

Growing Sustainably

2026

CSR REPORT



consort
GROUP

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Our activities

Tailored support to address the challenges of a new generation of augmented information systems, backed by an integrated platform of expertise and services. We design, secure, transform, and sustainably enhance your digital environments.



- Data & AI Strategy
- Data & AI Infrastructure
- Data Monetization
- Agent-Based AI & Agent Orchestration



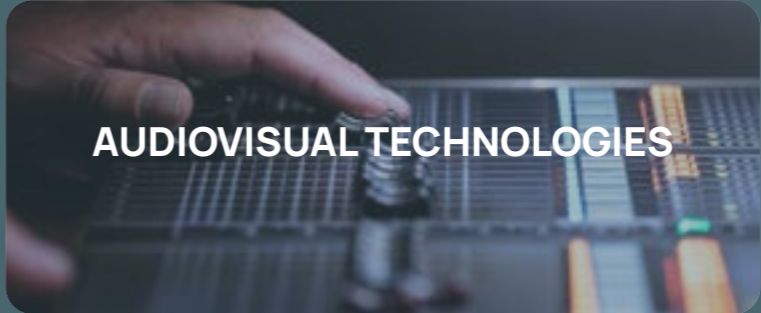
- Cloud & DevSecOps
- Networking & Telecom
- Cybersecurity & Cyber Resilience
- Observability & Operations



- Workplace Engineering
- Collaboration & Communication
- Digital Employee Experience



- Software Design & Development
- Quality & Intelligent Testing
- Project Management & Performance



- Video Workflows & Broadcasting
- Broadcast Engineering & Integration
- Equipment Monitoring & Operations
- Content Security
- (Addressable TV, anti-piracy)

A Message from the President

Consort Group is, above all, a human story. A family-owned business built on simple values: trust, commitment, and respect for those we work with. More than thirty years later, these values remain unchanged. They guide what we do and how we do it.

This report reflects that. Behind every metric, every commitment, and every certification are teams that dedicate themselves with diligence and professionalism—and who do so together, with a genuine sense of pride in belonging. And that is what makes me proud.

We operate in a rapidly changing, demanding world. Our clients trust us to support them through their most critical transformations. Our employees trust us to help them grow. We never take that trust for granted.

What matters most to me is that we don't choose these issues simply because they're expected of us. Inclusion, responsible AI, and digital sovereignty—we champion them because they're part of who we want to be. Not a company that follows, but a company that chooses.

For me, CSR isn't a regulatory framework. It's a way of interacting with our teams, our customers, and society. This report highlights where we are and where we're headed.

Jason Guez

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Behind every metric, every commitment, and every certification, there are teams that are dedicated to their work with diligence and professionalism.

Jason Guez

PRESIDENT



//

Consort Group is, above all, a human story.

“

This report details our progress. It also acknowledges the work that remains to be done, as transparency is an integral part of our commitment.



Elie Cohen
CHIEF EXECUTIVE OFFICER

“

Each of our talented employees plays an active role in what we are building



A Message from the CEO

The year 2025 marks an important and defining turning point for Consort Group. It sees the validation of our decarbonization plan by the Science Based Targets Initiative (SBTI), which confirms a key point: our commitments are not mere intentions; they are measurable, monitored, and fully embraced goals.

The transformation we are undertaking is challenging. Decarbonizing our fleet, optimizing our travel and promoting collaborative work, rethinking our procurement, and integrating responsible AI into our offerings and internal processes: none of this is simple, but it all fits together. This coherence is essential to the credibility of our CSR approach.

What sets Consort Group apart is that this transformation is driven from within. Our teams have embraced it and bring it to life every day. In a service-oriented company, where people are at the heart of added value, this is where it all comes down to.

Our employer promise, “It’s your moment,” reflects a strong conviction: a company grows with its teams, never without them.

Each and every one of our employees plays an active role in what we are building. This report details our progress. It also acknowledges the projects that remain in progress, because transparency is an integral part of our commitment.

Elie Cohen

02.CSR

INITIATIVE



A Journey of Continuous Improvement

Consort Group's CSR approach is rooted in a philosophy of continuous improvement, a long-standing commitment that has been progressively strengthened as environmental, social, and governance issues have emerged as key drivers of sustainable performance.

This commitment is reflected in the Group's adherence to recognized external standards, which are applied across all countries where it operates.



ISO 9001
Ensure the quality of services to meet the expectations of customers and end users



ISO 14001
integrate and address environmental issues



ISO 20000-1
Ensure the efficiency and reliability of Consort Group's operations



ISO 27001
Secure data and protect information systems

The ratings obtained in 2025— including EcoVadis 77/100, CyberVadis 939/1000, and CDP C— reflect this growing maturity while highlighting areas where efforts must continue.



77 / 100
Top 4% world



939/1000
Mature



3536,6t
of rejected CO2



2004
Global Compact subscription



C
CDP rating

Our contribution to the SDGs

Consort Group measures its progress and aligns its actions with a commitment to continuous improvement in line with the United Nations Sustainable Development Goals (SDGs).

Recognizing the role of economic actors in addressing economic, social, and environmental challenges, the group has identified the SDGs on which it can have the most significant impact given its activities and its integrated management system.

This approach is based on a collective discussion focused on Consort Group's strategic priorities and sustainable development challenges.

The United Nations 2030 Agenda is based on five key pillars, the "5Ps": Planet, People, Prosperity, Peace, and Partnerships. In line with this framework, Consort Group focuses its commitments on four priority pillars.



PEOPLE



Commitment to digital technology in schools and digital accessibility



Promotion of workplace equality, diversity, and non-discrimination

PROSPERITY



Measuring and Reducing the Environmental Impact of Digital Technology



Decarbonization of the group's operations

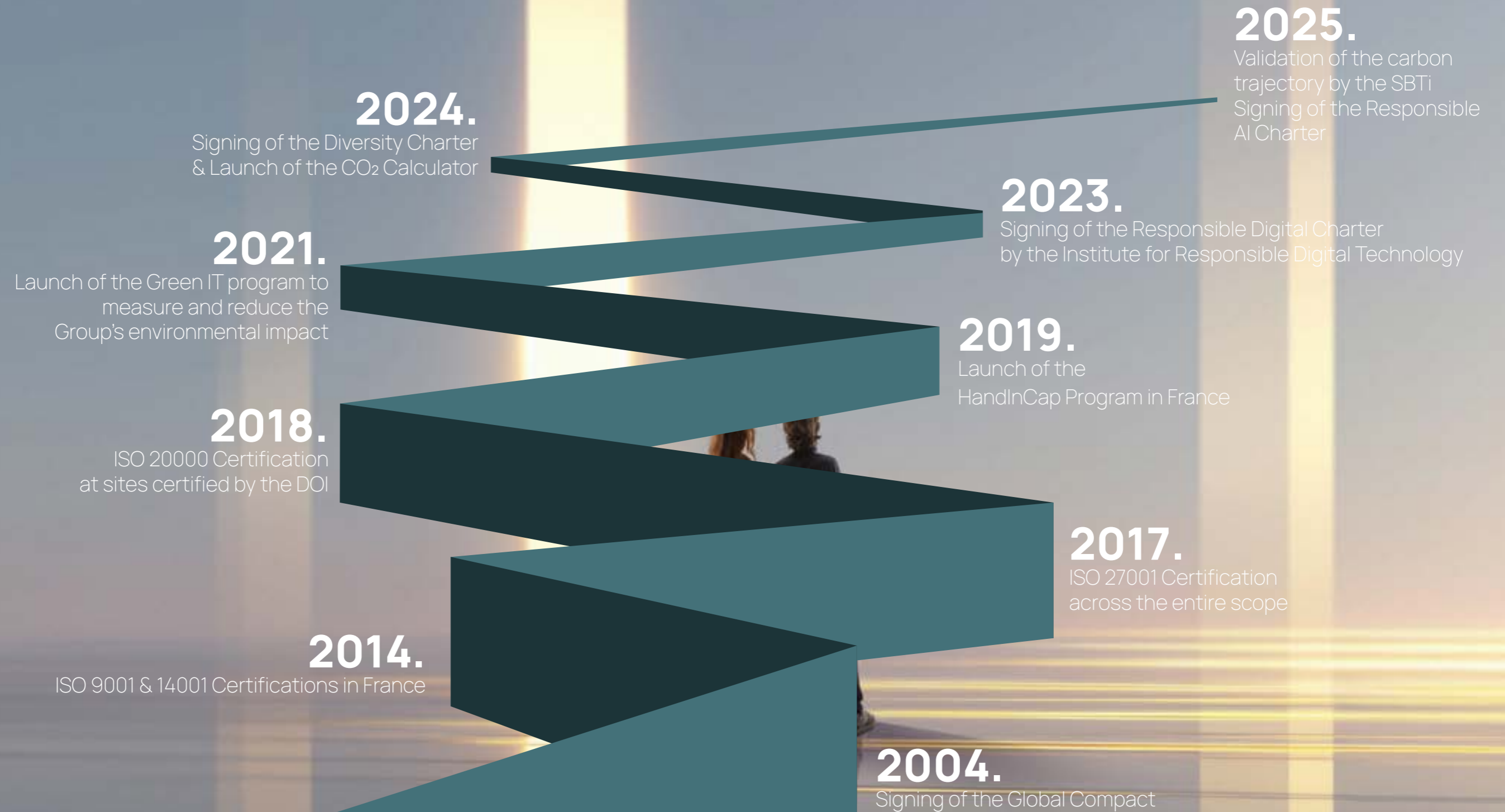
PLANET



Communication of CSR commitments and cooperation with public and private stakeholders

PARTNERSHIPS

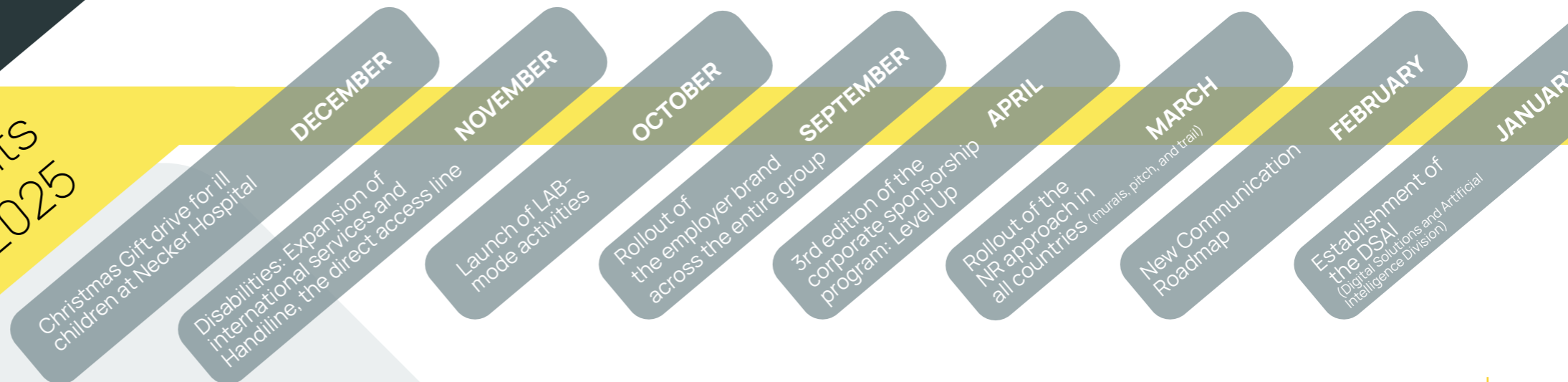
Key dates




The CSR Component of Consort Group's Integrated Management System



Highlights of the Year 2025




Our Goals for 2030




CUSTOMERS

- Eco-design all services
- Implement a responsible approach to artificial intelligence



ENVIRONMENT

- Increase the proportion of environmental impact assessments in the value chain
- Integrate the circular economy to extend the lifespan of equipment, optimize recycling, and limit the environmental impact
- Meet SBTi commitments:
 - Scope 1&2 : -51% compared to 2023
 - Scope 3 : -30% compared to 2023



EMPLOYEES

- 18% of training programs are expected to lead to certification by 2032
- Gender diversity across all of the group's professions, with 23% women
- Retain talent by building a strong employer brand

03. ENVIRONMENTAL COMMITMENTS

03. ENVIRONMENTAL COMMITMENTS

The SBTi's validation of our trajectory represents a significant milestone for the Group because it provides a concrete and recognized framework for our climate commitments.

Behind this validation lies substantial groundwork: measuring our impacts, identifying our levers for action, and, above all, gradually integrating climate considerations into our operational decisions.

This applies equally to our buildings, our vehicle fleet, and our responsible procurement practices, as well as to our digital practices and our relationships with suppliers. Decarbonization is no

longer a separate issue: it is now an integral part of how we manage and transform the company.

This path requires us collectively to move forward with consistency, high standards, and pragmatism. It is a long-term commitment—and that is also what gives it meaning.

Johanna Marciano



“

This path requires us, as a collective, to move forward with consistency, high standards, and pragmatism.

Johanna Marciano

HEAD OF ADMINISTRATION AND FINANCE

Our Environmental Priorities

CLIMATE CHANGE MITIGATION AND ADAPTATION

- Take action on climate change mitigation and adaptation across all of the Group's activities,
- Reduce the physical risks associated with climate change, as well as other identified risks (non-compliance with increasingly stringent regulations, market and reputational risks resulting from a loss of competitiveness).

RESPONSIBLE RESOURCE AND WASTE MANAGEMENT

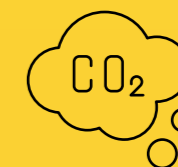
- Optimize the use of resources,
- Manage their life cycle,
- Ensure responsible waste management,

- Minimize the risk of digital resource shortages for the company,
- Reduce its contribution to the environmental and social impacts associated with its purchases.

GROUP POLICIES AND PROGRAMS

Environmental Policy, including:

- Transition and Adaptation Plan,
- Waste Management Policy.



3 536,6
tCO₂eq

Total Emissions in 2025
(-8 % vs 2023)



78,8 %

Employees assigned to an ISO 14001-certified site



74 %

Recycled WEEE
(Digital CleanUp Day)



207

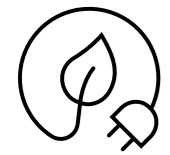
Employees trained in climate issues

03. ENVIRONMENTAL COMMITMENTS

Key Environmental Initiatives for 2025



RESPONSIBLE PURCHASING
Assessment of the carbon footprint of purchases



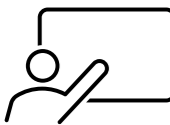
ENERGY PERFORMANCE OF BUILDINGS
Improvement work at sites in France



SUSTAINABLE MOBILITY
Rollout of the bicycle mobility plan and gradual transition of the fleet to hybrid and electric vehicles



ISO 14001
Maintenance of environmental certification in France



EMPLOYEE AWARENESS
Strengthening training and onboarding programs (e-learning, digital murals, digital pitches, webinars)



ADAPTATION TO CLIMATE CHANGE
Identification of the main physical risks and validation of the decarbonization pathway by the SBTi



RESPONSIBLE DIGITAL TECHNOLOGY
A strengthened commitment with the signing of the charter for Responsible AI.

Sustainably reduce the Group's carbon footprint

Consort Group has committed to reducing its Scope 1 and 2 emissions by 51% and its Scope 3 emissions by 30% by 2032, compared to 2023. This trajectory, validated by the SBTi in 2025, is part of a Net-Zero goal by 2050.

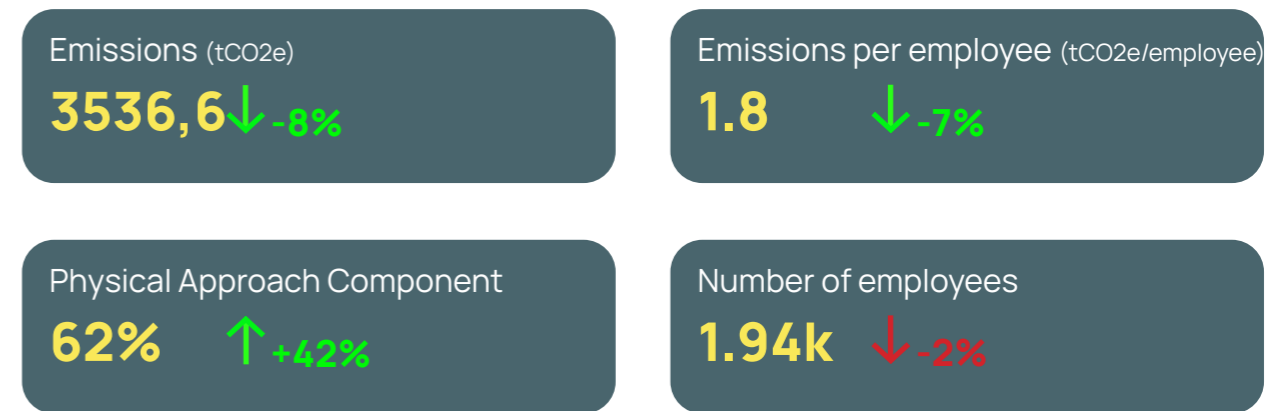


Figure 1: Changes in emissions compared to 2023, the base year.

ENERGY EFFICIENCY AND DECARBONIZATION

Consort Group is continuing its efforts to promote energy conservation and efficiency in order to reduce electricity and gas consumption in its buildings. The group is also accelerating the decarbonization of its vehicle fleet with the goal of transitioning the majority to hybrid and electric vehicles by this 2032, while encouraging alternative modes of transportation.

The group is also addressing its indirect emissions by extending the lifespan of equipment, promoting reuse, and developing eco-designed solutions that support the circular economy and reduce environmental impacts for its clients.

Developed by the Consort R&D teams, an internal CO₂ calculator measures the environmental footprint of the services provided.

CARBON FOOTPRINT CONTRIBUTION

Consort Group provided financial support for the Neufmesnil project (Manche-50), which has been certified as "Low-Carbon" by the Ministry of Ecological Transition. This contribution will enable the storage of 50 metric tons of CO₂ equivalent.

03. ENVIRONMENTAL COMMITMENTS

Implementing a Responsible Digital Approach

Responsible digital technology is a top priority for Consort Group, in line with its business lines, operations, and practices. The initiative aims to reduce the environmental impact of digital technology while supporting the evolution of internal practices and fostering a culture of sustainability among employees.

- Ongoing facilitation of a Green IT community and promotion of eco-friendly digital habits
- Promotion of efficient, collaborative usage of Teams, OneDrive, OneNote, and SharePoint
- Best practices charter shared during Digital Clean Up Day

and some key figures:

100%

of computers and monitors are Energy Star-certified

33

refurbished computers that were redistributed to employees in 2025

99%

of invoices processed electronically

5 years

lifespan for computers with priority given to repairs



Conserving resources and reducing waste

Consort Group continues its efforts to promote resource efficiency, reduce waste, and advance the circular economy.

This approach is based on limiting consumption, extending the lifespan of equipment, and strengthening reuse and recycling sectors.

REDUCING PAPER CONSUMPTION

Consort Group continues its efforts to go paperless and reduce paper printing. Printing equipment is configured by default for black-and-white, double-sided printing, with a badge-secured printing system to limit unnecessary printing. The group also promotes digital solutions and the digitization of administrative and financial communications.

- **100%** of purchased paper is FSC-certified, ensuring responsible management of forest resources,
- **73%** of employees in France use a digital vault for their pay stubs ,
- **99%** of invoices processed electronically in 2025,
- **347.5 kg** of paper recycled in France in 2025 (-45% compared to 2024),
- **94 kg of CO₂** avoided and more than 111,000 liters of water saved through paper recycling,
- Reduction in the environmental impact of printing thanks to the conservation and digitization measures implemented.

WASTE REDUCTION AND RECYCLING

Consort Group continues to pursue its circular economy approach through four priority areas:

- Optimizing resource use and responsible procurement,
- Extending the lifespan of equipment,
- Promoting the reuse and recycling of waste, particularly WEEE,
- Raising employee awareness of issues related to resource use.

The policy of giving IT equipment a second life helps reduce waste from electrical and electronic equipment (WEEE), while the development of new sorting streams (paper, cardboard, WEEE, cartridges) improves waste recovery and reduces residual waste volumes.

OUR 2030 GOALS

- Achieve **100%** recovery of WEEE through reuse and recycling,
- Achieve **100%** recovery of paper and cardboard waste

Indicators for France

	2023	2024	2025
WEEE France (t)	1.05	0.084*	0.590
Office Waste in France (t)	3.11	1.16	1.13
Recycled Paper, France (t)	1.42	0.797	0.347

* The decline observed in 2024 is primarily due to the extended lifespan of IT equipment and the absence of an IT asset renewal campaign. The low volume collected is mainly attributable to a smartphone collection drive conducted as part of awareness-raising initiatives. The development of new sorting streams (paper, cardboard, WEEE, ink cartridges) helps improve waste recovery and reduce residual waste volumes. Internationally, waste is sorted and collected through local municipal systems. Consolidated data is not available at this time.

03. ENVIRONMENTAL COMMITMENTS

Water, Marine Ecosystems, & Biodiversity

Consort Group's activities have a limited direct impact on biodiversity. Nevertheless, the group takes action through its environmental policy, responsible procurement, ISO 14001 certification, and the promotion of environmentally responsible practices that contribute to the conservation of natural resources and ecosystems.

WATER CONSUMPTION

The Group's water consumption remains primarily linked to office use in the service sector. Awareness campaigns promoting eco-friendly practices are regularly conducted to encourage the responsible use of this resource.

Estimated Water Consumption in France:

- **8,800 m³/year**, based on a ratio of **25 L/day/employee**
- **725 m³** of water consumed in Morocco in 2025

BIODIVERSITY & RESPONSIBLE PURCHASES

Consort Group incorporates environmental criteria into its procurement process in order to minimize the impact of equipment and supplies

on biodiversity.

- Furniture purchased from suppliers certified by FSC®, PEFC, or NF Environnement
- Paper certified by FSC®, PEFC, the European Ecolabel, or NF Environnement
- Inclusion of an environmental clause in Facility Management procurement contracts since 2023

REFORESTATION AND ECOSYSTEM RESTORATION

In partnership with Reforest'Action, Consort Group is committed to planting one tree for every new hire within the group to contribute to reforestation and the restoration of degraded land. In 2025, Consort Group helped fund the planting of 2,000 trees in Taza (Morocco), with the following estimated impacts:

- **300** metric tons of CO₂ sequestered over 30 years
- **6,000** animal shelters built
- **8,000** months' worth of oxygen generated
- **2,000** hours of work supported locally
- 1 job created = 1 tree planted



04. ARTIFICIAL INTELLIGENCE : SOCIAL & ENVIRONMENTAL IMPACT



04. AI : SOCIAL & ENVIRONMENTAL IMPACT

We can all see how quickly the applications of artificial intelligence are evolving. In just a few months, our clients' expectations, how our teams use technology, and even the way we work have changed profoundly.

For us, the question has never been whether to use AI, but rather how to do so in a useful, responsible, and sustainable way.

At Consort Group, we firmly believe that innovation, ethics, and moderation go hand in hand. This belief has guided our commitment to the Responsible Digital Charter and the

Responsible AI Charter, as well as the concrete actions we've implemented this year: Raising awareness among teams, hosting webinars, sharing best practices, and establishing a framework of trust around AI usage.

The goal is not to stifle innovation. On the contrary. It is to ensure that AI remains a tool at the service of people, not the other way around.

Franck Mercier



“

We are convinced that innovation, ethics, and moderation go hand-to-hand.

Franck Mercier

CEO DEPUTY

Consumers and end users

Consort Group continues to roll out solutions tailored to the various sectors and countries in which the group operates, particularly for critical infrastructure operators, in order to ensure the continuity and reliability of essential digital services.

In 2025, Consort Group reinforced its commitments by signing the Responsible AI Digital Charter, building on the Responsible Digital Charter signed in 2023. This initiative reflects the group's commitment to ensuring that the development of artificial intelligence is guided by a responsible approach that balances performance, efficiency, inclusion, and trust.

The charter also serves as a framework for aligning the group's CSR commitments, the AI framework (RIA31), and the development of innovative solutions with a positive impact.



To promote the responsible use of AI, several awareness-raising initiatives were launched in 2025:



2026

Establishment of the DSIA (Digital Solutions and AI Division)



4

webinars on responsible AI



1

awareness campaign for employees



Creation of a platform for information and collaboration dedicated to responsible AI

05. SOCIAL COMMITMENTS



Employee expectations have changed significantly in recent years. Today, talented individuals are naturally looking for challenging projects, but they also seek an environment where they can learn, grow, be heard, and find meaning in what they do.

With our employer brand message, “It’s your moment,” we wanted to convey something simple yet essential: every step in a career should matter. An assignment, a meeting, a promotion, or a project can truly make a difference in a career when teams are given the means to grow and take initiative.

This approach also reflects a company that moves forward with its teams, not without them. And the signs are there. This year, we’ve seen our attractiveness increase and turnover decrease significantly. This is no coincidence, it’s the result of a conviction we’ve held over the long term.

Angélique Maisonneuve

“
Our goal is to build a
company that stays close
to its talented employees.”

Angélique Maisonneuve

HEAD OF
HUMAN RESOURCES



05. SOCIAL COMMITMENTS

The group's social priorities

Consort Group places well-being, skills development, and quality working conditions at the heart of its business model. Employee engagement is a key driver of sustainable performance, attractiveness, and talent retention.

SKILLS DEVELOPMENT

Consort Group supports the professional development of its employees to advance its growth strategy and ensure ongoing adaptation to technological advancements, particularly in the field of artificial intelligence. The group is committed to maintaining and developing technical and business skills.

QUALITY & WORKING CONDITIONS AT WORK

The Group is committed to maintaining a healthy work-life balance, providing career development opportunities for employees, preventing all forms of discrimination and harassment, and promoting a safe, respectful, and inclusive work environment.

EQUAL OPPORTUNITY AND DIVERSITY

Consort Group is committed to ensuring equal access to career opportunities and continues its efforts to promote diversity and gender balance in a digital sector that has historically been skewed in terms of gender representation.

SOCIAL DIALOGUE

The Group maintains a regular and constructive dialogue with employee representatives to support the company's transformation and strengthen collective trust.

POLICIES AND PROGRAMS

- Training Policy, Occupational Health and Safety, Equal Opportunity
- Recruitment Policy
- Program for Professional Equality Between Women and Men



25%
women



85/100
Egapro index



15,8%
Turnover Rate in France



29%
of women in management positions



12%
Certification Courses

Key Social Initiatives for 2025



EMPLOYER IMAGE
group-wide deployment



TRAINING
Training programs by career track and department



HANDICAP
campaign and deployment of liaisons throughout the group

A Stronger Employer Image

Consort Group supports its employees in building meaningful career paths, ensuring that the right skills are placed in the right roles and fostering opportunities for growth within the group.

In 2025, Consort Group rolled out its new employer brand to enhance its appeal in a rapidly changing market and attract talent that aligns with its culture and values.

Through the tagline "It's your moment," the Group affirms its ambition to build an agile and people-centered company that evolves alongside its teams and places closeness, active listening, support, and professional development at the heart of its commitment.

This approach reflects the Group's commitment to making every assignment a meaningful and rewarding experience in its employees' professional journeys.



With this promise, we're simply saying:
make your time with us a moment
that matters. A moment of growth,
joy, and confidence. A moment when you
can take risks, take the initiative,
and challenge yourself.

Jason Guez
PRESIDENT



05. SOCIAL COMMITMENTS

INTEGRATION AND INTERNAL MOBILITY PATHWAYS

New hires benefit from a personalized onboarding program designed to help them settle into their roles, understand the organization, and embrace the Group's culture. This program is a key driver of employee retention and engagement.

The approach is based on identifying the skills aligned with the Group's needs and on an action plan designed to meet the expectations of candidates and employees.

In particular, it relies on:

- The creation of a new careers website designed to highlight the various roles, career opportunities, and the employee experience within the group
- An enhanced presence on social media

through sponsored campaigns and video content developed as part of the new employer brand, to boost the Group's appeal among younger generations;

- 7.1 million impressions generated across all distribution channels;
- 14,700 direct visits recorded on the careers site thanks to the sponsorship campaign;
- Mobilizing the employee network to encourage employee referrals and the recruitment of candidates who align with the corporate culture;
- Developing internal mobility through the NT ONE employee portal.

Diversity & inclusion

Consort Group views diversity and inclusion as essential drivers of collective performance, innovation, and development. The group is committed to fostering a work environment based on equal opportunity, recognition of skills, and respect for everyone, regardless of origin, gender, age, or disability. Recruitment and career advancement are based first and foremost on skills, as part of an active effort to combat discrimination and promote diversity.

GROUP PRIORITIES

Consort Group has several priority objectives:

- to attract and recruit more women and senior professionals, particularly through career transition programs;
- to recognize and promote the skills and expertise of all employees;
- to strengthen the inclusion of people with disabilities across all of the group's subsidiaries.

DISABILITIES AND AWARENESS

In 2025, several initiatives were launched to raise awareness and engage managers and employees on the topic of disability, foster dialogue, and increase knowledge of the support services offered by the group. These initiatives aim to change perceptions, meet the needs of those affected, and promote a more inclusive work environment.

- 3.59% of people with disabilities are employed in France
- 247 participants registered for the awareness webinars;
- Launch of a confidential hotline – HandiLine – dedicated to employees seeking support on issues related to disability and workplace accommodations;
- Rollout of the Hand in Cap charter across all subsidiaries, with local coordinators tailored to the specific needs of each country.



Digital Accessibility

Consort Group continues its efforts to promote digital accessibility in order to ensure more inclusive digital interfaces for people with disabilities. Since late 2024, a dedicated e-learning course has been offered to employees involved in the design and management of digital interfaces to strengthen their understanding of accessibility requirements.

Audits conducted in 2025 revealed the following levels of compliance with the General Framework for Improving Accessibility (RGAA):

- 56% compliance for the Consort Group website;
- 51% compliance for the Careers website.

An action plan is currently being implemented to achieve a target of 80% compliance by 2027.

05. SOCIAL COMMITMENTS

Quality of Life and Working Conditions

Consort Group is committed to providing all its employees with working conditions that promote health, work-life balance, and quality of life at work, both at the Group's sites and while on assignment with clients. Initiatives focused

on well-being, sports, and a balanced diet are offered in all countries where the Group operates. Health is a priority, with preventive health tools tailored to local contexts made available.



Training and Skill Development

The Human Resources Department implements an active talent and career development policy to provide long-term support for employees' skill development and career growth. The Group enables each employee to shape their own career path through a variety of assignments, tailored support, and training programs aligned with evolving job roles and technologies. From the moment they join, new employees benefit from a personalized onboarding program that

helps them learn about the company's structure and the specifics of their role. Career management is based on a structured process designed to identify development needs and propose actions tailored to different employee profiles.

Digital onboarding and supporting employees as digital practices and skills evolve are also key priorities for the group.

Communication, Visibility & Brand Awareness

In 2025, Consort Group launched a new communications initiative to strengthen its visibility, brand awareness, and market positioning in a rapidly changing market. This development marks a shift in the group's strategy, with the goal of making Consort Group **more visible, more expert, and more influential among all of its stakeholders.**

The action plan rolled out in 2025 was structured around several key pillars:



Strengthening the Group's presence in the media and trade press. Consort Group has become a sponsor of the PARI ETI program broadcast on BFM Business. This partnership helps increase the Group's visibility among economic and institutional decision-makers.



Expanding digital influence through a segmented strategy for social media accounts and communications: Corporate Account, creation of a Lifestyle account, and engagement on executive accounts.



Highlighting the Group's successes, projects, and achievements (customer testimonials, press releases).



Promoting CSR commitments and high-impact initiatives.



Highlighting the teams' business expertise and know-how.



Strengthening the Group's presence at trade shows and professional events.



Producing expert content to enhance the Group's visibility and credibility in its markets.



06. SOCIETAL COMMITMENTS



Society

Consort Group fulfills its role as a responsible and committed company by supporting charitable, educational, and local initiatives that contribute to a more inclusive and sustainable society. Through its social initiatives, the group encourages employee engagement and strengthens its ties to the communities where it operates.

LEVEL UP INITIATIVE

The Level Up program aims to provide financial support for charitable, athletic, or intellectual projects led by employees that promote personal growth, inclusion, and community engagement. In 2025, two projects were supported:

- the Joëlette World Championship in Châteaillon-Plage, Charente-Maritime, benefiting people with disabilities or limited mobility;
- the DEMA1N+STEM program run by the Article 1 association, which aims to support young women from working-class backgrounds in their academic and professional paths toward STEM fields (science, technology, engineering, and mathematics).

This program addresses a major diversity challenge in future-oriented sectors where women remain underrepresented.

EMPLOYEE ENGAGEMENT IN LOCAL COMMUNITIES

Every year, Consort Group employees participate in community service initiatives, including:

In Portugal:

- Support for the MIDAS association, which is dedicated to animal welfare in Matosinhos;
- Beach cleanup efforts in Porto.

In Morocco:

- Collection and distribution of 400 kg of food to help the most disadvantaged populations as part of a local charity initiative in Rabat.



07. CYBERSECURITY & DATA PROTECTION CHALLENGES

Group's Cybersecurity & GDPR Priorities

Consort Group is committed to rigorous governance and exemplary management in the conduct of its business. The group ensures compliance with applicable regulations, upholds high ethical standards, and fosters responsible relationships with all stakeholders in its value chain.

PRIORITIES

The Group is pursuing several key priorities:

- Strengthen the management of business ethics and compliance across the Group,
- Promote a corporate culture based on integrity and ethical practices,
- Prevent reputational damage and/or financial losses resulting from non-compliance with anti-corruption laws,
- Identifying and preventing risks related to human rights, fundamental freedoms, health and safety, and the environment.

POLICIES AND PROGRAMS

The Group's compliance framework is based in particular on:

- Corporate culture and the Code of Ethics,
- Prevention of corruption and influence peddling,
- Protection of personal data,
- Tax transparency,
- Compliance with other applicable regulations.

MEASURES

Consort Group implements several prevention and control measures:

- Mapping of specific risks,
- Evaluation of suppliers and subcontractors,
- Procedures governing operations involving inherent risks,
- Training and awareness-raising initiatives,
- Workplace reporting system.



79/100
Ecovadis rating
Ethics section



939/1000
Cybercrisis rating



45%
employees
trained in
compliance



0
Confirmed case of
corruption

GOALS 2030



≥ 90%
employees
trained in
compliance



≥ 80/100
Ecovadis rating
Ethics section

08. LABELS & CERTIFICATIONS

Consort Group relies on recognized standards and certifications to ensure the quality of its services, the safety of its operations, and compliance with its environmental and social commitments.

LABEL / CERTIFICATION	SCOPE	RATING / 2025 STATUS
	Quality Management France	Maintained
	Environment Management France	Maintained
	IT Services Management Group	Maintained
	Information Security Group	Maintained
	France & Morocco	77/100 - Top 4% World
	Group	939/1000
	Group	Approved 2025 Decarbonization Plan
	Group	Signatory since 2004
	Group	Signatory 2023 & 2025
	Group	Signed
	Group	Signed
	Group	Gold - Top 4% World

09.

VOLUNTARY CSR REPORT

Summary

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68		Source of Published Data
70		Data Index



Consort Group reaffirms its commitment to placing environmental, social, and governance (ESG) issues at the heart of its strategy. As a provider of digital services, the group recognizes its responsibility in the transition toward a sustainable, inclusive, and low-carbon economy.

Consort Group has chosen to publish a CSR report based on the VSME (Voluntary Sustainability Reporting Standard), issued by EFRAG (European Financial Reporting Advisory Group)

for unlisted companies and SMEs. Certain VSME indicators are not included in this report because they were not available as of the report's publication date.

The VSME standard aims to provide simplified, harmonized, and comparable sustainability information, while remaining interoperable with the requirements of the CSRD.

General Information

This ESG statement has been prepared on a consolidated basis, incorporating all of Consort Group's subsidiaries. Data was collected for the calendar year ending December 31, 2025. Since certain social indicators are not available for all subsidiaries, the information presented relates entirely to Consort France as the majority-owned subsidiary. (See Table on page 61 regarding social indicators by entity.)

CHANGES IN THE GROUP'S SCOPE

During 2025, there were no changes in the Group's scope

SPECIFICS RELATED TO ENVIRONMENTAL DATA

With the aim of ensuring transparent environmental reporting and in accordance with the organizational scope defined by the GHG Protocol, the calculation of Scope 1, 2, and 3 carbon emissions includes the scope of active subsidiaries over which the Group has control.

The estimates are based on actual data, including site areas and headcounts.

CONSOLIDATED ENTITIES

The voluntary ESG report covers the companies included in the financial statements. Consort Italia and Consort Germany are not mentioned because they are inactive.

Companies with fewer than 50 employees—the threshold for inclusion—may be excluded from the reporting scope for certain indicators.

BREAKDOWN BY ENTITY

The data in the voluntary ESG report, when broken down by geography, covers the following regions: France and International (Morocco, Portugal, Belgium, Luxembourg, Switzerland, Canada).

To identify the most representative countries, a breakdown by country is provided when the workforce in that country exceeds 50 employees or accounts for more than 10% of the total workforce. Any exclusions from the scope are noted and justified in the relevant sections.

09. VOLUNTARY CSR REPORT

A subsidiary is always reported in the geographic segment(s) associated with its workforce. Consequently, a geographic segment may include different companies in the voluntary ESG report than in the financial statements. This departure from the principle of parallelism is necessary to provide a fair representation of Consort Group's sustainability performance.

DATA COLLECTION TOOL AND PROCESS

The Greenly platform and data from Consort Group's internal tools. Some of the data presented in this report was entered into the Greenly platform, a solution designed to manage ESG and carbon issues. In this case, data

collection is structured around interactive questionnaires, with validation by each business unit contributor. Quantitative indicators (GHG emissions, energy consumption, workforce, etc.) are calculated using standardized methodologies (GHG Protocol, ISO 14064) and automatically aggregated by the platform.

The remaining data is sourced from Consort Group's internal systems (HR data) and data reported by suppliers (particularly regarding energy and waste). Data traceability is guaranteed: each indicator is linked to its contributor, ensuring full auditability.

METHODOLOGY FOR CALCULATING GHG EMISSIONS

Greenhouse gas emissions are calculated using the GHG Protocol methodology, as implemented on the Greenly platform:

SCOPE 01

Direct emissions from stationary and mobile sources owned or controlled by Consort Group (heating, vehicle fleet).

SCOPE 02

Indirect emissions associated with the purchase of electricity, heat, steam, or cooling, calculated using the location-based me-

SCOPE 03

Indirect emissions upstream in the value chain (purchases, travel, fixed assets, etc.).

Most of the emission factors used are derived from recognized reference databases (ADEME Base Empreinte, AIB, IEA) or from benchmarks based on market or supplier data.

VALUE CHAIN COVERAGE

The voluntary ESG report covers the company's entire value chain, including the upstream and downstream aspects of its operations, reflecting the analysis conducted for double materiality. Details of the value chain are presented in the chapter "Workers in the Value Chain (S2)."

Additionally, for each material issue, the report details the stages of the value chain in the introductory section ("Introduction to the Context, Significant Impacts, Risks, and Opportunities") for each of these issues.

DUAL MATERIALITY APPROACH

In accordance with the dual materiality methodology derived from the ESRS regulatory framework defined by EFRAG, the Impacts, Risks, and Opportunities (IRO) were identified across Consort Group's representative business lines: user environment, infrastructure, applications, cybersecurity, operations, sales, and support functions.

RELIABILITY AND QUALITY CONTROL

The data in this report has been validated internally by Consort Group's Quality, CSR, and Human Resources departments. The GHG Protocol methodology applied by Greenly is subject to automatic checks for consistency and deviations from historical data. This report is being verified by BM&A, a firm authorized to certify sustainability-related information, and in particular the indicators listed in the appendix to their report.

Place of Residence

B1

SUBSIDIARY NAME	REGISTERED ADDRESS	COUNTRY	POSTAL CODE
Consort France	58 Boulevard Gouvion-Saint-Cyr, Paris, France	FRANCE	75017
Consort Morocco	6-14 Av. Omar Ibn Al Khattab, Rabat	MOROCCO	10004
Consort Portugal	Avenida dos Aliados, n°54, Piso 3,	PORTUGAL	4000- 064
Consort Belgium	241 avenue Louise, Brussels	BELGIUM	1050
Consort Switzerland	Esplanade du Pont-Rouge 4, Grand Lancy	FRANCE	1212
Consort Luxembourg	12 Av. du Rock'n'Roll, Esch-Belval Esch-sur-Alzette	LUXEMBOURG	4361
Consort R&D	58 Boulevard Gouvion-Saint-Cyr, Paris, France	FRANCE	75017
Consort NT Holding	58 Boulevard Gouvion-Saint-Cyr, Paris, France	FRANCE	75017
Consort Academy	58 Boulevard Gouvion-Saint-Cyr, Paris, France	FRANCE	75017
Consortia	58 Boulevard Gouvion-Saint-Cyr, Paris, France	FRANCE	75017
Groupe Consortia	58 Boulevard Gouvion-Saint-Cyr, Paris, France	FRANCE	75017
Consort NT SA	58 Boulevard Gouvion-Saint-Cyr, Paris, France	FRANCE	75017
Consort Canada Inc	305-6200 boul. Taschereau Brossard, Québec	CANADA	J4W3J8

Table 1: List of Subsidiaries Included in the Report

LEGAL FORM OF THE COMPANY	THE REPORTED ENTITY IS A COOPERATIVE	NACE CODE FOR THE PRIMARY ACTIVITY	TOTAL ASSETS IN EUROS	REVENUE IN EUROS
Simplified Joint-Stock Company (SAS)	Non	IT consulting and IT facilities management services	4 162 000	159 752 000

Table 2: Legal Form of the Company

LABEL NAME OR CERTIFICATION	ISSUER	OBTENTION DATE	RATE OR REACHED LEVEL (IF APPLICABLE)	COMMENTARY
ISO 9001	AFNOR	2023-06-30		FRANCE
ISO 14001	AFNOR	2023-06-30		FRANCE
ISO 20000	AFNOR	2023-06-30		FRANCE, MOROCCO, PORTUGAL
ISO 27001	AFNOR	2023-06-30		FRANCE, MOROCCO, PORTUGAL

Table 3: Sustainability Certifications or Labels

09. VOLUNTARY CSR REPORT

SITE NAME	LEGAL ADDRESS	CITY	COUNTRY	POSTAL CODE	GEOLOCALISATION
Headquarters ¹	58 Boulevard Gouvion-Saint-Cyr	Paris	FRANCE	75017	[2.286121,48.882539]
Nantes	29 rue Lanoue Bras de Fer	Nantes	FRANCE	44000	[47.206631,-1.563837]
Lyon	3 Rue de l'Arbre Sec,	Lyon	FRANCE	69001	[4.833119,45.769154]
Lille	1 bis Rue d'Inkermann,	Lille	FRANCE	59000	[3.060990,50.632452]
Toulouse	65 Rue d'Alsace Lorraine	Toulouse	FRANCE	31000	[47.71308,-1.38124]
Toulouse	29 allées forain François Verdier	Toulouse	FRANCE	31200	[43.603086 - 1.458196]
Castres	2/4 Rue Georges Charpak	Castres	FRANCE	81100	[43.555773 - 2.295363]
La Défense	Tour Eve, 1 place du Sud	La Défense	FRANCE	92800	[48.890583 - 2.247602]
Belgium	251 Avenue Louise	Bruxelles	BELGIUM	1050	[50.824748,4.365903]
Switzerland	Esplanade du Pont-Rouge 4	Grand Lancy	SWITZERLAND	1212	[46.186949,6.126725]
Luxembourg	12 Av. du Rock'n'Roll	Esch-sur-Alzette	LUXEMBOURG	4361	[49.501034,5.946432]
Portugal	Avenida dos Aliados, n°54, Piso 3	Porto	PORTUGAL	4000- 064	[41.146975,-8.611476]
Rabat	6-14 Av. Omar Ibn Al Khattab,	Rabat	MOROCCO	10004	[34.004312,-6.846779]
Casablanca	104 BD Abdelmounen	Casablanca	MOROCCO	20250	

Table 4: List of Locations - ¹Headquarters: These are the headquarters and/or main addresses of the various companies within Consort Group.

ECOVADIS RATING : 77/100

- Signatory to the United Nations Global Compact
- Signatory to the Charter on Supplier Relations and Responsible Procurement
- Signatory to the Charters on Responsible Digital Technology and AI (Institute for Responsible Digital Technology)
- Signatory to the Diversity Charter

Business Model & Sustainable Strategy

C1

BUSINESS MODEL

Consort Group is recognized as a major player in the tech industry, particularly in the following areas:

- **Consulting and Systems Integration:** Supporting clients in their digital and sustainable transformation through consulting, design, maintenance, and continuous improvement of information systems, data monetization, and comprehensive systems management,
- **Digital Workplace:** managing hybrid cloud environments, transforming infrastructure and operational models, and implementing scalable work solutions,
- **Cybersecurity Services:** preventing risks, protecting sensitive information, and detecting and responding to threats,
- **Industry Solutions:** developing and delivering packaged solutions for the banking and financial institutions, transportation, local government, and industrial sectors, and offering a comprehensive range of industry services and solutions, including consulting, defining target operational models, driving transformation through the development of transition and transformation strategies, and providing managed services.

Given its business-line organization, Consort Group—like all digital services companies—is called upon by its clients and service providers to deliver on a global scale, within the framework of contracts that include formalized service-level commitments.

In a challenging environment, the group has successfully overcome multiple challenges, ranging from a slowing global economy to changes in its clients' business models and needs.

For Consort Group, the dual challenge is to meet its clients' expectations while enhancing its appeal and fostering employee loyalty—its most valuable asset.

Beyond the numbers, the group has undergone a structural shift by consolidating its organization to address our clients' challenges. By pooling its expertise, the group operates through business divisions that integrate specialized skills and tailored services.

Regarding our financials:

In 2025, the contribution to consolidated revenue was €159.7 million. This revenue is

directly generated by consulting and digital services conducted in each of our target markets.

Consort Group does not generate direct revenue from real estate, fossil fuels, chemical production, controversial weapons, or tobacco cultivation and production.

Consort Group serves two main types of companies: large corporations, particularly those listed on the CAC 40 and SBF 120 indices, as well as mid-sized companies (ETI). We operate in complex environments across a range of industries, including finance, utilities (electricity and gas production, distribution, and sales; water treatment), media, telecommunications, industry, logistics, and manufacturing, as well as the public sector.

INTEGRATING SUSTAINABILITY

Sustainability is integrated into the strategy through:

- The development of responsible digital solutions
- The eco-design of services
- Responsible talent management
- Ethical and transparent governance

Governance and ESG

B2
C2

Based on a structured organization within Consort Group's integrated management system, CSR governance is led at the highest level of the group and carried out by operational teams to ensure the policy is managed and implemented at all levels of the company.

The CSR policy is managed by the Quality Department and the Group Executive Committee. The strategy is defined and

monitored by the Ethics Committee. Its implementation is led by the Quality Department, which carries out the action plans and communicates the approach to the front lines.

The Ethics Committee consists of 11 members, chaired by the Deputy CEO and including heads of operational and support departments; (6 women and 5 men).

09. VOLUNTARY CSR REPORT

Members of the Ethics Committee



ELIE COHEN
CEO



FRANCK MERCIER
Deputy CEO



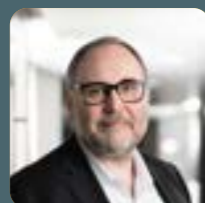
JOHANNA MARCIANO
Head of Administration and Finance



ANGÉLIQUE MAISONNEUVE
Head of Human Resources



VIRGINIA DOAN
Head of Communications



MARC GROSS
Head of Operations



FATOU NIANG NDEYE
Employment Lawyer



ELIZABETH FONTANT-SMYCZ
Branch Manager



EMMANUEL MORATA
Director of Information Systems



BORIS HUGUET
Head of Quality & Compliance



MYLÈNE PERONET
CSR consultant

The Ethics Committee's decisions have made it possible to address specific issues, particularly for the year 2025, and to continue fulfilling the commitments made by developing the following areas of focus:

ENVIRONMENT: REDUCING AND MITIGATING THE CARBON FOOTPRINT (E1)

- Validation of the decarbonization plan submitted to SBTi
- Transition to a circular economy
- Responsible management of the environmental impacts of our operations (buildings, vehicles, facility management)
- Strengthening responsible procurement practices

SOCIAL & SOCIETAL (S1 - S3)

- Rollout of the Group's employer brand based on a common foundation
- Strengthening initiatives on inclusion both internally and among its service providers;
- Cybersecurity and data protection.
- Local presence and support for local employment.

The Ecological Transition Committee within Consort France's Works Council (CSE)—established to provide input on environmental policy and strengthen social dialogue—met once during 2025.

STAKEHOLDERS

To enhance its appeal, Consort Group must demonstrate to its stakeholders (customers, employees and job candidates, shareholders and investors, partners, suppliers, and civil society) that its Corporate Responsibility commitments

are at the heart of its strategy and actions. In this way, the group builds relationships based on trust and fosters a transparent, open, and inclusive dialogue with its stakeholders, involving them in its commitments and action plans.

KEY STAKEHOLDER	UPSTREAM VALUE CHAIN				DOWNSTREAM
	SUPPLIERS & SUBCONTRACTORS	EMPLOYEES	FINANCIAL PARTNERS	LOCAL COMMUNITIES	CUSTOMERS
Detailed Stakeholders	Service providers, subcontractors, suppliers of digital goods and services, and suppliers of supplies	Employees & employee representatives	Shareholders, investors, banks, Financial consulting firms	Organizations supported by corporate philanthropy	Private or public clients
Types of Dialogues	Communication and negotiations during the bidding process and contract follow-up; Operational follow-up meetings and order tracking; Discussions regarding non-financial performance expectations and assessments (via EcoVadis or Greenly)	Meetings with employee representatives (information, consultation, or participation); Employee satisfaction surveys initiated by the employer; internal communications and direct feedback from employees.	Annual General Meeting of Shareholders; Investor Meeting	Interactions with recipient organizations	CSR presentations and responses to questionnaires; Negotiations during the bidding process and contractual dialogue; COS-TRA and project monitoring committees;
Stakeholder consulted for the double materiality analysis	Yes	Yes, through the barometers and the CSE	Yes	Yes	Yes, through the analysis of CSR questionnaires
Key Expectations	Ensure and monitor contractual commitments; Maintain good business relationships; Develop partnerships; Expand and promote CSR performance initiatives	Place employee well-being and favorable working conditions at the heart of the strategy. Promote fair treatment, equal opportunity, and diversity, and combat all forms of discrimination. Ensure a healthy work-life balance. Retain talented employees.	Build a relationship of trust with shareholders and investors by serving as a reliable and relevant source of information to facilitate decision-making.	Contribute to digital literacy education for young women and people who are far from the job market	Maintain high-quality offerings and services tailored to customer and industry requirements, while taking end-user satisfaction into account.
Response from Consort Group	Meeting with the Purchasing Department	Ecological Transition Committee at the CSE Signing of a new collective agreement on gender equality in the workplace in France, covering the UES scope (84% of the scope excluding acquisitions). Simultaneous rollout of the Employer Brand across all countries	Communication sent via the dedicated platforms	Level Up Program: International Call for Proposals to Support Local Community Projects Proposed by Countries	Tracking Customer Satisfaction

Table 5: Consideration of the Interests of Key Stakeholders: Overview

09. VOLUNTARY CSR REPORT

Employee Consultation on the Voluntary ESG Report

The consultation with the CSE on the 2024 DPEF report took place in July 2025 as part of the annual consultation on the economic and financial situation of the subsidiaries Consort France and Consortia. For the 2025 report, the consultation will be conducted under the same conditions in July 2026.

DOUBLE MATERIALITY ANALYSIS

The double materiality analysis, conducted for the first time in 2024 in collaboration with Greenly, enabled Consort Group to establish a common vision and a shared definition of sustainable performance.

Consort Group is gradually formalizing the links between its sustainable performance, its financial performance, and the assertion of its leadership in a world undergoing profound and rapid transformation. The results of the double materiality analysis highlight the critical importance of these issues for Consort Group, given its business model: prioritizing training and skills, employee protection and trust, equal opportunity, and diversity (S1);

- Cybersecurity and the development of responsible digital practices (specific themes).
- Environmental issues (E1, E5) serve as pillars of medium- to long-term resilience for the company's strategy, client projects (bids, reputation), and operations.

To a lesser extent, the double materiality matrix also illustrates the environmental impacts of the digital supply chain (E1, E5) as well as the impacts of subsidiaries' activities on local communities and society (S3, S4), and on business conduct (G1).

The impacts, risks, and opportunities associated with each material sustainability issue, as well as their links to strategy, the business model, and the value chain, are detailed in the various sections of the report. Given that the Group's activities are relatively consistent across all regions where it operates, the results presented apply to all of its operations.

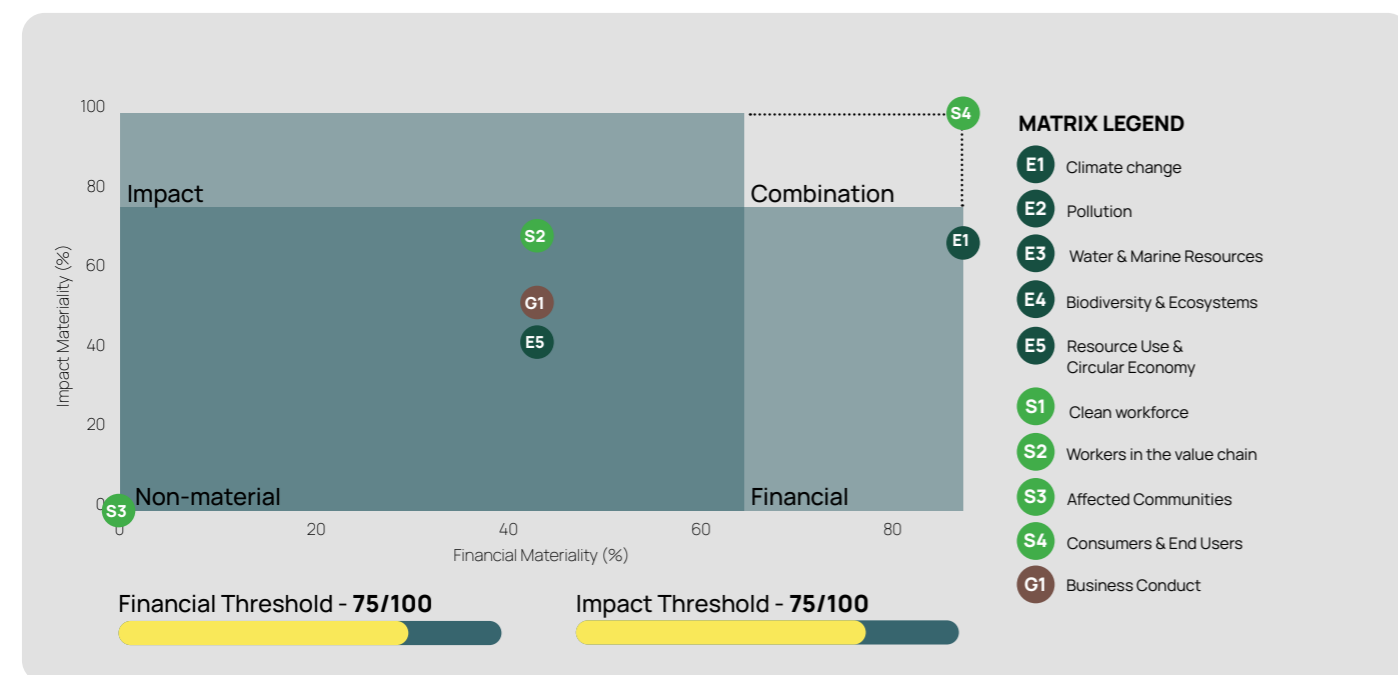


Figure 1: Materiality Matrix

REPORTING AND COMPLAINT CHANNELS

Existence of channels through which company employees can voice their concerns and needs: Yes

The remediation and redress process is defined within the ethics reporting system.

Employee representatives also have various rights to report concerns, particularly in cases of violations of individual rights, serious and imminent danger, or serious risks to public health and the environment.

Workplace Accident Prevention	The company explicitly addresses the prevention of workplace accidents in its policies regarding its own workforce.
Trafficking, forced labor, child labor	The company's policies explicitly address human trafficking, forced labor, compulsory labor, and child labor.
Elimination of Discrimination	The company explicitly addresses the elimination of discrimination in its policies regarding its own employees.
Grounds for Discrimination Covered	Racial and ethnic origin, color, sex, sexual orientation, gender identity, disability, age, religion, political opinion, national or social origin

Table 6: Workers' Rights and Well-Being

CSR COMMITMENT

As a digital services company and a signatory to the United Nations Global Compact, Consort Group explicitly incorporates the fight against human trafficking, forced labor, compulsory labor, and child labor into its internal policies, procurement processes, and stakeholder relationships.

SERIOUS HUMAN RIGHTS VIOLATIONS

No serious human rights incidents involving the company's workforce occurred during the reporting period, including incidents related to forced labor, human trafficking, or child labor.

POLICIES	OPEN TO THE PUBLIC?
Environmental Policy	Yes
Social Policy	Yes
Code of Ethics	Yes
Supplier Purchasing Policy	Yes

Table 7: Publicly Available Policies

#	NORM	THEME	COVERAGE
B3	Energy and Greenhouse Gas Emissions	Electricity consumption	Covered
		Fuel consumption	Not Covered
		Estimated gross Scope 1 and 2 GHG emissions	Covered
		Estimated gross Scope 3 GHG emissions	Covered
B4	Air, Water, and Soil Pollution	Air pollution	Not Covered
		Water pollution	Not Covered
		Soil pollution	Not Covered
B5	Biodiversity	Sites located in sensitive areas	Not Covered
		Land use	Not Covered
B6	Water	Water withdrawal	Not Covered
		Water consumption	Partially Covered
B7	Resource Use, Circular Economy and Waste Management	Description of circular economy principles	Covered
		Waste management	Covered
		Annual mass flow of relevant materials used	Not Covered
C3	GHG Emission Reduction Targets and Climate Transition	Scope 1 and 2 GHG emission reduction targets	Covered
		Scope 3 GHG emission reduction targets	Covered
		Climate transition plan	Covered
C4	Climate Risks	Identified climate hazards and risks	Covered
		Potential financial impacts of climate risks	Covered
B8	Workforce: General Characteristics	Workforce by contract type	Covered
		Workforce by gender	Covered
		Workforce by country	Covered
		Employee turnover rate	Covered
B9	Workforce: Health and Safety	Workplace accidents	Covered
		Work-related fatalities	Covered
B10	Workforce: Compensation, Collective Bargaining and Training	Compliance with the applicable minimum wage	Covered
		Gender pay gap	Covered
		% of employees covered by collective bargaining agreements	Covered
		Average number of training hours per gender	Covered
C5	Additional (General) Characteristics of the Workforce	Ratio of women to men in management positions	Covered
		Self-employed and temporary workers	Covered
C6	Additional Information on the Company's Workforce – Human Rights Policies and Procedures	Human rights policies	Covered
		Complaint-handling mechanism for employees	Covered
C7	Serious Human Rights Incidents	Serious human rights incidents involving employees	Covered
		Serious human rights incidents in the value chain & among external stakeholders	Covered
B11	Convictions and fines related to anti-corruption and acts of corruption	Number of convictions for violations of anti-corruption laws	Covered
		Total amount of fines imposed for corruption	Covered
C8	Revenue from certain sectors and exclusion from EU benchmarks	Revenue from certain sensitive sectors	Not Covered
		Exclusion from European Union benchmark indices ("Paris Agreement")	Not Covered
C9	Gender diversity ratio within the governance body	Gender diversity ratio within the governance body	Covered

Table 8: Overview of the information covered in the report

Environment – Climate Change

B3 - ENERGY & GREENHOUSE GAS EMISSIONS

At a time when energy consumption and greenhouse gas emissions linked to the use of technology continue to rise, digital services companies have a vital role to play.

For a long time, the performance of digital services companies was evaluated based on three criteria: quality, cost, and timelines. Today, environmental impact has also become a criterion for excellence. Consort Group has recognized the material significance of climate change for its performance.

The lack of a climate change strategy poses a major risk to its development. Therefore, the group is committed to managing its environmental footprint and offering sustainable solutions to its clients.

Solutions to reduce the impact of climate change also represent a business opportunity. The group has integrated the ISO 14001 environmental management standard into its integrated management system (covering France).

The Ecovadis score of 86/100 for the Environment category demonstrates the group's commitment to these issues.

C3 - GHG EMISSION REDUCTION TARGETS AND CLIMATE TRANSITION

The environmental policy, which includes the Climate component, is approved by the Consort Group Executive Committee, with implementation entrusted to the Quality Department.

It ensures compliance with current and emerging regulations. Furthermore, the company's commitments are aligned with the Science Based Targets initiative (SBTi), the United Nations Sustainable Development Goals, and ISO 14001 certification within its primary scope (in France).

This policy is based on three main objectives:

- Supporting the transition to a low-carbon economy by aiming for net-zero emissions by 2050,
- Ensuring effective adaptation to climate change,
- Developing eco-designed services for our customers and society.

These objectives are embodied in the transition and adaptation plan. It is structured around four key principles of action:

- Decarbonizing the Group's entire value chain, including: suppliers and partners, offices, business travel, commuting, and services provided at clients' sites;
- Assessing the Group's exposure to climate risks and strengthening its adaptation to climate change by supporting the resilience of buildings, infrastructure, and supply chains;
- Integrating environmental considerations into procurement by developing and providing solutions that support the sustainability goals of the Group's clients;
- Raising awareness, training, and engaging employees on climate issues.

The environmental policy is part of Consort Group's integrated management system based on the ISO 14001 standard and takes into account the interests of its stakeholders—including employees, clients, suppliers, technology partners, investors, and public authorities—through consultations and interactions.

The priorities of the stakeholders covered by this policy include, among others, employee protection and safety, contributing to clients' sustainability goals, supplier engagement, regulatory compliance, and transparency toward investors.

This risk-based approach aims to ensure that the environmental policy is both comprehensive and tailored to the needs of those who are affected by or involved in its implementation.

09. VOLUNTARY CSR REPORT

SCOPE	BASE YEAR	GOAL 2032	GOAL 2050
Scope 1 & 2	2023	-51%	-90%
Scope 3	2023	-30%	-90%

Table 9: Climate Transition Plan Targets Approved by Scope

To achieve the Net-Zero goal, Consort Group plans to offset the 10% of residual GHG emissions associated with its entire value chain. However, the priority right now is on reducing emissions.

Each year, Consort Group publishes its Scope 1, 2, and 3 GHG emissions in accordance with the GHG-P and tracks their annual changes. This allows the company to monitor progress toward its established goals.

SCO.	INDICATORS	GOAL 2032	2025	2024	2023
Gr	Scope 1 (tCO2eq)	159.74	365	325.2	326.1
Gr	Scope 2 (tCO2eq)	93.1	181	157	190.1
Gr	Scope 3 (tCO2eq)	2027.5	2991.4	3027.6	3348.1
Gr	Overall Emissions Intensity per employee (teqCO2 scopes 1, 2 & 3 / employee)		1.80	1.73	2.43
Fr	Total waste tonnage (t)		3.15	1.16	3.11
Fr	WEEE Tonnage (kg)		590	84	1050
Ma	Water Consumption - Morocco (m3)		725	1263	590.3
Po	Water Consumption - Portugal (m3)		399,1	N/A	N/A
Fr	Total amount of recycled paper (t)		0.347	0.7967	1.4244
Fr	Donation of PC		33	17	133
Gr	Extending the lifespan of equipment (Computers / Tablets)		4.4ans 3.3ans	4.5ans 2.5ans	3.5 ans 2.5ans
Gr	% of equipment purchased as refurbished (phones)		16%	N/A	N/A
Gr	% Employees assigned to a iso 14001 certified site		78.8%	80.8%	80.48%
Gr	% of sites ISO 14001 certified	80%	57%	57%	61.5%
Gr	Total number of employees trained on climate issues		207	62	27
Gr	Number of facilitators trained on climate issues		5	6	7
Gr	Ecovadis rating / 100 (Environment)		86	86	80

Table 10: GHG Emissions According to GHG-P

DETAILED ELECTRICITY CONSUMPTION BY COUNTRY

The consumption figures shown in this table represent actual electricity consumption recorded by suppliers or estimated as part of the Bilan Carbone assessment (Greenly data).

PAYS	2025	2024	2023
France	286 040	307 522	238 936
Morocco	114 027	119 891	100 530
Portugal	26 455	22 932	22 932
Belgium*	54 540	54 540	85 850
Luxembourg*	17 820	17 820	28 050
Switzerland*	10 800	N/A	N/A

Table 11: Electricity consumption in kWh - *estimated electricity consumption (kWh)

DECARBONIZATION PLAN

The group is not excluded from the EU's Paris-aligned benchmarks in accordance with the exclusion criteria set forth in Articles 12(1) (d) through (g) and 12(2) of Delegated Regulation (EU) 2020/1818 (Regulation on Climate Benchmark Standards).

Consort Group has identified a list of decarbonization levers for which the quantitative contribution to reduction targets has been estimated as part of its decarbonization plan.

CATEGORY	REDUCTION MEASURE	SCOPE	REDUCTION
Purchasing Services	[Consort Group - GHGP] Eliminate intellectual services	3	-22.76%
Travel	Encourage telework and carpooling	3	-20.63%
Travel	Reduce the number of people traveling	1 3	-20.05%
Fixed Assets	Limiting the replacement of IT equipment	3	-2.01%
Travel	[Consort Group - GHGP] Reduce fuel costs	3	-1.55%
Activities & Events	Reduce the number of participants at events	3	-1.42%
Travel	Stop reimbursing air travel when there is an alternative...	3	-1.04%
Travel	[Consort Group - GHGP] Taking the train for travel...	3	-0.57%
Travel	[Consort Group - GHGP] 100% Hybrid Fleet Renewal	1 3	-0.48%
Travel	[Consort Group - GHGP] Reduce the share of taxis in NDFs	3	-0.31%
Travel	Promote eco-certified hotels	3	-0.02%
Travel	[Consort Group - GHGP] Reduce Expense Report Costs	3	-0.01%
Activities & Events	[Consort Group - GHGP] Reduce seminar expenses	3	-0%

Table 12: Excerpt from the Consort Group's decarbonization plan

C4 - CLIMATE RISKS AND ADAPTATION MEASURES

DESCRIPTION OF THE MATERIALITY OF "CARBON FOOTPRINT REDUCTION AND MITIGATION FOR CONSORT GROUP"	TIME HORIZON UNDER CONSIDERATION	VALUE CHAIN STEPS GIVING ORIGIN TO IRO
NEGATIVE IMPACT Greenhouse gas emissions associated with the manufacturing, electricity consumption, and maintenance of digital infrastructure and equipment, with an impact exacerbated by the increased use of AI.	Short term	Suppliers
NEGATIVE IMPACT Deterioration in working conditions or the health of employees who may be exposed to the effects of climate change.	Long term	Employees Contractors
RISK Political and Regulatory Risk: Increasing requirements under environmental regulations and non-financial rating systems that could lead to risks of regulatory non-compliance or a decline in stakeholder confidence.	Medium term	Suppliers Operations specific to Consort
RISK Market Risk: Potential loss of competitiveness, market share, and attractiveness due to insufficient environmental performance relative to industry peers, particularly in the context of increasing digital adoption and the development of artificial intelligence.	Medium term	Operations specific to Consort Clients
RISK Reputational Risk: Insufficient consideration of climate change issues in the context of acquisition or financing projects, which could lead to controversy or calls into question the company's ability to achieve its objectives.	Medium term	All value chain
RISK Physical Risk: Inability to manage major disruptions caused by the effects of climate change on the value chain, particularly in the event of a natural disaster.	Long term	All value chain
OPPORTUNITY Increased market share driven by offerings that take into account the environmental impact for customers	Short term	Operations specific to Consort Contractors

Table 13: Significant Impacts, Risks, and Opportunities Related to Climate Change

ADAPTATION MEASURES

Consort Group has taken several steps to strengthen its resilience to the impacts of climate change, including expanding remote work, conducting annual reviews of business continuity plans in light of changing climate

conditions, and diversifying its service providers and suppliers. These initiatives help ensure business continuity and safeguard the value chain in the event of disruptions.

Human Resources and Social Policies

C6-C7 - HUMAN RIGHTS

Consort Group respects the fundamental principles and rights set forth in the 1948 United Nations Universal Declaration of Human Rights and the Charter of Fundamental Rights of the European Union.

The Group also promotes the core conventions of the International Labor Organization (ILO) and is committed to:

- Comply with EU or national labor laws and collective bargaining agreements in each country where the Group operates, or, where applicable, implement measures designed to improve labor relations.
- In particular, respect freedom of association and the right to collective bargaining in each of the countries concerned, eliminate forced or compulsory labor, and effectively abolish child labor

- Furthermore, Consort Group strongly condemns modern slavery and human trafficking, as well as discrimination in hiring and employment, through its Ethics and Code of Conduct Charter.

Consort Group aligns with the United Nations Sustainable Development Goals and contributes directly or indirectly to these goals.

In line with these commitments, it implements a Corporate Social Responsibility policy aimed at safeguarding the health, safety, and dignity of each of its employees in the workplace.

The goal is to foster a supportive work environment where everyone feels recognized and valued, regardless of their background, gender, age, or disability.

NO SIGNIFICANT INCIDENTS WERE IDENTIFIED DURING THE FISCAL YEAR ENDED DECEMBER 31, 2025.

Number of non-judicial dispute resolution proceedings initiated during the year: **1**
 Number of legal proceedings initiated during the year in which the company is a party: **4**
 Number of formal notices and number of reports issued by the labor inspector during the year in question: **None over the three years in question**

GOVERNANCE

All matters related to employee management, training, diversity, and equal opportunity are handled by the Director of Human Resources, who is supported by a network of Human Resources Managers at the subsidiary and/or divisional levels and works in coordination with the divisions.
 With regard to health, safety, and labor relations, each country and/or subsidiary is subject to its own national legislation.

A workplace health and safety committee exists in France and ensures compliance with measures taken to promote employee well-being. These measures focus in particular on the safety of people and buildings.

Social dialogue is facilitated through monthly meetings attended by the Head of Human Resources and employee representative bodies (IRP) in France and Morocco. The purpose of these meetings is to share information and ensure that social policies align with those of the subsidiaries.

09. VOLUNTARY CSR REPORT

DETAILED ISSUES IN SOCIAL POLICY

The IRO focuses solely on the challenges of attracting and retaining employees, as well as maintaining and developing skills. These

challenges are addressed through the initiatives, actions, and achievements described in the following tables. As part of its commitments, the Group follows its roadmap, which includes objectives for 2025–2030.

STAKES	GOALS	2023	2024	2025
Strengthening the employer brand: to retain and recruit the best subject matter experts in the market	Ecovadis (Social and Human Rights)	60/100	68/100	73/100
	Employee Turnover Rate (France)	28.2%	23.9%	15.8%
	Increase the visibility of our initiatives and the number of followers on social media	49 170 abonnés	64145 abonnés	
Developing skills	18% of employees to complete certification training by 2032 (France)	N/A	N/A	12.1%
Diversity and equal opportunity	3.3% of employees with disabilities (in France)	2,20%	2,74%	3.59%
	Increase the proportion of women in the company to reach 23% by 2032	23%	23%	25%
Health and safety and working conditions	100% of employees have access to a workplace wellness program	100%	100%	100%
Social dialogue*	Number of CSE meetings	13	10	11
	Number of CSSCT meetings	4	1	1
	Number of meetings with union representatives	7	7	6
	Number of CHSCT meetings in Morocco		4	4

Table 14: Roadmap for 2025–2030 Goals - *Data from Consort France and Consort Morocco

CHARACTERISTIC	DATA
Total number of employees (in terms of headcount)	1944
Number of permanent employees	1942
Number of temporary employees	196

Table 15: Workforce Characteristics

INDICATOR	MAN	WOMAN	TOTAL
Total Workforce	1466	478	1944
Number of permanent employees	1464	478	1942
Number of temporary employees	N/A	N/A	196

Table 16: Breakdown of the Workforce by Gender and Contract Type

Consort Group has opted for an agile organizational structure that combines internal resources with external partnerships. The group makes targeted use of temporary staff to handle peaks in activity (with temporary staffing being the most common type of external contract) and external consultants to quickly bring in specific expertise.

Business engineers have the freedom to organize their work to develop a client portfolio with the support of various teams (pre-sales, business experts, quality, CSR, etc.). The calculation of non-salaried staff (in FTE) is performed on an annual basis to account for the reality of contracts, which are generally short-term.

COUNTRY	TOTAL WORKFORCE	PERMANENT	TEMPORARY
France	1 600	1 599	116
Morocco	234	233	62
Portugal	47	47	3
Belgium	33	33	11
Luxembourg	23	23	4
Switzerland	7	7	—

Table 17: Breakdown of the workforce by geographic region

Headcount is calculated in full-time equivalents as of December 31, 2025. This methodology identifies the resources available at the end of the fiscal year in proportion to the contractually expected working hours. The contracts included in the count are permanent contracts (CDI), fixed-term contracts (CDD), and work-study students. Temporary positions refer to contractors who are brought in on an ad hoc basis to supplement our workforce to meet the needs of our client services.

minimum wage in every country where the company operates.

Overall percentage of employees covered by collective bargaining agreements: 100% in France.

In the other countries of the group, agreements governing labor relations and establishing the rights and obligations of the parties are in effect. The concept of a collective bargaining agreement is specific to French law.

FAIR WAGES AND COLLECTIVE BARGAINING

All Consort Group employees are paid above the

09. VOLUNTARY CSR REPORT

			FRANCE					TOTAL FRANCE	INTERNATIONAL					TOTAL INTERNATIONAL	TOTAL GROUP	
			CONSORT FRANCE	CONSORT R&D	CONSORTIA	CONSORT GROUP	GRUPE CONSORTIA		CONSORT MED.	CONSORT PORTUGAL	CONSORT BELGIUM	CONSORT LUX.	CONSORT SWITZERLAND			
B8	Workforce: General Characteristics	Workforce by type of contract	Perm. 1518 Fixed-Term 2 Alternants 12 Training 0	7	47	6	6	1584	233	46	28	23	7	337	1921	
								2		1	3			4	6	
								13			2			2	15	
								1	1					1	2	
B8	Workforce: General Characteristics	Workforce by gender	Man 1246 Woman 286	6	29	4	4	1289	98	26	27	21	5	177	1466	
				1	19	2	3	311	136	21	6	2	2	167	478	
B8	Workforce: General Characteristics	Proportion of women in the workforce		19%	14%	40%	33%	43%	19%	58%	45%	18%	9%	29%	49%	25%
B8	Workforce: General Characteristics	Workforce by country						1600	234	47	33	23	7	344	1944	
B8	Workforce: General Characteristics	Employee turnover rate (involuntary)		15,80%	(1)*	(1)*	(1)*	(1)*	N/C	N/C	N/C	N/C	N/C			
B9	Workforce: Health and Safety	Work-related accidents (TF/TG)	TF : 3,75 TG : 0,41	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
B9	Workforce: Health and Safety	Deaths due to work-related accidents	0	0	0	0	0	0	0	0	0	0	0			
B10	Workforce: Compensation, Collective Bargaining, and Training	Compliance with the applicable minimum wage	OK (>SMIC)	OK (>SMIC)	OK (>SMIC)	OK (>SMIC)	OK (>SMIC)		OK 3266 MAD	OK 1015€	OK >RMMMGMG	OK 2703,74€	OK >SMIC			
B10	Workforce: Compensation, Collective Bargaining, and Training	Gender pay gap	Man 22,66 € Woman 22,97 €	28,79 € 31,55 €	28,77 € 28,50 €	82,85 € 77,25 €	30,06 € 25,70 €	23,06 € 23,71 €	N/C N/C	N/C N/C	N/C N/C	N/C N/C	N/C N/C			
B10	Workforce: Compensation, Collective Bargaining, and Training	Egapro Index	85 points	(1)*	(1)*	(1)*	(1)*		N/C	N/C	N/C	N/C	N/C			
B10	Workforce: Compensation, Collective Bargaining, and Training	% of employees covered by collective bargaining agreements	100%	100%	100%	100%	100%	100%	N/A	N/A	N/A	N/A	N/A	N/A		
B10	Workforce: Compensation, Collective Bargaining, and Training	Average number of training hours by gender	Man 17,5 Woman 15,1	N/A	15,9	N/A	11,2	17,4	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
				14	15,3	10,5	6,1	14,8	N/A	N/A	N/A	N/A	N/A			
B10	Workforce: Compensation, Collective Bargaining, and Training	Certification training rate	12,4%	0	10,6%	0	0	12,1%	N/A	N/A	N/A	N/A	N/A			
C5	Additional (General) Characteristics of the Workforce	Female-to-male ratio at the management level	Man 71 % Woman 29%	N/A	57 %	67%	N/A	71%	55%	100%	100%	100%	100%	71%	71%	
				N/A	43%	33%	N/A	29%	45%	N/A	N/A	N/A	N/A	29%	29%	
C5	Additional (General) Characteristics of the Workforce	Self-employed workers and temporary employees	114	0	2	0	0	116	62	3	11	4	0	80	196	

Table 18: Social - Legend: (1)*: Not calculated for 2025 (because headcount was < 50 as of March 1, 2026)

N/A: Not Applicable

N/C: Not calculated at the time of writing this report

Workers in the value chain

B11

Consort Group's approach, based on the principles of integrity and transparency, is centered on the following priorities:

- Business ethics and compliance,
- Information system security,
- Responsible procurement,
- Solidarity

Through these areas of focus, the Group is committed to and intends to contribute to the achievement of SDG 17.

Consort Group has built its growth on the fundamental principles of integrity and transparency. The group's executives and employees put these principles into practice to establish lasting relationships of trust with all of its stakeholders: employees, shareholders, public and private clients, suppliers, competitors, and all other partners.

In this regard, the Group adheres to:

- The 10 principles of the United Nations Global Compact,
- The United Nations Universal Declaration of Human Rights,
- The various conventions of the International Labour Organization,
- The OECD Guidelines for Multinational Enterprises.

Consort Group's commitments to conduct and develop its activities in strict compliance with

national and international laws and regulations are formalized in:

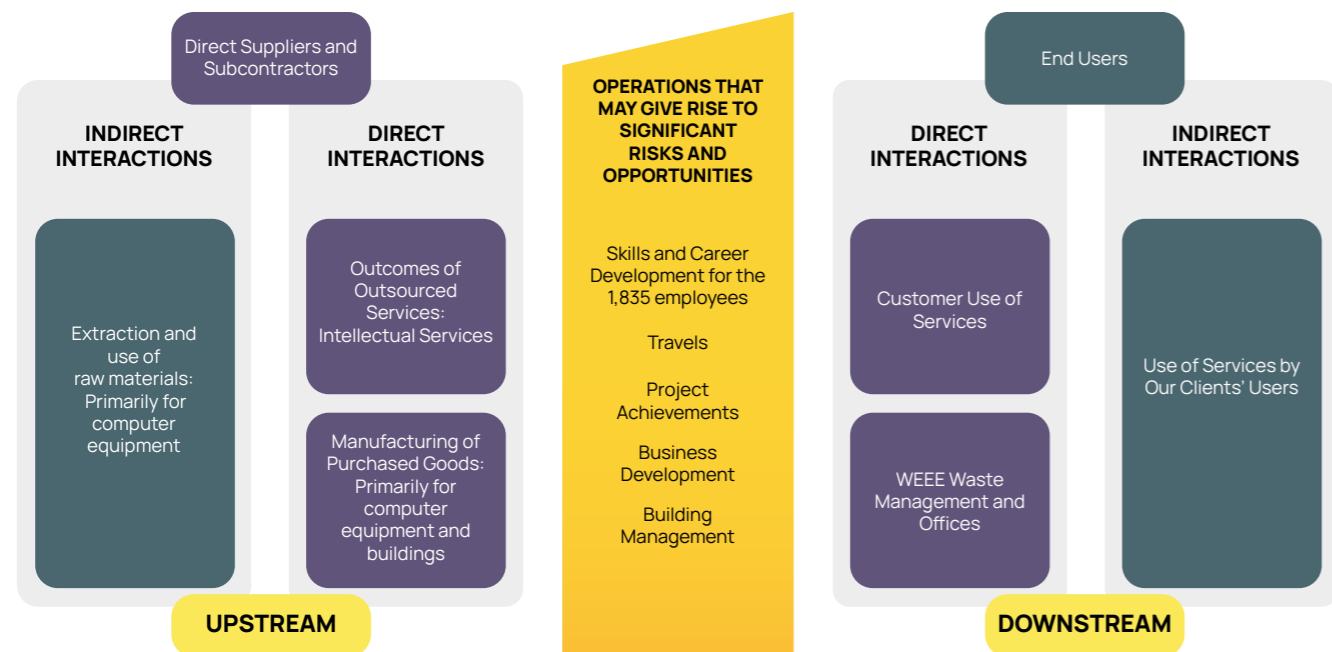
- The Ethics Charter approved by the company's highest governing body,
- The signing of the Supplier Relations and Responsible Procurement Charter led by the Business Ombudsman and the CNA (National Procurement Council) of the Ministry of the Economy, Finance, and Industrial, Energy, and Digital Sovereignty.

STAKES

The Group's value chain is the operational reflection of the company's strategy and business model.

Consort Group operates in the digital services sector, which relies primarily on:

- Upstream: a limited volume of physical goods, consisting mainly of IT equipment and services, the manufacturing and maintenance of which depend in turn on primary resources;
- For operations specific to the business: on building trusting relationships with stakeholders (both internal and external), and ensuring that employees' skills and expertise align with the strategy;
- Downstream: on building trusting relationships with customers.



To provide its customers with digital services tailored to their needs and to generate sustainable value for its stakeholders, Consort Group has structured its value chain to support the resilience and performance of its business model through its Responsible Procurement policy.

SUPPLIER RELATIONS

The responsible procurement policy aims to align the supply chain with the Group's priorities. The procurement policy addresses associated risks by incorporating social, environmental, and ethical requirements. The Procurement Department manages supplier risk through five key areas:

- Financial stability,
- Ethics and compliance,
- Environment
- Information System Security,
- Quality (integration into the Integrated Management System).

Risk assessment is incorporated as early as the consultation phase during the bidding process. 10% of suppliers are evaluated each year. Going forward, environmental considerations will be systematically factored into supplier evaluations. The Group is also gradually incorporating decarbonization goals, particularly in the procurement of IT assets.

The goal is to more accurately reflect the Group's commitments and expectations of suppliers by:

- Assessing 100% of strategic suppliers according to CSR criteria by 2032;
- Prioritizing suppliers that are certified or committed to responsible practices (e.g., signatories of the RFAR Charter, ISO 14001, Ecovadis rating) for at least 75% of digital purchases by 2032;
- Reducing the carbon footprint associated with IT purchases by 30% by 2032.

NON-FINANCIAL ASSESSMENT AGENCY	2023	2024	2025
Ecovadis (Responsible Purchasing)	50/100	69/100	73/100

Table 19: Non-Financial Assessment of the Responsible Procurement Policy

The top 20 suppliers with the highest energy consumption were identified in advance.

An assessment of suppliers was also initiated to obtain more accurate data, both to refine the calculation of Scope 3 emissions and to gather key sustainability information. However, this process faces data collection

challenges and a response rate that still has room for improvement. Nevertheless, it is generally well-received by suppliers, who are showing increasing engagement, particularly due to their direct exposure to sustainability issues and the associated expectations.

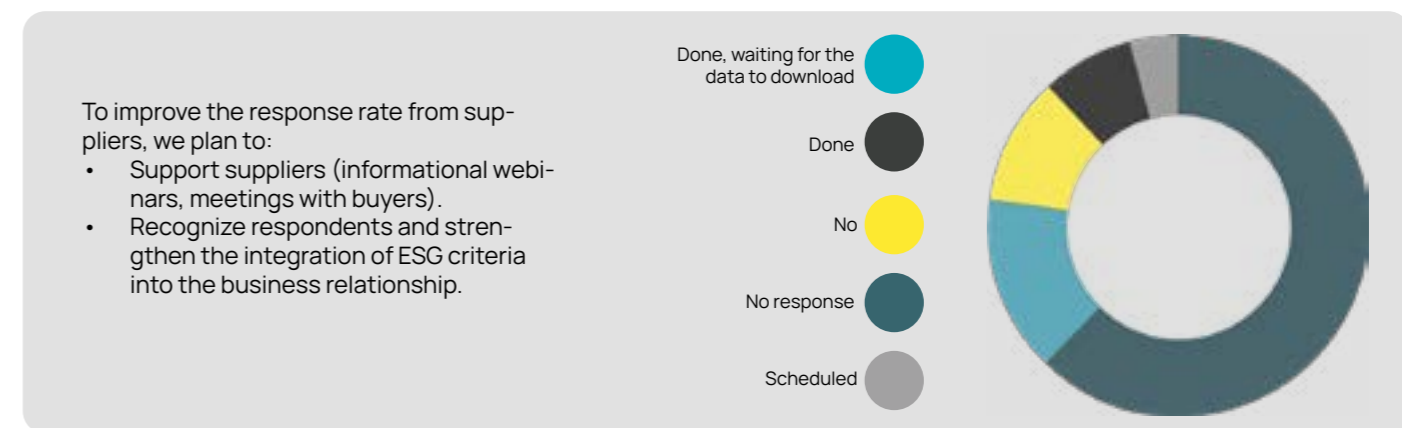


Figure 2: Response Rate (Supplier Evaluation)

09. VOLUNTARY CSR REPORT

Consort Group also continues to pursue its responsible procurement policy, which includes working with adapted companies (EA) and organizations in the protected and adapted sector (STPA).

The Group therefore prioritizes, where appropriate, partnerships with these service providers for activities such as general services, events, and certain IT support services.

This approach aims to strengthen the company's social impact by promoting the economic integration of these organizations and fostering the development of an ecosystem of responsible suppliers.

Internal awareness campaigns and the involvement of procurement teams help to structure and ensure the long-term sustainability of this initiative.

% OF SERVICE PROVIDERS FROM THE SHELTERED/ADAPTED SECTOR	2025	2024	2023
Data for France*	25.5%	39.16%	24.4%

Table 20: Percentage of service providers from the sheltered/adapted sector

*The calculation is based on service providers for service procurement managed by the Procurement Department. Intellectual services provided under joint contracting arrangements are not included in the indicator.

Fight Against Corruption

C9

BUSINESS CONDUCT

Consort Group is committed to rigorous governance and exemplary business conduct. The Group's commitments include applying strict ethical principles, complying with regulatory

requirements, and fostering responsible interactions with its value chain—particularly its suppliers and subcontractors—through the implementation of its Code of Ethics. Consort Group is not subject to the duty of care.

DESCRIPTION OF THE MATERIALITY OF "BUSINESS CONDUCT AND COMPLIANCE"	TIME HORIZON UNDER CONSIDERATION	VALUE CHAIN STEPS GIVING ORIGIN TO IRO
RISK Failure to promote ethical practices, particularly when onboarding new employees	Short term	Proprietary Trading Consort
RISK Damage to reputation and/or financial losses that may be related to violations of anti-corruption laws.	Short term	All Value chain
OPPORTUNITY Recognizing the Importance of Ethics for Economic Development	Long term	Clients Proprietary Trading

Table 21: Significant Impacts, Risks, and Opportunities Related to Business Operations

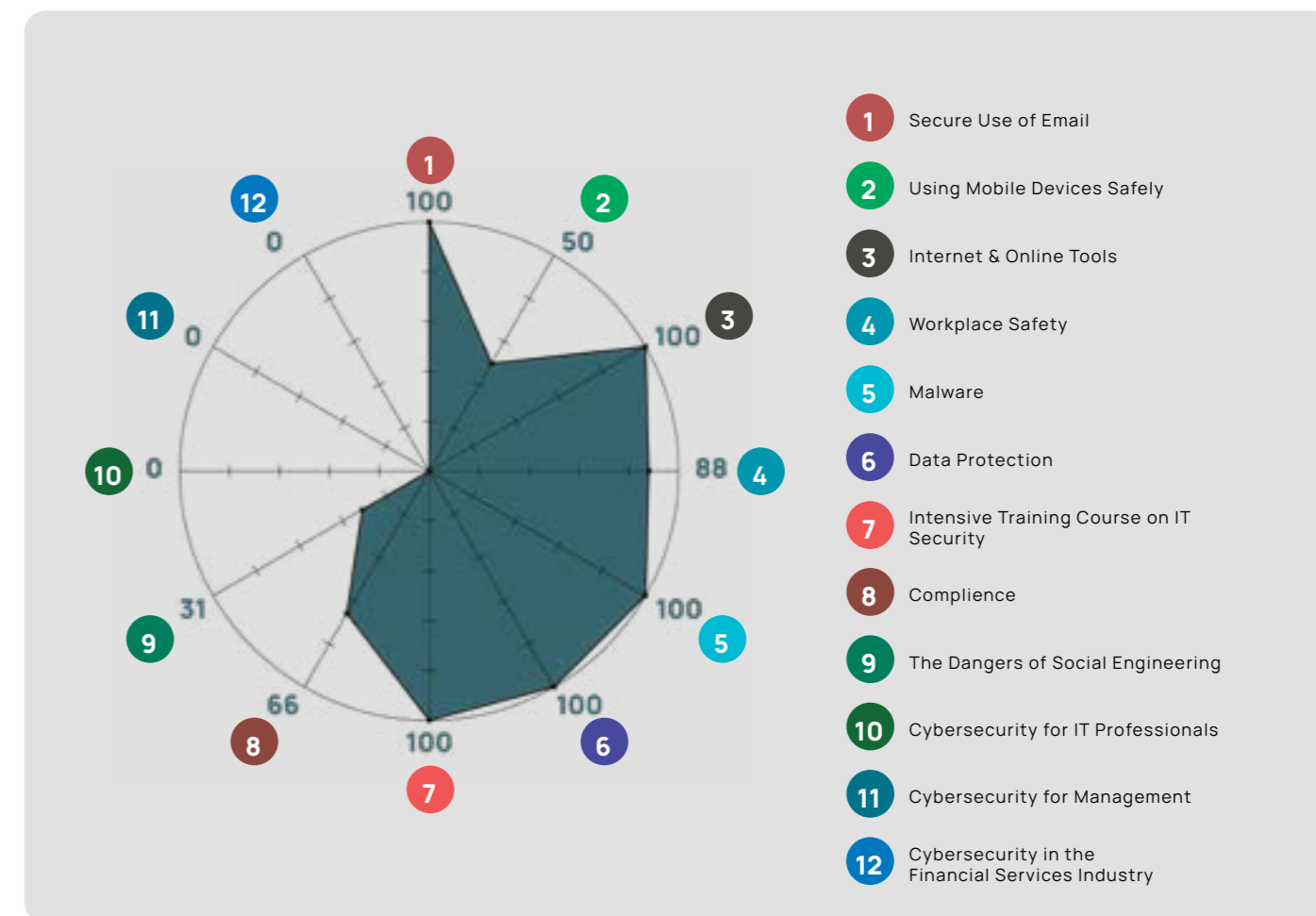


Figure 3: Significant Impacts, Risks, and Opportunities Related to Business Operations

In 2025, Consort Group revised its training and awareness program. It now includes, among other things, a mandatory e-learning course for all employees, which new hires must complete within three months of joining the company.

This training and awareness program consists of 12 interactive modules. They cover whistle-blowing procedures, data security, and anti-corruption. The course concludes with a quiz to assess knowledge.

Goal: 100% of employees trained by 2030

INDICATORS	2025
% who started the So Safe program	90%
% who finished the So Safe program	45%

Table 22: Training Participation Rates for the SoSafe Program

NON-FINANCIAL ASSESSMENT AGENCY	2023	2024	2025
EcoVadis (Ethics)	70/100	73/100	79/100

Table 23: Non-financial Assessment of Ethical Criteria

09. VOLUNTARY CSR REPORT

CONFIRMED INCIDENTS

To the best of the company’s knowledge and as of the date of this report, no convictions or fines for acts of corruption or influence peddling have been imposed in the past five years against Consort Group, its subsidiaries, or any member of a governing or management body.

Furthermore, no confirmed incidents of corruption (0) were reported in 2025 through the Group’s whistleblowing procedure.

CYBERSECURITY AND DIGITAL SOVEREIGNTY

Consort Groupe’s strategy and business model are based on managing and securing critical digital environments, as well as protecting its clients’ sensitive data.

In this context, the group is committed to implementing robust risk management and information security systems—including those certified to ISO 27001—for both its own operations and those of the major public and private organizations it supports.

This position entails heightened responsibility,

given the strategic—and sometimes essential—nature of the services provided, which can have a direct impact on business continuity, the protection of personal data, and end-user trust.

This high standard is further reinforced by an international context marked by escalating cyber threats, geopolitical tensions, and a growing reliance on digital technologies.

Businesses are thus facing a rise in security incidents, requiring constant vigilance and rapid adaptation of their defense mechanisms. At the same time, the strengthening of the European regulatory framework—notably through the NIS 2 Directive, the DORA Regulation, and the GDPR—requires companies to maintain a higher level of compliance, transparency, and operational resilience.

In this context, Consort Group fully integrates these challenges into its governance and practices, combining regulatory and standards-based requirements with ISO 27001 to ensure a high level of security, reliability, and ethical conduct across all its services.

DESCRIPTION OF THE MATERIALITY OF "CYBERSECURITY AND DIGITAL SOVEREIGNTY"	TIME HORIZON UNDER CONSIDERATION	VALUE CHAIN STEPS GIVING ORIGIN TO IRO
NEGATIVE IMPACT Economic or emotional harm to customers or employees resulting from the disclosure of private and/or personal data or exposure to false information due to a security breach	Short term	All Value chain
RISK Financial, operational, and/or reputational losses related to a cyberattack resulting from a direct or indirect failure on the part of the group, or from difficulties in implementing its strategy regarding "cybersecurity and digital sovereignty."	Short term	All Value chain
OPPORTUNITY Development of commercial offerings in cybersecurity and digital sovereignty	Short term	Value chain Proprietary Trading Consort

Table 24: Significant Impacts, Risks, and Opportunities Specific to Consort Group

NON-FINANCIAL ASSESSMENT AGENCY	2023	2024	2025
CyberVadis	N/A	955/1000	939/1000

Table 25: Non-Financial Assessment of Cybersecurity Criteria

DIGITAL SOVEREIGNTY

Digital technologies now permeate every aspect of society and economic activity.

The growing influence of digital giants in the economic and political landscape is disrupting states’ ability to exercise sovereignty as well as the conditions for maintaining it. As digital players clash—sometimes fiercely—in the international marketplace, organizations must make concrete decisions regarding technology, organization, and finance.

As an international provider of digital services, Consort Group and its subsidiaries have a major role to play in leading by example. For our clients and our ecosystem, we strive to:

- Share a common framework for discussion around the concepts of digital sovereignty,
- Highlight the risks inherent in digital dependence,
- Propose action plans that incorporate best practices and tools to advance digital sovereignty and support their proper use (cloud, software, outsourcing of expertise, etc.) and adapt to a highly sovereign environment, particularly from a regulatory standpoint (national security),
- Fulfill our role as a key player in Europe’s digital transformation.

SOCIAL RESPONSIBILITY IN SOCIETY

The Military Programming Act of August 1, 2023, added to the list of information required to be included in the sustainability report the company’s actions “aimed at promoting the bond between the nation and the armed forces and supporting engagement in the reserves” (Commercial Code, Art. L 225-102-1, III, para. 2, as amended; Law 2023-703 of August 1, 2023, Art. 29, IV, Official Journal of August 2). The purpose of this new requirement is to highlight the initiatives of companies that promote the bond between the nation and the military and facilitate the engagement of reservists.

Consort in France is committed to supporting reservists who wish to dedicate time to society through missions assigned by the military. The group assists public-interest organizations that support causes with a social or environmental impact.

Several significant initiatives were carried out in 2025:

- Support for the nonprofit Article 1 to fund an educational program for young girls with limited access to digital technology
- Toy drive for children at Necker Hospital,

09. VOLUNTARY CSR REPORT

Consumers and end users

DESCRIPTION OF THE MAIN CONSUMERS

Consort Group primarily targets business customers (B2B) and public institutions, with a service portfolio focused on consulting, systems integration, managed services, and cloud services.

EXISTENCE OF INITIATIVES

Consort Group supports major public and private sector clients in their digital transformation, ensuring the continuity of essential services provided to the public.

PRIORITY

Contribute to the continuity, transformation, and quality of essential public services. Mitigate risks associated with actual or perceived failures of digital services related to services that are vital, urgent, or sensitive for customers or end users.

KEY INITIATIVES

Support for activities that are sensitive and/or essential to users, through the maintenance of expertise, methods, and innovative solutions in strategic sectors:

- Healthcare
- Taxation
- Public Sector – Defense, Security, Space
- Transportation
- Energy and Telecommunications

Consort Group continues to implement sector- and country-specific measures, particularly for critical infrastructure operators, to ensure the uninterrupted operation of digital services essential to the public.

There are no quantitative targets for this issue.

The following data, which are part of the VSME requirements, are not included because they were not available as of the report's verification date:

- Average number of training hours by gender
- Serious human rights incidents in the value chain and involving external stakeholders

ENVIRONMENTAL INDICATORS

The reported environmental performance indicators cover the Group's consolidated financial statements as of December 31, 2025.

- B3 - Energy and Greenhouse Gas Emissions**
- C3 - GHG Emission Reduction Targets and Climate Transition**
- C4 - Climate Risks**

Data related to consumables and energy are based on invoices and statements from suppliers and service providers in France, Morocco, and Portugal. For Belgium, Switzerland, and Luxembourg, energy consumption is estimated using emission factors from the Greenly platform when data is not available. Data related to the carbon footprint is derived from dedicated tools for managing and monitoring emissions and the decarbonization trajectory. The group is supported by Greenly in its decarbonization strategy.

B7 - Resource Use, the Circular Economy, and Waste Management

The total amount of WEEE collected by an external service provider for the year 2025 excludes international shipments. Data related to digital technology is derived from internal tools and calculators from the upstream or downstream value chain. The other indicators under the "Environment" category of the VSME are not applicable to Consort Group's operations. They are not included in this report.

SOCIETAL INDICATORS

The societal performance indicators reported in the Group's consolidated financial statements as of December 31, 2025.

We are not involved in the following social initiatives:

- Combating food waste
- Combating food insecurity
- Respecting animal welfare
- Responsible, fair, and sustainable food practices

GENERAL INDICATORS

The general indicators are derived from Consort Group's legal data and integrated management system. They cover the consolidated fiscal year ending December 31, 2025.

- B1 - Foundations**
- B2 - Practices, policies, and future initiatives for a transition to a more sustainable economy**
- C1 - Strategy: economic model and sustainability-related initiatives**
- C2 - Description of practices, policies, and future initiatives for a transition to a more sustainable economy**

Source of the published data

SOCIAL INDICATORS

The social performance indicators reported for the various countries are based on the Group's financial statements as of December 31, 2025. The following data is extracted from the social balance sheet in France and the payroll software of the Group's companies. The headings correspond to the indicator categories defined by the VSME standard.

- B8 - Workforce: General Characteristics**
- B9 - Workforce: Health and Safety (workplace accident rate only)**
- B10 - Workforce: Compensation, Collective Bargaining, and Training**
- C5 - Additional (General) Characteristics of the Workforce**
- C6 - Additional Information on the Company's Workforce – Human Rights Policies and Procedures**
- C7 - Serious Human Rights Incidents**

Other training data is derived from reports provided by the department responsible for training. The total number of training hours and employees trained includes training for apprentices and employees on professional training contracts.

Turnover is calculated according to the following definition: $\text{Departures} / ((\text{Workforce N1} + \text{Workforce N}) / 2)$.

COMPARABILITY

The scope of CSR remains constant between 2024 and 2025. This consistency allows for year-over-year comparisons of the indicators.

Report by the Independent Third-Party Organization on the Voluntary Consolidated CSR Statement

The CSR report is not mandatory for Consort Group, which has chosen to produce a report based on the VSME framework. This report has been audited by BM&A. BM&A's engagement does not constitute either a certification of sustainability information or a review of the disclosure requirements set forth in Article 8 of Regulation (EU) 2020/852."

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Consort Group's Voluntary ESG Report for the fiscal year ended December 31, 2025. The scope of this report includes Consort Group SAS, the group's holding company, and its subsidiaries, as defined in Articles L 233-1 through L 233-3 of the French Commercial Code. Where only certain subsidiaries are involved, this is specified. It is noted that the term "Consort Group SAS" refers to the holding company; the term "Consort Group" refers to the holding company and all of its subsidiaries, which are also sometimes referred to in this document as the "Group."

This report has been reviewed and received a reasoned opinion from the firm BM&A.

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consort
GROUP

