. Suppliers and subcontractors

The Group's responsible purchasing policy aims to align its supply chain with its own objectives. It considers the management of associated risks by integrating social, environmental and ethical requirements.

Consort France is also gradually integrating decarbonization issues into its supply chain. From 2023, the Group will take environmental criteria into account in enquiries and calls for tender, up to a maximum of 30% of the score. The aim is to increase the proportion of suppliers implementing a low-carbon strategy to reduce the carbon impact of the Group's indirect activities.

Consort France measures its environmental impact with its carbon audit and, from 2023, with the UN Global Compact's Climate Ambition Accelerator program.

Consort France also works with suppliers from the sheltered-employment or welfare-to-work sector (CEDRE, "Environnement Recycling" a company with a U.E.S entity working with E.V.E. Recyclae partners, an adapted business employing disabled workers). ([Http:// www.environnement-recycling.com/](http://www.environnement-recycling.com/))

An internal audit will be carried out in 2023 on environmental clauses and inclusion.

10. A caring commitment to society

For many years now, the Group has been involved in solidarity initiatives with disadvantaged groups.

Consort France

In 2022, a toy collection for children hospitalized at Necker Hospital (France) was organized, mobilizing the teams in Paris.

Consort Morocco

To adapt its recruitment to the integration of people with disabilities, Consort Morocco has redesigned its organization and jobs to target recruitment appropriately. A joint study with our partner Handicap International.

3.4% of our employees work in different job profiles and are supported by the local Disability coordinator.

Consort Portugal

"Clean Beach": Over and above the individual commitment of our employees, the aim of this action was to make users aware of the dangers that our waste can cause.

Support for the Midas association (Mouvement International pour la Défense des Animaux) which fights against animal cruelty: Based in Matosinhos, the association's main aims are to foster, care for and find adoption for adorable dogs and cats. Food collection, sponsorship.

ACISJF: An association in the heart of Porto that helps those most in need. Consort Portugal collected several kilos of foodstuffs on the agency's premises.



The background features several large, solid yellow geometric shapes. A triangle is in the top-left corner. A large, rounded trapezoidal shape is on the right side. A rounded rectangular shape is in the bottom-left corner. The text is centered in the white space between these shapes.

INFORMATION ON
THE TAXONOMY

11. Green taxonomy (EU regulation 2020/852 of 18 June 2020)

The Taxonomy regulation (EU regulation 2020/852 of 18 June 2020) is one of the key measures in the European Union's action plan included in its Green Pact for Europe with the aim of making Europe climate neutral by 2050.

This consists of a series of initiatives based on:

- Redirecting capital flows towards sustainable investments;
- Managing financial risks induced by climate change, natural disasters, environmental degradation and social issues;
- Promoting transparency and a long-term vision in economic and financial activities.

The Green Taxonomy, specified by delegated acts published on 10 December 2021 in the Official Journal of the European Union, establishes a single, transparent classification system, using a common language, of economic activities that can be considered environmentally sustainable to distinguish them from other economic activities.

This classification system identifies activities carried out on behalf of clients, investment activities and those linked to day-to-day operations.

It translates them into three indicators:

- Turnover,
- Capital expenditure (known as capex),
- Operating expenses (known as opex).

These indicators will be expressed as a percentage of alignment with the Taxonomy. An aligned activity will be a sustainable activity and may contribute to one or more of the following environmental objectives:

- Mitigating climate change,
- Adapting to climate change,
- Sustainable use and protection of aquatic and marine resources,
- The transition to a circular economy,
- Pollution prevention and reduction,
- Protecting and restoring biodiversity and ecosystems.

For the 2022 financial year's data, only the first two environmental objectives are considered. The scope concerned is Consort France.

The classification of activities, whatever the indicator, is based on a multi-stage approach:

1. Identification of activities eligible for the Taxonomy about one or more environmental objectives. The activities are listed in the delegated acts of the European regulation;
2. Qualification of the activity's substantial contribution to the environmental objective based on compliance with technical criteria;
3. Verification that activities do not cause significant harm to other environmental objectives;
4. Verification of respect for employment and human rights.

Activities are then considered aligned (i.e. sustainable).

For the year 2022, the Taxonomy indicators to be published relate only to eligible activities and not to aligned activities.

11.1. Procedure for implementing the green taxonomy regulation

Consort France's approach to Taxonomy 2022 reporting consisted of several stages:

- Interpretation of activities considered by the Taxonomy to translate them into group activities;
- Mobilizing stakeholders.

Consort France relied on Numeum, the professional association for Digital Service Companies, and external consultants to provide a harmonized understanding of the European regulation and its delegated acts, particularly as regards the activities eligible for the turnover indicator.

At this stage, the project is in its scoping phase. Consort France is therefore not able to provide information on what its eligible activities might be. Details of the eligible and aligned activities planned for 2023 will enable us to refine and analyze the expectations of the Taxonomy.

11.2. Activities identified with respect to the Green Taxonomy

The main difficulty encountered by Consort France lies in the application of the activities defined in the Taxonomy and their correspondence with its business model.

Like most IT services companies, Consort France does not develop activities that have a significant impact on climate degradation. The activities identified in the Taxonomy are marginal and essentially defined in terms of climate change mitigation.

Turnover indicator

In terms of turnover, Consort France's business model is partly reflected in the following activities defined by the Taxonomy:

1. "Data processing, hosting and related activities",
2. "Data-driven solutions for reducing greenhouse gas emissions".

Data processing, hosting and related activities

This concerns hosting activities carried out on behalf of clients on the Group's own infrastructures. Excluded at this stage are any hosting activities carried out on third-party infrastructures such as those of data centre operators or Cloud providers, any infrastructure management services provided outside the Group's own infrastructure, any consulting services or any transformation and development projects towards the Cloud. Given its business model, Consort France's eligibility for this activity would be negligible.

Data-driven solutions for reducing greenhouse gas emissions

This concerns Consulting and Integration activities. In other words, all projects carried out on behalf of clients that could have a positive impact, directly or indirectly, on the reduction of greenhouse gas emissions. For example, this includes projects involving solutions for determining and measuring greenhouse gas emissions, the implementation of compensation systems, and the integration of solutions enabling clients to reduce their consumption of raw materials or components with a direct effect on the climate. Projects aimed at improving clients' environmental footprint could also have an indirect positive impact on the climate.

Given its business model, Consort France's eligibility for this activity is very low.

At the date of publication of the non-financial performance declaration, the data is not available.

CAPEX indicator

Eligible capital expenditures are those linked to potentially sustainable activities, those forming part of a plan to make a business sustainable or to extend it, and those individually eligible linked to economic activities defined in the Taxonomy, such as expenditure on premises, vehicles and data hosting.

At the date of publication of the non-financial performance declaration, the data is not available.

OPEX indicator

These are operating expenses for economic activities defined in the Taxonomy, such as premises, vehicles and data hosting. Not all operating expenses need to be considered.

Only research and development costs, building renovation costs, short-term leasing contract charges, asset maintenance, upkeep and repair costs and any other direct expenditure relating to the ongoing upkeep of tangible assets that is necessary to keep them in good working order are considered.

Consort Group's business model is essentially based on human resources. It also includes essential expenditure on subcontracting, travel and communication services, which do not fall within the scope defined in the Taxonomy.

At the date of publication of the non-financial performance declaration, the data is not available.



NON-FINANCIAL INDICATORS
PERFORMANCE

12. Summary of Consort France's CSR objectives

Commitment/initiative	Indicators	Completed in 2021	Completed in 2022	2025 targets	2030 targets
<u>Take part in the fight against global heating</u>					
- Reduce energy consumption in service centres	CO2 eq emissions from digital scopes 1&2	NR	883	-5%	-10%
- Reduce the environmental footprint of our activities	CO2 eq emissions from the 3 scopes		2972		-50% for scope 3
<u>Join the circular economy to extend equipment life, optimise recycling and limit environmental impact</u>					
- Equipment collection and repair	Equipment collection tonnage	0.438	1.392	-10%	-25%
- Awareness-raising campaigns on eco-actions	Participation rate in awareness campaigns	21%	26%	70%	80%
<u>Equal opportunities</u>					
- Gender equality in all professions	% of women in the professions	20.5%	20%	25%	30%
<u>Attracting new talent</u>					
- Promoting youth employment	Share of under-25s	5.4%	4.3%		10%
- Integrating people with disabilities (inclusion lever)	Employment rate of people with disabilities	3.04%	2.48%	5%	10%

APPENDICES

13. Appendices

13.1. UN Global Compact correspondence table

Principles	Chapter	Correspondence within the non-financial performance statement	Pages	Reason for omission
Promote and respect the protection of international human rights law.	SDG1 SDG8 SDG10 SDG18	§ social		
Make sure we are not complicit in human rights violations.	SDG1 SDG8 SDG10	§ Social		
Respect freedom of association and recognize the right to collective bargaining.	SDG1 SDG5 SDG8	§ Social		
Contribute to the elimination of all forms of forced or compulsory labour.	SDG1 SDG5 SDG8 SDG10	§ Social	From Page 27	
Contribute to the effective abolition of child labour.	SDG8 SDG10	§ Social		
Contribute to the elimination of discrimination in employment and occupation.	SDG5 SDG8 SDG10	§ Social		
Apply the precautionary approach to environmental problems.	SDG7 SDG11 SDG13 SDG14 SDG15	§ Environment	From Page 34	
Take initiatives to promote greater environmental responsibility.	SDG12 SDG13 SDG14 SDG15	§ Environment		

Promote the development and dissemination of environmentally friendly technologies.	SDG7 SDG9 SDG12 SDG13 SDG14 SDG15	§ Environment	
Act against corruption in all its forms, including extortion and bribery.	SDG3 SDG10 SDG18	§ Ethics	Page 41

13.2. List of Consort Group subsidiaries

Subsidiaries	Head Office
Consort NT	Immeuble CAP Etoile, 58 boulevard Gouvion Saint Cyr - 75017 Paris
Consort France	Immeuble CAP Etoile, 58 boulevard Gouvion Saint Cyr - 75017 Paris
Consort R&D	Immeuble CAP Etoile, 58 boulevard Gouvion Saint Cyr - 75017 Paris
Consortia	Immeuble CAP Etoile, 58 boulevard Gouvion Saint Cyr - 75017 Paris
Consortia Group	Immeuble CAP Etoile, 58 boulevard Gouvion Saint Cyr - 75017 Paris
Neadz *	Immeuble CAP Etoile, 58 boulevard Gouvion Saint Cyr - 75017 Paris
Consort Belgium	Avenue Louise 251, 1050 Ixelles - Belgium
Consort Luxembourg	21 Rue Glesener, 1631 Luxembourg
Consort Switzerland	Esplanade de Pont-Rouge 4, c/o Geneva Lancy Pont Rouge Sàrl, 1212 Grand-Lancy
Consort Portugal	Avenida dos Aliados, n°s 42-54, 3° - 4000 064 PORTO (Portugal)
Consort Morocco	Avenue des Nations Unies, Rue Innaouen, Avenue Omar Ibn Khattab and Avenue Abtal in Rabat (Morocco).
Consort Italia *	Via Brigata Lupi, 6 in Bergamo (Italy)

*Dormant company

13.3. Detailed reporting of all indicators according to availability by scope

Environment

Indicators	2021 data	2022 data	Scope
CO ₂ Scope 1 emissions	Not performed	883 t eq CO ₂	France
CO ₂ Scope 2 emissions	Not performed	0	
CO ₂ Scope 3 emissions	Not performed	2972 t eq CO ₂	
Weight of waste 7 streams	1150 kg	2268 kg	France
Weight of WEEE recycled	438 kg	1392 kg	
Average CO ₂ content of orders	118	Not measured	
Fleet average on-road CO ₂ rate	107		
Digiposte membership rate	58%	53.5%	
Rate of digitized invoices	94%	99%	
Number of A4 equivalent pages printed per day per employee	1.44 pages / person	1.22 pages / person	
Lifespan of computers and tablets	5 years	Notebook PC: 4.5 years Tablet: 3 years	
Lifespan of monitors and other displays	7 years	7 years	
Smartphone lifespan	3 years	3 years	
Service life of network equipment	7 years	ADSL Fibre 3 years WIFI terminal 3 years Fibre 2 years Firewall 4 years Router 1 year Switch 3 years	
Service life of storage equipment	7 years	7 years	France
Printer service life		6 years	
E3 licenses assigned	634	574	
Environmental certification	ISO 14001	ISO 14001	
Energy consumption	244,928 kwh	2,851,638 kwh	
Rate of suppliers assessed on their environmental responsibility	Not performed	25%	

Social

	2021	2022	Scope
Total workforce	1708	1670	France
Percentage of women in the workforce	20.5%	20%	
Share of over-50s	10.6%	14.5%	
Share of under-25s	5.4%	4.3%	
Recruitment rate	21%	28%	
Change in average gross fixed salary			
Employees	€3,012	€3,080	
Staff	€4,283	€4,501	
Absenteeism	x	4.39	
Accidents at work	22	16	
Number of agreements as part of mandatory annual negotiations	6	3	
M/F Equality Index	98	93	
<i>The index is calculated on the basis of remuneration paid in n-1</i>			
Total number of training hours (e-learning)	x	3399	
Integration of people with disabilities	3.04%	2.48%	
Ecovadis	68/100	68/100	
Total workforce	126	176	Morocco
Male/female breakdown	56% Men 44% Women	53% Men 47% Women	
Average annual gross fixed compensation		Staff: €12,658 Employee: €7,612	
Recruitment rate	124%	81%	
Percentage of disabled employees		3.4%	
Share of over-50s	0.7%	2%	
Share of under-25s	14%	5%	

Societal

	2021	2022	Scope
Social commitments to sustainable development	6	8	France
The company's impact on employment and local development	Handicap International for inclusion in Morocco Work-study program	Handicap International for inclusion in Morocco	Morocco France
Impact on local populations	Food aid in Rabat Toy collection at Necker Hospital (75)	Toy collection at Necker Hospital (75) Food aid in Rabat	Morocco, France
Partnership and sponsorship initiatives	Handicap International for inclusion in Morocco	Handicap International for inclusion in Morocco	Morocco
Stakeholder relations	Not measured	Not measured	

Fair practices

	2021	2022	Scope
Actions taken to prevent corruption	73.9%	70.87%	Group

13.4. Independent third-party report on the consolidated non-financial performance statement

The consolidated non-financial performance statement is a voluntary initiative for the Consort Group. For 2022, it has not been verified by an independent third-party organization. This report has been prepared in accordance with the legal and regulatory requirements of Articles L. 225-102-1, R. 225-105 and R. 225-105-1 of the French Commercial Code.

