

20
24

ASTEK GROUP
EXTRA FINANCIAL
PERFORMANCE
STATEMENT



ASTEK



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Approval	Quentin POIRIER, Legal Director	17/04/2025	✓
	Charles DUCHALAIS, Company Secretary	17/04/2025	✓

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1 PREAMBLE

This Extra-Financial Performance Statement (EFPS) meets the requirements of Order no. 2017-1180 of 19 July 2017 and Decree no. 2017-1265 of 9 August 2017, transposing the European Directive of 22 October 2014 on the publication of a non-financial performance statement.

1 PREAMBLE

1.1. Presentation of Astek Group (GRI 2-1, 2-6)

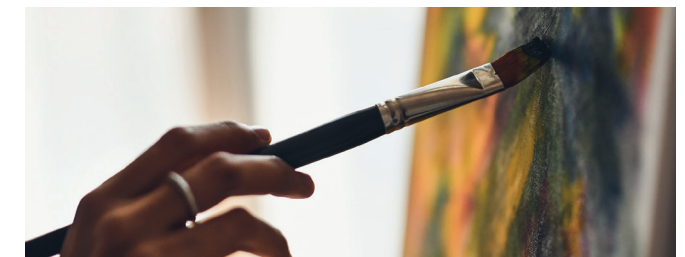
Astek is an independent international technology and digital transformation consulting group, founded in 1988 and majority-owned by its founder.

In 2024, Astek secured historic financing of €560 million to accelerate its organic growth and pursue its strategic acquisitions. Astek's main financial partners include :

- **ICG** (Intermediate Capital Group), a long-term investor and strategic partner,
- **H.I.G. Capital**, , the group's financial partner since 2021
- **Apollo Capital Management**,
- **Partners Group**.

History of the Group

Since 2016, Astek has experienced a strong acceleration in its development both in France and internationally. Over the past 9 years, Astek has expanded into 9 countries and made 18 acquisitions.



	2016	2017	2018	2019	2020	2021	2022	2023	2024
France	▪ Intitek			▪ Ineat ▪ Softeam	▪ Dream IT	▪ Axiway	▪ IT&M Group		▪ Riversen ▪ Sanola
Canada			▪ Meritek				▪ In Fidem		
Poland				▪ CORE Services ▪ ProSoftlab					
Netherlands							▪ Immune IT		
Belgium								▪ B.E.S	
India									▪ Simelabs
Spain									▪ Sotec Consulting
Portugal									▪ Deckskill
Jordan									▪ Aspire

Purpose and value

TECHNOLOGY FOR PEOPLE
TO BUILD A SUSTAINABLE
FUTURE.

A high
added value
service

Focused on
people and
talent

Committed to
responsible digital
transformation



Offers

Astek is a leader in digital transformation consulting. Astek’s expertise is built around 3 offerings :

TECHNOLOGY

Digital Factory
Data Driven Intelligence

50% of sales

OPERATIONS

Cloud
Networks & Connectivity
Cybersecurity

25% of sales

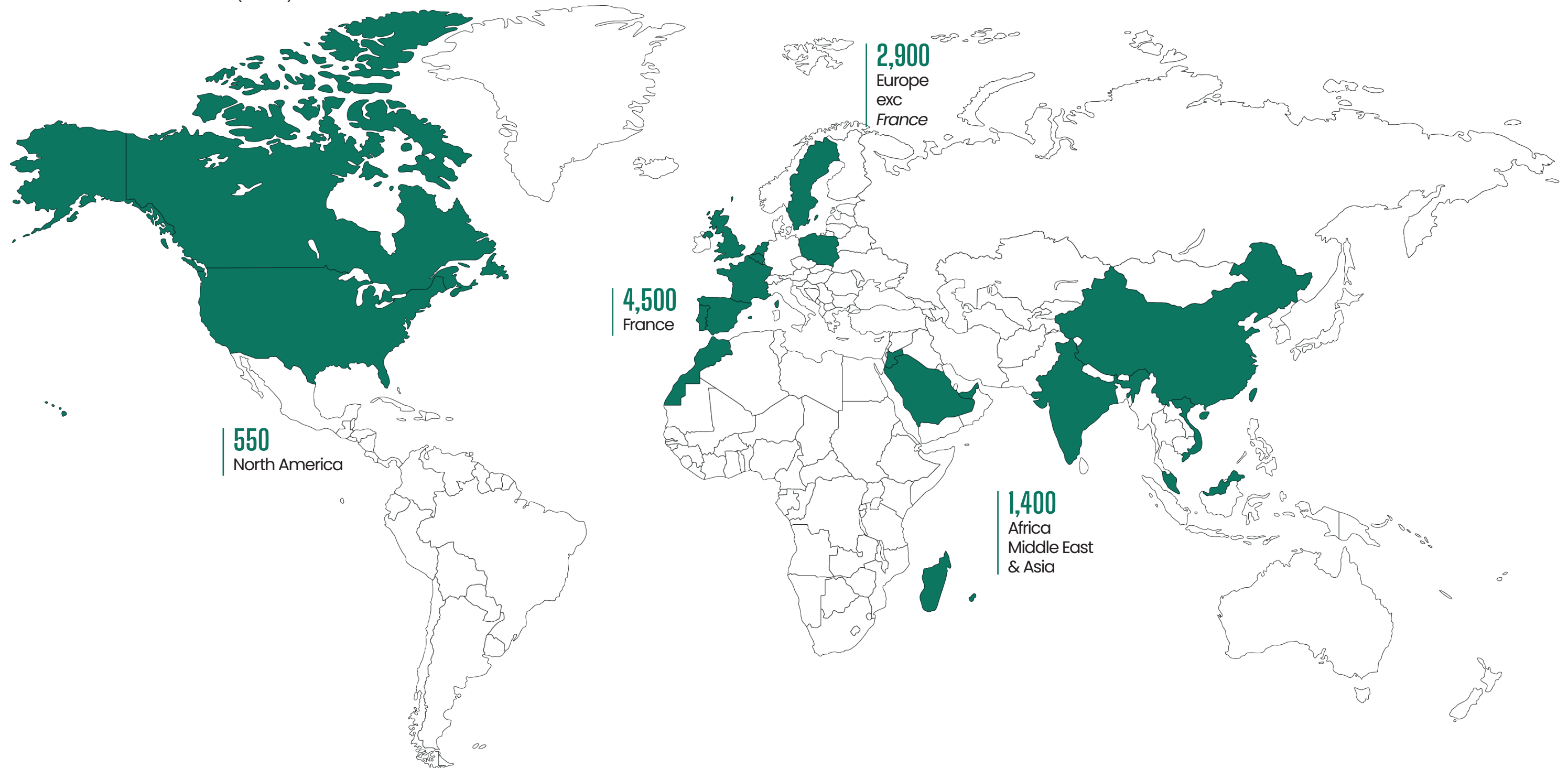
ADVANCED
ENGINEERING

Critical Systems
Industry 4.0
Process & Environment

25% of sales



At the end of 2024, Astek was present in 24 countries and had more than 9,300 employees, 52% of whom were international (GRI 2-1)




Astek is organised operationally by business line and by sector of activity, and has set up strong cross-functional departments to ensure that policies are applied throughout the Group – GRI 2–6.


Finance & Admin Morgane Ermery	BANKING FINANCE INSURANCE <ul style="list-style-type: none">▪ Banking▪ Financial services▪ Insurance▪ Public BFI services	CUSTOMER & BUSINESS SERVICES <ul style="list-style-type: none">▪ Consumer goods & services▪ Hospitality, Travel & Mobility▪ High Tech, IT Services & Education	TELECOM, MEDIA & TECHNOLOGY <ul style="list-style-type: none">▪ Semiconductors & ICT equipments▪ Software▪ ICT services▪ Media	LIFE SCIENCES <ul style="list-style-type: none">▪ Healthcare equipments▪ Healthcare services▪ Pharmaceutical & biotechnology▪ Cosmectics & food	INDUSTRIALS <ul style="list-style-type: none">▪ Aerospace, Defense & Security▪ Automotive▪ Rail▪ Manufacturing	RESOURCES, ENERGY & INFRASTRUCTURES <ul style="list-style-type: none">▪ Energy & Utilities▪ Infrastructures & Buildings▪ Chemistry & Natural Ressources	INDUSTRY
M&N Strat Martin de la Chesnais							
Global Sales & Market Olivier Benhamou							
Tech, CC & IT Julien Trassaert							
General Secretary Charles Duchalais							
Development, Com & CSR Sabine Vikelas	France IT Business Unit Ornella Fayard			Global Business Line Life Sciences Jean-Christophe Franoux	Global Business Line Industrials Nicolas Boisseaux		OPERATIONS
	Europe IT Business Unit Henri Drouin						
	Rest Of World IT Business Unit Julien Gavaldon						
HR Pierrick Bertrand	Consulting & Strategy – Technical Solutions Julien Gavaldon – Paul Pereira – Eric Fayard – Jeremy Gonce						
Compliance & Data Protection Quentin Poirier							

For its development, the Group relies mainly on the «Astek» brand, both in France and internationally.


In addition, Astek relies on specialist companies to complete its offering : solutions that are experts in a technical or commercial field, or that address current human resources issues :



Operational management consulting




Process & construction engineering



Product, electronics and software development



Cloud & cybersecurity consulting



Performance & project management




Testing pure player



HR solutions



Digital, user XP & e-commerce



Systems manufacturing & integration



Healthcare process engineering



Data driven statistics



Construction engineering & renewable energies



Governance & urbanization consulting



Network outsourcing & deployment



Group activity and business model

Our development model is based on Competence Centres, dedicated centres of expertise that create value for both our customers and our employees:

A Centre of Competence is a stable, long-term structure that serves as a repository for know-how, promoting technical performance and productivity.

The technical identity of a Competence Centre is defined by the recurring activities that the centre is able to handle. which form the basis for implementing continuous improvement.

Several levels of commitment can coexist within a single Competence Centre: DM1: Capability service, DM2: Managed service, DM3: Committed service, DM4: Fixed price.

A GLOBAL OFFER WITH ADAPTED LEVELS OF COMMITMENT TO ANSWER ALL CLIENTS NEEDS

STRUCTURE THE APPROACH

Audit and Consulting
Evaluate the maturity of the organization and define the plan to reach the target

Project and Program Management
Improve performance and set up continuous improvement

STRENGTHEN THE TEAMS

On-site Expertise
Involve inside the client team the needed high level experts

Pool of Competences (DM1)
Set-up a pool of experts dedicated to the client

DEVELOP THE PRODUCTS

Managed Services (DM2)
Dedicated team managed and monitored following service level agreements

Delivery Based Services (DM3)
Deliver technical backlog in agile mode or in recurring work-units

Product Development (DM4)
Multi skilled team to ensure the complete development of a product

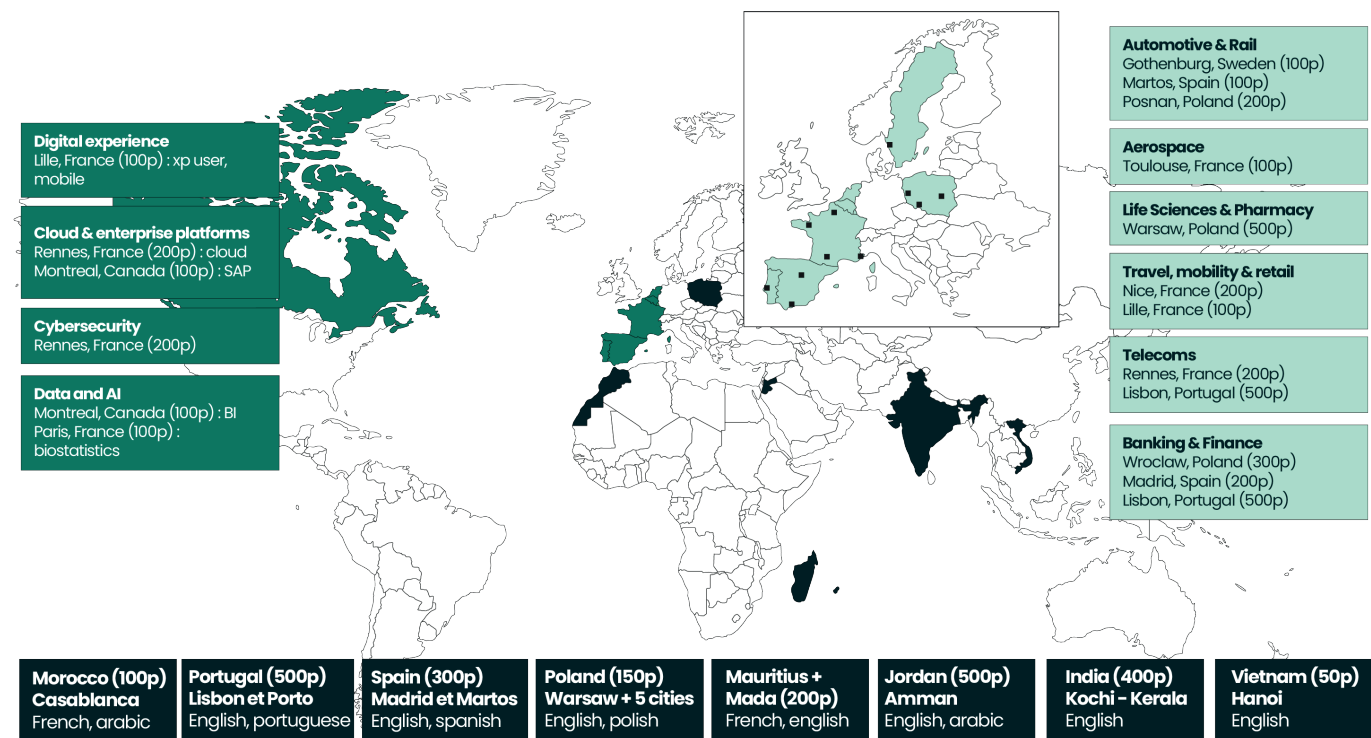


The Competency Centres combine :

- Flexibility and agility ;
- Optimised resource management ;
- Commercial competitiveness ;
- Technical performance.

In addition to its worldwide geographical coverage and proximity, Astek relies on its regional and offshore centres of expertise to combine skills and competitiveness and guarantee the same level of quality and productivity throughout the world thanks to shared management and methodologies.

INDUSTRIALISED DELIVERY CAPABILITIES



Strategic Plan (GRI 2-6)

Thanks to a differentiated value proposition that responds to customer demand for higher added-value services, the Group is accelerating its development, relying on 3 main levers :

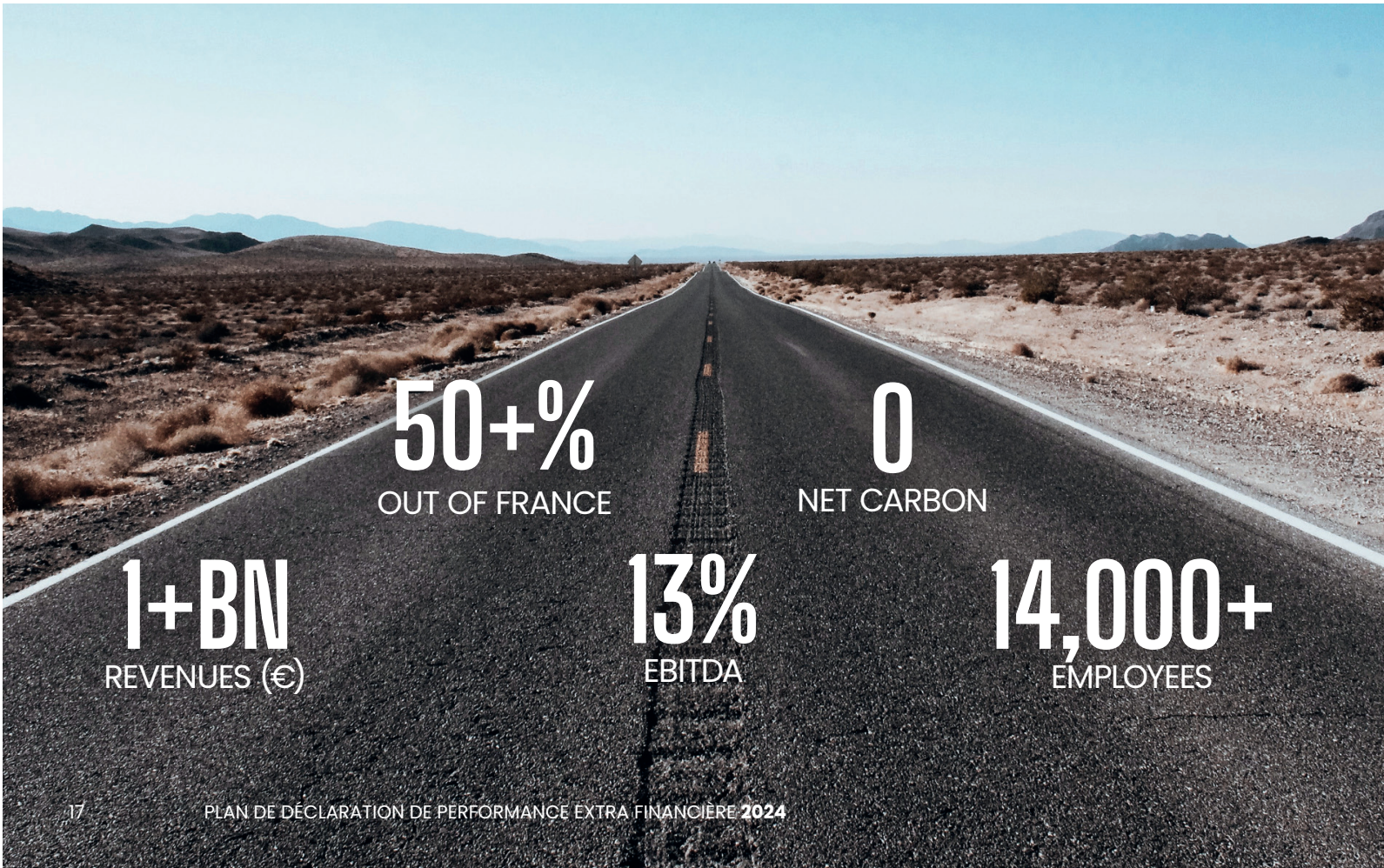
- Solid organic growth, averaging around 10% a year;
- Targeted acquisitions in Western Europe and offshore ;
- The transformation of our organisation towards greater added value and a commitment to a sustainable digital transition.

Against this backdrop, the Group has unveiled its new strategic plan for 2022 : “ENGAGE 2027”.

- Double sales between 2022 and 2027 to reach €1 billion by 2027 ;
- Improve its EBITDA to reach 13% in 2027 (compared with 9.5% in 2022) ;
- Exceed 50% of its workforce outside France (compared with 45% in 2022) ;
- Double its workforce between 2022 and 2027 to 14,000 employees worldwide.

OUR
AMBITION

Be a key global partner for our clients in their transformation, bringing them the best expertise and the latest innovations **everywhere in the world.**



1.2. Methodological note (GRI 2-2, 2-3)

Data for the various indicators cover the period from January 1, 2024 to December 31 2024, unless otherwise indicated. (GRI 2-3)

CSR policies (social, ethical, environmental, purchasing, etc.) have been deployed throughout France (excluding companies acquired during 2024) and are currently being rolled out across all international subsidiaries and the most recently acquired subsidiaries.

The scope of the indicators is at least France (excluding acquisitions made in 2024), which represents 56% of the Group's employees (excluding subcontractors). This scope is currently being extended to include international operations and acquired companies, in order to increase the percentage of coverage in future financial years. (GRI 2-2)

In terms of measuring our carbon footprint, in previous versions of our EFPS, there was a oneyear gap in the reporting of the assessment. In fact, the Astek Group's GHG Report is produced on the basis of N-1 data (full year) in year N. The results of this study, launched at the beginning of year N, were known in the middle of year N. At the time of drafting the EFPS 2023, the latest available GHG Report therefore concerned emissions in 2022. In 2025, for the first time, we are able to produce the results of the 2024 GHG Report more quickly, before the publication of the EFPS. In order to maintain continuity in reporting, the document will present the results of our last two GHG Report, 2023 and 2024. Furthermore, until 2022, the results presented were those of the ADEME methodology (Bilan Carbone). In order to align with the SBTi approach launched in 2023, the 2023 and 2024 results are those calculated using the GHG Protocol methodology.

The Human Resources Department is responsible for establishing social indicators, the Legal Department for ethical indicators, the Quality and Environment Department for environmental indicators, and the Purchasing Department for purchasing indicators.

The CSR Department, in conjunction with the General Secretariat and the Legal Department, supervises the establishment of the DPEF and the indicators that make it up.

The indicators are presented with comparative data for the year 2023. Quantitative targets have been set for all the indicators for the 2023 financial year. The vast majority of them will still be relevant in 2024

1.3. Governance and organisation CSR

1.3.1. Governance (GRI 2-9, 2-12, 2-13)

Astek's governance is based on :

- **The Supervisory Board's** mission is to ensure the smooth running of the company and to report to shareholders;
- **The Executive Board** is responsible for strategy and relations with the Supervisory Board, and is chaired by **Julien GAVALDON** ;
- **The COMEX** fsets the major objectives, monitors the associated overall performance trajectories and ensures that these trajectories are adhered to ;
- **The CODIRs** implement the strategy defined by **the Executive Board** and **the COMEX**, and monitor the performance of their areas of responsibility.

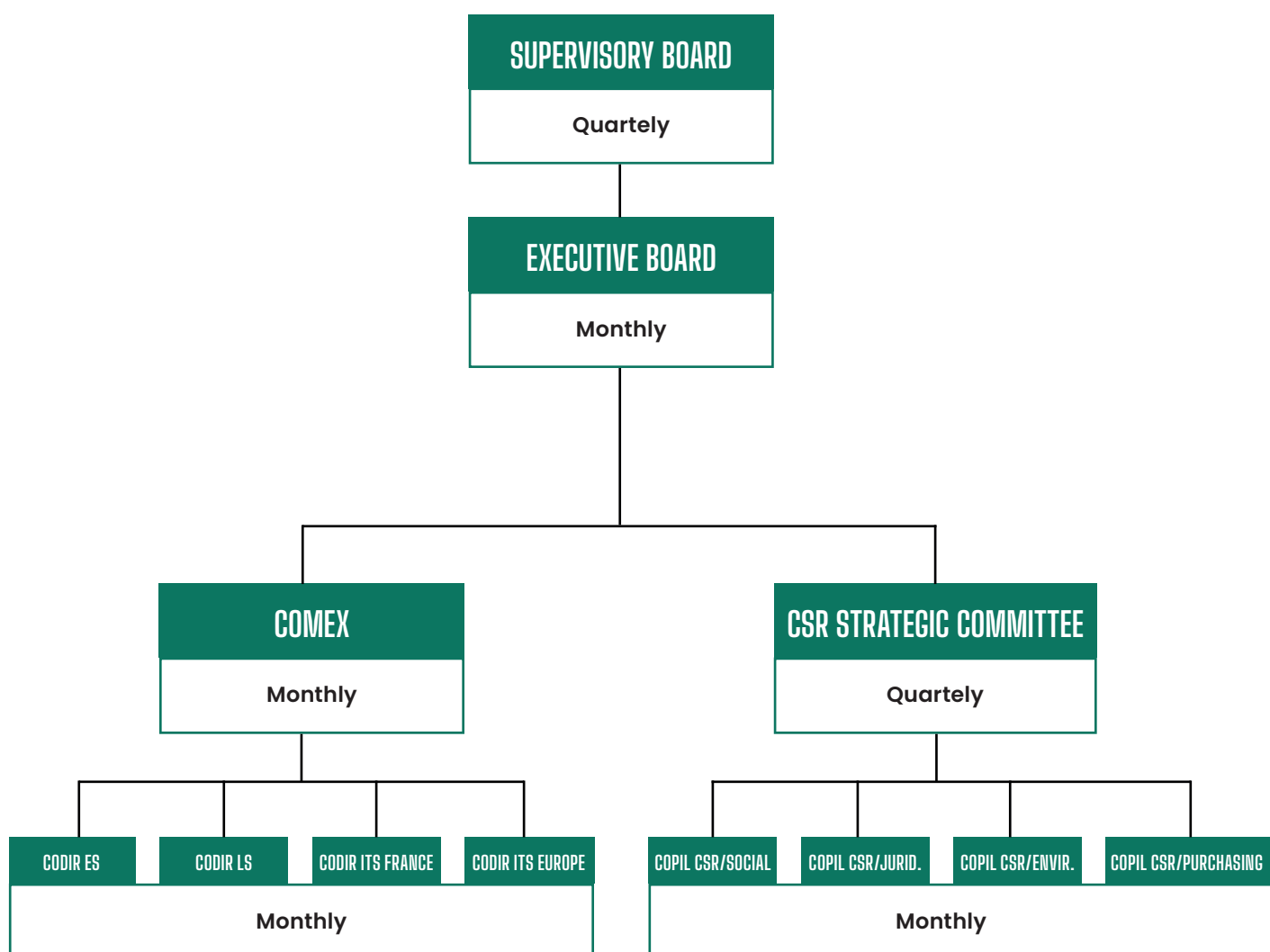


To strengthen its CSR governance, Astek has set up a CSR Strategy Committee

This committee meets quarterly and defines the Group's CSR strategy and priority projects. It is made up of the Chairman of the Executive Board, the Development Director, the Human Resources Director, the Legal Director, the Company Secretary and the CSR Director

The action plans defined by the Strategic CSR Committee are taken up by 4 thematic CSR committees, which implement them and monitor the performance of their area of responsibility.

In addition, on a monthly basis, the Executive Committee monitors overall CSR performance and checks the progress of the associated action plans. (GRI 2-12)



1.3.2. Sustainable development goals (GRI 2-22)

The 193 member states of the United Nations have defined 17 Sustainable Development Goals. They are presented at the following address

un.org/sustainabledevelopment/

The Sustainable Development Goals are a call to action for all countries – poor, rich and middleincome – to promote prosperity while protecting the planet. They recognise that ending poverty must go hand in hand with strategies that develop economic growth and address a range of social needs, including education, health, social protection and employment opportunities, while combating climate change and protecting the environment.

Astek has used this framework to define its CSR policy, commitments and action plan

1.3.3. Indicators in the form of GRI

In order to monitor our progress in achieving Sustainable Development objectives, Astek has chosen to track GRI (**Global Reporting Initiative**). This enables us to comply with international standards and to select relevant indicators on the organisation's economic, environmental and social performance or impact in relation to these aspects.

These indicators will be used throughout this document. This applies both to indicators and to information considered relevant in GRI reporting.

1.4. Maps of games stakeholders (GRI 2-29)

Astek's development depends on its ability to forge solid relationships with its various stakeholders. To this end, Astek has mapped its various stakeholders and classified them into 2 circles :

CIRCLE 1

- Our employees
- Students, recent graduates and applicants
- Our customers

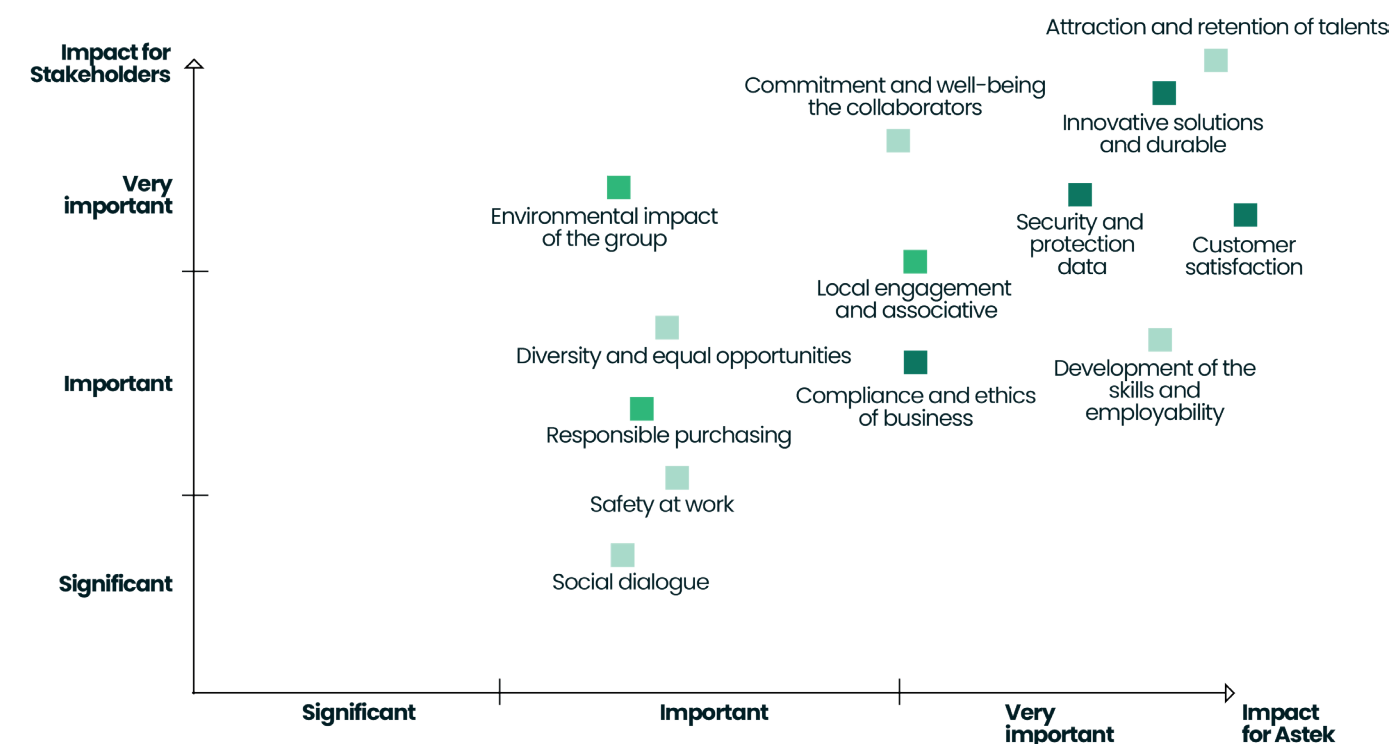
CIRCLE 2

- Suppliers and subcontractors
- Staff representatives
- Schools and universities
- Financial partners
 - Institutions and public authorities
 - Partner associations



1.5. Priorisation of issues (Materiality matrix –GRI 3-2)

Astek has drawn up its materiality matrix with the help of the Group's various departments, particularly those in direct contact with the various stakeholders, in order to define the issues that have the greatest impact on Astek and its stakeholders.



This materiality analysis complies with the principles of the **Global Reporting Initiative**.





1.6. Main extra-financial risks

Issue	Risk	Level of risk	Para-graph
Social	Recruitment and retention of talent: difficulty in attracting and retaining staff in a business sector where employee turnover is high and inherent to the consultancy profession.	Important	3.4
Social	Matching skills to needs	Important	3.3.1.4
Governance	Customer satisfaction	Important	2.2.3
Social	Employee well-being, teleworking, safety	Medium	3.3.4
Social	Psycho-social risks linked in particular to changes in assignments, customers and working environment, rapid changes in the skills required and inter-contract situations.	Medium	3.3.2.2
Social	Respect for gender equality, non-discrimination, diversity and inclusion	Medium	3.3.5.2
Social	Deterioration in social relations	Medium	3.3.7
Governance	Information systems security: data processing is at the heart of the Group's business and requires a high level of security in the face of growing cyber risks.	Medium	2.3
Governance	Corruption by an employee or subcontractor	Medium	2.2.1
Societal	Compliance of suppliers and subcontractors: RGPD, anticorruption, human rights, etc.	Medium	5.2
Societal	Maintaining a strong local presence and close links with our customers and local associations	Medium	5.1
Environmental	Impact of activities on the environment	Medium	4.1
Environmental	Digital Responsibility: supporting our customers in a virtuous digital transition	Medium	4.3



1.7. “ ENGAGE 2027 ” roadmap (GRI 3–3)

The stakeholder analysis, the materiality matrix and the risk analysis led Astek, as part of the implementation of the ENGAGE 2027 strategic plan, to define an ambitious and engaging roadmap. Astek has made 10 major commitments on ethical, social, environmental and societal issues.

GOVERNANCE	1 2 3	Promote responsible and diverse governance Ensure ethical practices Ensuring data security
SOCIAL	4 5 6	Offer a diverse, qualitative and adapted work environment Develop talents through training Encourage the inclusion of young people
ENVIRONMENTAL	7 8	Contribute to limiting climate change Accelerate responsible digital transformation
SOCIETAL	9 10	Supporting local development and associative fabric Ensure that suppliers adopt Astek’s sustainable practices



1.8. A CSR commitment reflected in our CARE charter (GRI 3-3)

During 2024, we summarised our commitment around 3 pillars in a charter, CARE :

CARE FOR EXCELLENCE
CARE FOR EACH OTHER
CARE FOR THE PLANET



This commitment is intended to be concrete and is illustrated by selected, pragmatic actions linked to our businesses and to the impact that a consultancy such as ours can have.

CARE for excellence, because we aim for excellence in everything we do, whether in terms of business ethics or in supporting the talent we recruit and develop in terms of skills, expertise and interpersonal skills through a career path that creates experience and a continuous training approach

CARE for each other, because our employees are at the heart of our development. It is therefore essential for us to offer them the best possible environment in which to develop and work in the best possible conditions. CARE for each other, also because we are aware that progress is a collective affair, we care about each other and take action internally and around us, in particular via our skills sponsorship program.

CARE for the planet, because we want to be one of those companies that recognise their responsibility to the society in which we live. As well as continually working to reduce our carbon footprint, and because we cannot intervene everywhere, we have chosen to intervene where we have the expertise, where we can make a difference and have a role to play :

- Reducing our carbon footprint to help limit climate change
- Green IT – because the future of our businesses depends on sustainable digital technologies.



2 PERFORMANCE AROUND GOVERNANCE

2

PERFORMANCE AROUND GOVERNANCE

2.1. Responsible and diversified governance (GRI 405-1)

As presented in [paragraph 1.3.1](#), Astek has set up governance bodies to ensure the Group's performance: operational, financial and non-financial performance.

In order to be effective and representative, this governance must be diversified in accordance with article L. 22-10-10 of the French Commercial Code. This diversification can be measured using several GRI indicators.

KEY PERFORMANCE INDICATOR

GRI 405-1

By the end of 2024, **30% of Astek's Group Directors are be women** (of the 40 members of the COMEX, CODIR France and Directors of internal or solutions business lines, 14 will be women).

At the end of 2023, 11 of the Group's 42 Directors (members of the COMEX, CODIR France and Directors of internal or solutions business lines) are be women, i.e. **26% of the Directors**

The Astek Group is committed to having 30% female Directors by 2027.

2.2. Affirmation of ethical (GRI 2-23, 2-24)

2.2.1. Fight against corruption (GRI 2-15, 2-27, 205-2, 205-3)

By joining the [UN Global Compact](#) in 2005, the 10th principle of which is the fight against corruption, Astek affirmed its ambition to develop a policy of business ethics. As part of this, the Group has adopted the principle of zero tolerance of corruption in all its forms. For this reason, the Group has put in place various policies to combat corruption effectively, which are described below

The Code of Conduct

The Code of Conduct is the cornerstone of the anti-corruption measures introduced by the Sapin law. II ACT. It is the reference text for the prevention of corruption, describing the behaviour that is required and setting out the rules that must be respected by all employees. It aims to protect employees by clearly specifying what is authorised or prohibited, enabling them to identify high-risk situations and illustrating the behaviour they should adopt

The Gifts and Invitations Policy

Astek has defined a Gifts and Invitations Policy that is accessible to all employees. This policy defines the procedures for approving gifts and applies to all business gifts. The purpose of adopting this policy is to ensure that gifts do not undermine impartiality of business decisions



by opting for total transparency. It is regularly updated to ensure that it is properly applied

The Ethics Alert Procedure

Astek has put in place a procedure for handling alerts relating to ethics and in particular to acts of corruption. Accessible via an internal Group tool, its use is optional. This procedure ensures the strict confidentiality of the identity of the person making the alert, of the persons targeted by the alert, and of the information gathered, in order to encourage employees to exercise greater vigilance

Accounting control procedure

Astek has implemented an accounting control procedure designed to ensure that books, records and accounts are not used to conceal corruption or influence peddling. Using tests, reconciliations, verifications, internal and external controls and staff training, Astek's aim is to detect any infringements and prevent any concealment of acts of corruption or trading in influence.

Corruption risk mapping

The purpose of Astek's anti-corruption mapping is to prevent and detect breaches of probity. Set up following the entry into force of the Sapin II law, the risk map is reviewed every two years in order to maintain increased vigilance adapted to the Group's growth and to strengthen the control measures relating to conflicts of interest, both with regard to our employees and to our customers, subcontractors and suppliers

The third-party assessment process

As a major player in the Digital Services market, Astek takes great care to ensure that the third parties with whom it has or will have business relations offer sufficient guarantees in terms of integrity, by means of a specific risk assessment procedure, based on the mapping of corruption risks. This assessment is adapted according to

the category of third party identified (customers, subcontractors, suppliers, employees, etc.) and involves three levels of players within the Group. To this end, the «my procurement» platform deployed to subcontractors ensures that they adhere to the Group's Gifts and Invitations Policy and Anti-Corruption Code of Conduct. At the same time, as part of the recruitment process for its managers and directors, the Group has introduced a declaration of integrity and nonconflict of interest signed on recruitment. In addition, when selecting suppliers, Astek systematically puts them out to tender. This approach is accompanied by an objective scoring procedure, enabling candidates to be evaluated according to predefined and transparent criteria, guaranteeing an informed choice in line with our requirements for integrity and responsibility.

Raising employee awareness

The fight against corruption cannot be effective without the involvement of every employee. This effectiveness cannot be total if each person is not trained in the risks of corruption. This is why Astek has set up a system to raise awareness among all its Directors, Managers and members of the support functions, so that everyone is able to recognise corruption and is aware of the sanctions against these illegal acts. All Directors, Managers and members of the support functions joining the Group must complete this awarenessraising programme and obtain a minimum score of 70% to validate their awareness. Awarenessraising is repeated every two years

The internationalisation of anticorruption measures (GRI 2-27)

The fight against corruption cannot be fully effective if it is not applied to all of the Group's activities. As the Group diversifies its international offering, anti-corruption measures are also being developed in each of its subsidiaries around the world.



Through its membership of the UN Global Compact, Astek is now in a position to cover SDG (Sustainable Development Goals) 16.5 and to present the following indicators

Extract from the Group's 2024 Communication On Progress (COP) responses (GRI 205-1, 205-2, 205-3)

- Significant risks related to corruption, identified during the risk assessment (GRI 205-1): 1 corruption risk identified and avoided in 2024.
- Total number and percentage of members of governance bodies to whom the organisation's anticorruption policies and procedures have been communicated (GRI 205-2): 100% of members of governance bodies to whom the organisation's anticorruption policies and procedures have been communicated in 2024.
- Total number and percentage of members of governance bodies who have received anti-corruption training (GRI 205-2): the Astek Group has chosen to raise awareness of the fight against corruption among all structural staff. This takes the form of e-learning followed by a quiz (random questions) to which a minimum of 80% of the answers must be correct. 578/657, i.e. 88% of the members of the governance bodies were made aware of the issue (test passed) by the Legal Department.
- Total number and nature of confirmed incidents of corruption (GRI 205-3) : No confirmed corruption-related incidents in 2024.
- Total number of confirmed incidents where contracts with business partners were terminated or not renewed due to corruption-related violations (GRI 205-3): No contracts terminated as a result of incidents in 2024.





KEY PERFORMANCE INDICATOR

GRI 205-2

At 31/12/2024, 88%* of Astek Group's members of governance bodies and structural staff*** had completed anti-corruption training** (France, Mauritius, Madagascar, Morocco, i.e. 577 people out of 653 target employees).

At 31/12/2023, 83%* of the members of the governance bodies and structural staff*** of the Astek Group had validated the anti-corruption training** (France, Mauritius, Madagascar, Morocco, i.e. 508 people aware out of 608 target employees).

Astek's qualitative objective is to raise awareness internationally by 2027.

The quantitative target for this indicator is 80% by 2027

* Photography at December 31st of the year. Percentage calculated from the number of people who passed the test based on the number invited to take it during the year. All targeted new employees are invited to take the awareness test as part of the onboarding process (WELCOME) and then to be reassessed every year on their anniversary date.

** management bodies, CODIR, COMEX

*** support functions and sales teams



2.2.2. The fight against tax evasion (GRI 207-1, 207-2)

Tax evasion is defined as all behaviour adopted by a company to avoid or reduce the amount of tax it has to pay, in particular by transferring its assets or income to a country where taxation is more advantageous.

Unlike tax fraud, tax evasion does not involve the use of illegal means, but rather regular ones. At least in appearance.

Nevertheless, tax evasion generally involves incorrect application of the regulations in force, leading to a financial risk, as well as a loss of image and reputation.

The Group is fully committed to fight against tax evasion. In particular, it is committed to complying with the OECD's principles on basis erosion and profit shifting (BEPS).

In addition to the rules laid down by the OECD, Astek pays particular attention to :

- refrain from setting up in tax havens (uncooperative states or territories for tax purposes on the official French list and on the blacklist drawn up by the European Union) ;
- base the decision to set up abroad on the desire to present the best offer and provide the best services to its customers or partners, without resorting to non-operational or artificial entities ;
- rigorously apply national and international tax rules and pay tax in every country where its activities create value and generate profits;
- securing tax risks in its external growth operations, by carrying out tax audits and, during the integration phase, aligning the tax policy of newly acquired companies with that

of the Group ;

- maintain a cooperative and transparent relationship with tax authorities in all countries.

2.2.3. Service quality and customer satisfaction (GRI 2-25, 2-26)

Context

In an international market where customers are increasingly demanding, Astek has placed customer satisfaction at the heart of its growth strategy.

On a day-to-day basis, Astek supports its customers and partners in innovative, high added-value projects, where a good understanding of needs and satisfaction at the end of projects go hand in hand to ensure longterm relationships and develop a brand image.

In this context, Astek's objective is to be irreproachable in terms of service quality in all circumstances, while striving for continuous improvement. Combining responsiveness, proximity and reliability, Astek is particularly keen to respond as quickly as possible to its customers' questions or problems in order to meet their expectations and maximise their experience.

Driven by this desire to satisfy its customers in order to encourage loyalty and referrals in a sector where competition is king, Astek has decided to deploy the resources needed to adapt its outlook to the way its results are perceived.



Quality policy

As part of its quality policy, Astek has implemented an Integrated Management System, governed by the ISO 9001 standard and overseen by the Quality Director.

A major tool within Astek, this system centralises indicators for each of the Group's processes, audit findings, action plans and risks, leading to continuous improvement in both internal operations and the quality of services provided to customers. These indicators are reviewed regularly and monitored by the Quality Department.

This system also makes it possible to gather expressions of need from customers and interested parties and to deal with any dissatisfaction.

In recognition of this continuous improvement approach, on 21 July 2022 AFNOR renewed Astek's ISO 9001 certificate for all its companies located in France, for all its "sales, design and implementation of information systems, networks and telecoms projects, and engineering and technology consulting" activities.

Internal procedures

For all projects carried out by Astek consultants, whether as technical assistance or as part of structured projects, a procedure known as «internal procedures» is applied. A «procedure for handling customer complaints» has been rolled out across the Group, enabling us to manage customer dissatisfaction on a day-to-day basis. customer dissatisfaction. This fundamental distinction makes it possible to adapt satisfaction criteria and collection methods to the reality of the services provided to the Group's partners :

- For technical assistance projects, dissatisfaction can be expressed by the customer directly to Astek Managers. For technical assistance projects, dissatisfaction

can be expressed by the customer directly to Astek's Managers, during the follow-up of the assignment.

- For structured projects, dissatisfaction can be raised indirectly during the monthly review – known as the "RMP review" – led by Astek's Directors and the Projects and Offerings Department (DPO), to provide a progress report on the project (financial situation, compliance with deadlines, identification of risks and opportunities, etc., and customer satisfaction).

Once identified, any dissatisfaction, whether direct or indirect, is then reviewed by the Customer Complaints Committee. This highly strategic committee, which brings together the Executive Directors (ExD), representatives of the Projects and Offerings Department (POD), as well as the CISO (Chief Information Security Officer), the Quality Director and the General Secretary, aims to draw up action plans and provide appropriate solutions in order to best satisfy Astek's customers.

The frequency and monitoring of the various projects enable us to take stock of the areas for improvement in the management and resolution of dissatisfaction, all with a view to promoting the Astek Group's policy as a genuine tool for building customer loyalty and enhancing the performance of its customers and partners.

No indicator is currently relevant enough to accurately measure customer satisfaction, despite the importance it represents for Astek. Astek's objective is therefore to review its policies in order to better measure customer satisfaction and ensure better monitoring, in particular by automating it.

2.3. Security and protection of data

2.3.1. Security of information systems



Astek is well aware of the security challenges it faces, and in 2016 it implemented an ISMS (Information Security Management System) and embarked on a transformation programme to integrate security into all of the company's processes.

Under the leadership of the CISO, in place and appointed since 2016, Astek is now ISO 27001:2013 certified for all its activities in France.

An ISSP (Information System Security Policy) is in place. It is reviewed annually and takes into account the results of the risk analysis and the resulting treatment plan. This policy is approved by the Chairman of the Executive Board.

A Strategic Committee meets at the beginning of each year. Chaired by the CISO, it brings together all the company's process managers, including the Chairman of the Executive Board and the main members of the CODIRs. It defines the strategic orientations in terms of organisation and governance, as well as the new measures to be implemented. In addition, a Steering Committee meets every month, in the presence of a management representative, to monitor action plans and ensure that objectives are being met.

A set of procedures and measures is applied in order to meet the following expectations defined in the PSSI :

- Comply with Astek's contractual obligations, and in particular projects subject to specific security commitments;
- Ensure system availability;
- Guarantee the integrity and confidentiality of sensitive data, customer data, strategic data (financial data and competitive data) and personal data General Data Protection Regulation (GDPR);
- Comply with the legal and regulatory

obligations in force;

- Protecting against malicious acts, whether internal or external: misuse of Group applications for personal purposes, gratuitous or accidental malice, cybercrime.

The personal involvement of every IS user is expected to ensure the success of this security policy. To this end, an awareness-raising programme for employees and subcontractors is in place. It complements the contractual aspects and is based on :

- An e-learning site providing tailored content on information security. Two modules are to be followed by each IS user and must be validated by a final questionnaire;
- Phishing tests to train employees to deal with this type of attack;
- Specific awareness-raising and training sessions depending on the context and the needs of the departments.

In order to be ready to react in the event of a cyber attack affecting our information system, a crisis management process is maintained and tested every year, along with a business continuity plan. Astek also relies on a partner specialising in incident response and has taken out cyber insurance.

In order to support the strong international development of the Group, the organisation and governance of IS security evolve regularly. The scope of our security policy is being extended to contribute to data security at all our entities.



2.3.2. Data protection

Issues

Regulation EU 2016/679 of the European Parliament and of the Council of 27 April 2016 on the protection of individuals with regard to the processing of personal data and on the free movement of such data, commonly known as the «GDPR», came into force on 25 May 2018. Since that date, practices and procedures within each company acting as a Data Controller or Subcontractor have evolved in order to comply with these regulations, which each national authority (in France, the CNIL) acts as the guardian of.

The aim of the GDPR was to enable identified or identifiable individuals to have a better understanding of, and appropriate control over, the personal data held about them by any organisation or company. Several years after it came into force, it has made it possible to make companies that process personal data and their staff more accountable, and also to reassure individuals about the extent of their rights and the security measures taken to ensure the protection of this data.

As a French company that has become an international player in IT engineering, with a worldwide presence, Astek aims to implement a global data protection policy that complies with local regulations and respects the highest standards of quality and security, both for its customers and its employees

Implementation of personal data protection

Since the GDPR came into force, Astek has deployed a programme designed to ensure the Group's compliance with this regulation and with specific local legislation.

This programme is placed under the responsibility of Astek's General Counsel, who was appointed as Personal Data Protection Officer in 2018.

This appointment has enabled the Group to implement the necessary changes, and then evolve them, to ensure that its practices comply with regulatory imperatives. This implementation concerns both the personal data that the Group is required to process, in its capacity as Data Controller or in its capacity as Subcontractor, and is broken down as follows :

- Carrying out risk mapping to identify data flows and determine the actions to be taken to secure them;
- Keeping registers as Data Controller and Subcontractor;
- Drafting of an GDPR charter and an Information Notice reminding our employees, customers and suppliers of their rights and specifying our obligations;
- Implementation of internal procedures: (i) the procedure for accessing personal data, (ii) the procedure for storing personal data and (iii) the procedure in the event of a personal data breach. These procedures are integrated into the Astek Group's ISO 9001, 14 001 and 27 001 certified Integrated Management System (IMS) proces;
- Deployment of an employee awareness system, with the obligation for each employee to follow a training course on the protection of personal data, the knowledge and understanding of which are verified by means of a questionnaire. To validate this training a score of 70/100 is required.



At the same time, all contracts - whether employment contracts or commercial contracts - include a clause protecting personal data.

Finally, the Group's international scope now encourages it to extend and develop internationally the procedures currently applicable within the European Union, in order to continually improve the Group's ethical and responsible approach. Particular attention is paid to updating the legal mechanisms for international data transfers, as validated by the European Commission (standard contractual clauses), so that data can be transferred securely and in compliance with the law within the Group's various companies.



KEY PERFORMANCE INDICATOR

At 31/12/2024, 82%* of Astek's employees had completed the personal data protection training course. (Scope: France, Mauritius, Madagascar, Morocco; i.e. 3,241 people aware out of 3,941 employees)

At 31/12/2023, 80%* of Astek employees (scope: France, Mauritius, Madagascar, Morocco, i.e. 3,310 people aware out of 4,109 employees) had been made aware of and had validated the personal data protection training.

Astek's qualitative objective is to raise awareness internationally by 2027.

The quantitative target for this indicator is 80% by 2027.

* Photography at December 31st of the year. Percentage calculated from the number of people who passed the test on the basis of the number invited to take it during the year.

All targeted new employees are invited to take the awareness as part of the onboarding process (WELCOME) and then to be reassessed every year on their anniversary date.



2.3.3. Management of Artificial Intelligence

Issues

The rise of Artificial Intelligence (AI) technologies is profoundly transforming the economic, social and scientific sectors, but also raises major governance challenges. These challenges include the protection of personal data, the transparency of automated decisions, the management of algorithmic bias and the respect of fundamental rights. Faced with these challenges, the regulatory framework defined by the Artificial Intelligence Regulation (RIA) plays a central role in regulating the ethical and responsible use of these technologies.

AI governance aims to establish principles and practices that ensure that AI systems are trustworthy, safe and respect fundamental rights. It is part of a proactive approach to anticipate the risks associated with the use of AI, while promoting innovation and strengthening stakeholder confidence. In Europe, authorities are committed to promoting AI that complies with existing regulations while supporting the development of responsible innovations.

Implementation of the governance of Artificial Intelligence

To meet these challenges, the Group has set up effective AI governance based on a number of strategic priorities :

- Drafting of a data and AI ethics charter: Astek has deployed an ethics charter on data and artificial intelligence that serves as a guiding framework for integrating ethical considerations into all its AI-related activities. It is based on the practical situations that the Group faces internally, with its customers, partners, and all its stakeholders.
- Establishment of an "AI committee": To

strengthen its AI governance, Astek has set up an AI Committee. This committee meets monthly to acculturate employees to artificial intelligence by presenting new issues.

- Appointment by the legal department of an AI manager to answer ethical and legal questions related to artificial intelligence.

In addition, Astek wishes to set up an awareness-raising program in 2025 to train teams on the ethical and legal issues related to AI in order to ensure a common understanding and rigorous application of the established rules.

Finally, our ambition is to extend these practices globally to all our subsidiaries in order to actively contribute to ethical and responsible AI.





3.1. Social issues

Social issues represent a significant proportion of the company’s risks. For this reason, Astek has developed its social performance around several key areas :

- Talent acquisition and retention;
- Developing talent;
- The health and safety of its employees while respecting diversity.

3.2. Presentation of workforce (GRI 2-7)

At the end of 2024, Astek was present in 24 countries, with a workforce of 9,315 employees, 64% of whom were salaried consultants, 23% subcontracted consultants and 13% structural employees (managers, recruiters and support functions).

48% of the workforce is based in France, 17% in Poland, 7% in Portugal, 6% in Canada, 5% in Saudi Arabia and 18% in the 19 other countries.

	END OF 2024			
	CONSULTANTS	SUBCONTRACTORS*	STRUCT.	TOTAL
FRANCE	3371	473	624	4468
EUROPE	1404	1215	323	2942
NORTH AMERICA	173	319	55	547
AFRICA MIDDLE EAST	703	91	173	967
ASIA	282	72	37	391
Astek Group total	5933	2170	1212	9315

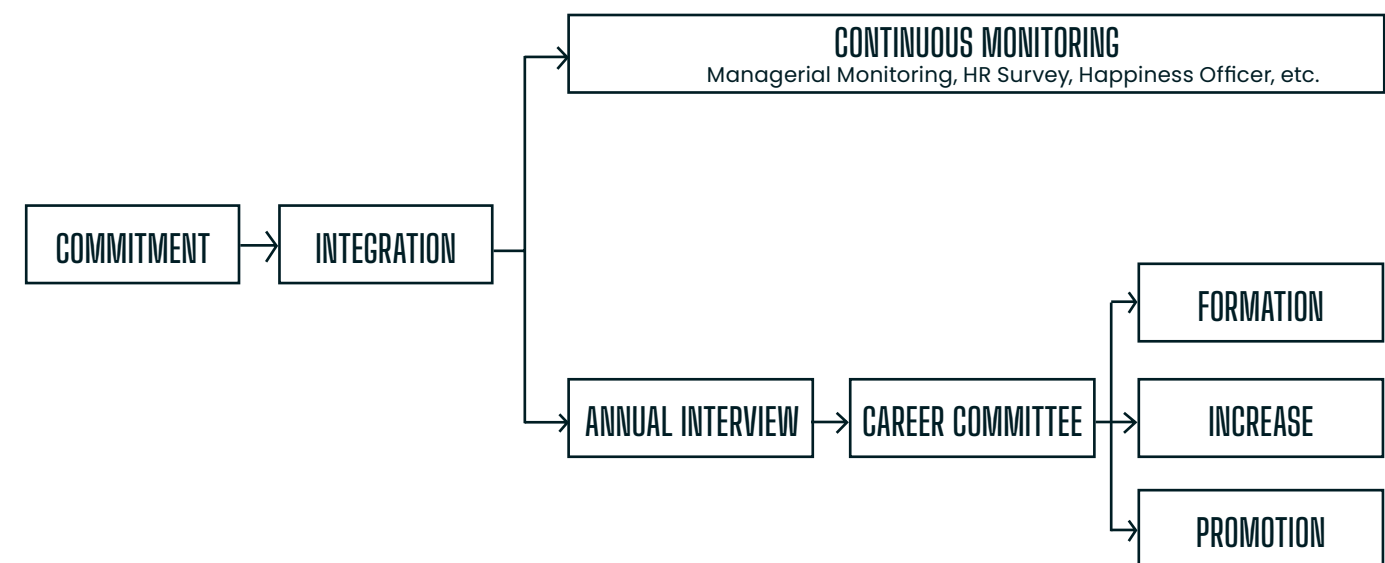
** In some countries, such as Canada and Poland, local legislation and practices are geared towards forms of collaboration other than salaried employment. This is why our workforce includes these employees. Elsewhere, as in France, subcontractors are mainly freelancers or self-employed people who have an almost exclusive relationship with Astek (which continues over several projects). Here too, Astek includes them in its workforce.*



3.3. Diversified, competitive and adapted working environment

3.3.1. Career management

The monitoring cycle for our employees, particularly in the context of their career development, is defined as follows :



3.3.1.1. Employee support and monitoring

Throughout their career with the Group, employees benefit from a number of support and monitoring systems. support and follow-up :

- Integration programme;
- Employee Appraisal and Development Interview (EADI), conducted annually by the Manager, where employees can express their views on their career development and their wishes for future assignments;
- Consultant Monitoring (CM), carried out quarterly by the Manager, where employees can suggest improvements to their activity, ask for a change of assignment, raise any difficulties they are experiencing, and share their level of satisfaction at the same time;
- Local group events (lunch, breakfast, afterwork) and/or TEAM UP meetings, where employees can express themselves, ask questions and discuss issues with their managers, who take part in some of these events; the same applies to the half-yearly branch evenings attended by the entire management line, which provide an opportunity to discuss issues with management.



In addition, on our customer sites, Site Referents (SR) are set up, whose role is to strengthen the customer-consultant-Astek relationship by conveying information. True complementary links, the SRs are experienced consultants who make possible to raise employees' questions or suggestions with managers and HR teams (CRH/HRM).

Each SR draws up a quarterly report, in particular to report these elements, which are exchanged between the HRC/HRM, the Manager, or even his N+2. Action plans are then put in place.

With the Happiness Officers team (see §3.3.3); The SRs offer friendly meetings (afterwork or other) that allow additional information to be shared and to strengthen the close relationship with the consultants.

Employee satisfaction

Knowing how to evaluate our progress in employee monitoring requires regular measurement of employee satisfaction.

Since 2017, the Group has therefore set up biannual surveys, where employees are invited to express their satisfaction or dissatisfaction with various aspects: their activity, their management, their overall relationship with Astek and the opportunities offered by the company to develop their skills (training, certification, mission, etc.).

The key indicator of our social policy is based on our satisfaction surveys. It is determined by the sum of the responses "very satisfied" and "satisfied" divided by the sum of the responses "Very satisfied" / "Satisfied" / "Moderately satisfied" / "Not satisfied" to the question about their managerial follow-up.

KEY PERFORMANCE INDICATOR

In 2024, 91% of Astek employees indicated that they were Satisfied or Very Satisfied with their management follow-up.

In 2023, 87% of Astek employees had indicated that they were Satisfied or Very Satisfied with their management follow-up.**

Astek's qualitative objective is to roll out this survey internationally by 2027.

The quantitative objective for this indicator is to maintain a rate of over 80% by 2027.

* October 2024 survey, carried out on the perimeter of France, 3547 respondents, the survey is not mandatory and Unspoken responses are not taken into account

** October 2023 survey carried out on the France perimeter, 2606 respondents, the survey is not mandatory and Unspoken responses are not taken into account



3.3.1.2. Employee appraisal and development

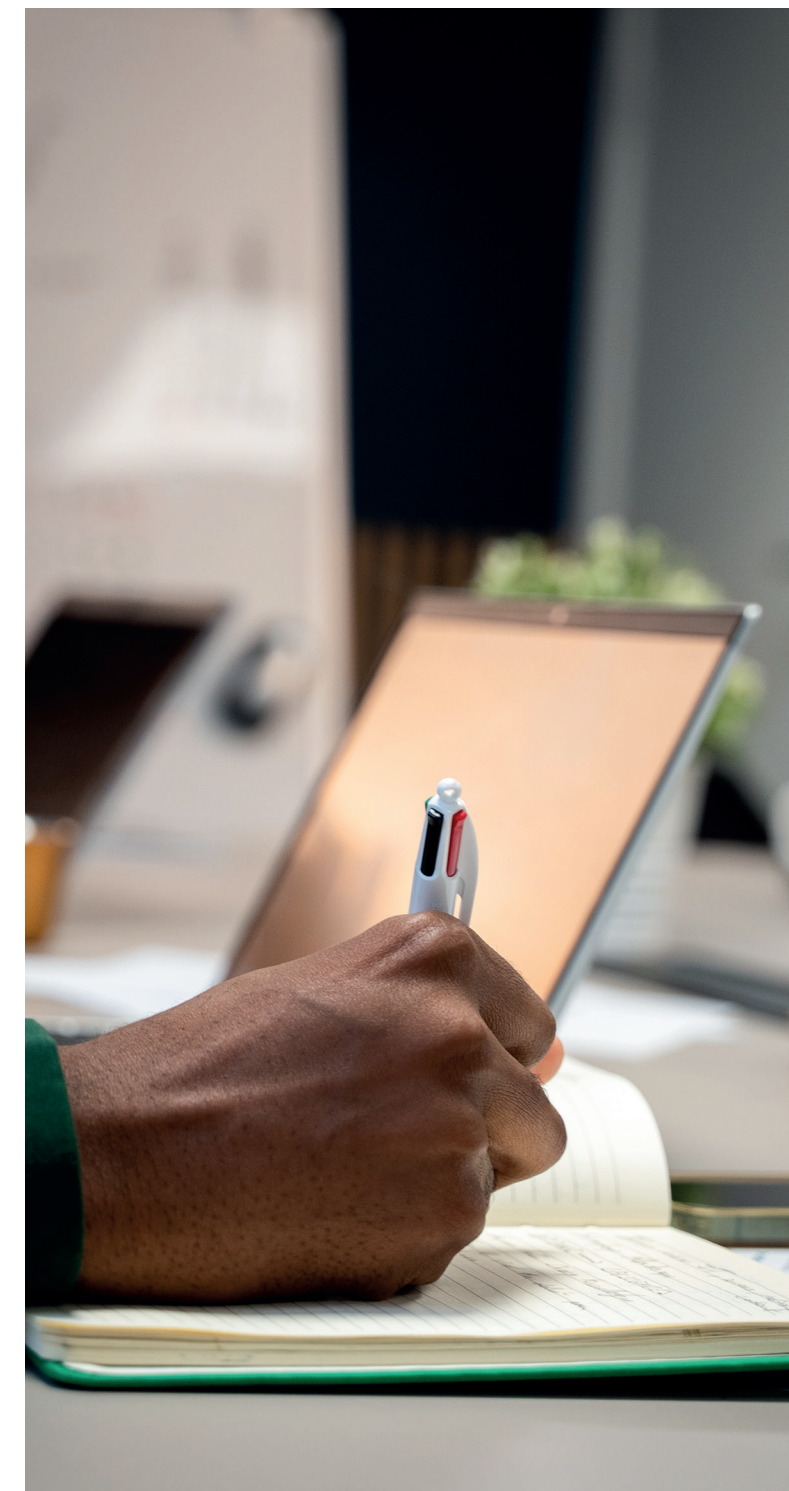
Every year, employees and their managers carry out an Employee Appraisal and Development Interview (EADI) to assess their performance over the past year, the skills they have acquired or need to develop and their career development aspirations, in line with the job description.

On this basis and for each employee, the Careers Committee decides on the employee's development: salary increase, promotion (function, status, function), training needs, change of mission, etc.

Each employee is thus offered an individual career development plan in line with his or her skills and development aspirations/capacities, based on our business reference framework.

The entire employee appraisal process is set out in the procedure.

Finally, the Group is founded on the principles of fairness and collegiality. It is for this reason that career development, including remuneration, is discussed collectively by the Careers Committee, so that an employee's career development cannot depend on a single manager, thereby guaranteeing fairness in the treatment of situations (particularly in the event of a disagreement with a manager). Finally, all proposals for career development are submitted to the Group HR Department for approval.





3.3.1.3. Mobility policy

Our mobility policy aims to provide the best possible support for employees wishing to change project and/or region.

As part of the Consultant Monitoring (CM), employees are given the opportunity to express a wish for a change of project. Management, in conjunction with the HR Department, then makes this request known to the entire sales force with a view to identifying a new project corresponding to the employee's expectations.

As regards requests for geographical mobility, the process has been simplified and made more fluid, to make it clearer and more effective, and to ensure that the change of life – personal first of all, but also professional – is a success for our employees :

- A single channel via the alias mobilite.geographie@groupeastek.fr ;
- A telephone interview with a member of the HR department to discuss the request in more detail.
- A single criterion is taken into account to confirm the move: the suitability of the employee's profile for the local market (assessed by a France Mobility Committee)
- A response within one month of the request;
- Support for employees as they settle into their new region, if the move is successful (moving day, moving expenses).

KEY PERFORMANCE INDICATOR

In 2024, 46% of requests for geographical mobility were successful (based on employees in France).

In 2023, 55% of requests for geographical mobility (within the scope of employees in France) were successful.

The quantitative objective for this indicator is to maintain a rate above 50% by 2027.

It should be noted that inter-regional mobility within the same country requires different locations within the country in question. In this case, apart from France, Poland and the Netherlands, Astek's presence in the Each country is rather single-site.



3.3.1.4. C.A.R.E. Policy

The implementation since 2017 of a strategic HR program (CARE policy – Conviviality, Achievement, Recognition, Evolution) is intended to place employee satisfaction at the heart of the Group's global strategy and consequently to retain them and attract talent.

Our HR ambition : *"To allow everyone to reveal their potential and to evolve in a stimulating and friendly environment, where talent is recognized, diversity is valued and the right balance between private and professional life, a guarantee of Accomplishment, is taken into account".*

The main points of the programme must enable the support of the employee :

CARE | More than an HR policy, a way of being

CONVIVIALITY

We offer our consultants a stimulating and friendly environment, encouraging meetings, interaction and proximity from day one !

ACHIEVEMENT

We offer our employees the right conditions for their by giving meaning to their work, in a pleasant and appropriate environment, as part of a responsible corporate citizen.

RECOGNITION

We value our employees' work, initiatives and daily achievements in a fair and equitable manner.

EVOLUTION

We enable our consultants to create the career path they want, supporting initiative and offering broad prospects for development.



This programme is part of a continuous improvement approach, with a commitment to coconstruction :

- Enable everyone to play a part in Astek's transformation by contributing ideas, suggestions for improvements and solutions
- Assessing the level of satisfaction of our employees via quarterly surveys
- Collaborating with agencies/labels such as GPTW or Top Employer to guide the Group in implementing best practice.

3.3.1.5. Remuneration and development (GRI 2-19, 2-20)

Our remuneration system is based first and foremost on fairness, since all decisions relating to employee remuneration are taken collectively by Career Committees.

Remuneration consists of a single fixed component for consultants and support functions and an additional variable component for Managers, Recruiters and employees with specific responsibilities, based on criteria that are mainly quantitative and defined annually.

The remuneration of each employee is at least equal to the legal or collective minimum wage (SMC) defined in each country. Failing this, each country must in any event guarantee its employees **a salary above the minimum living wage**.

Salary policy is defined on the basis of the Group's competitive challenges and is then tailored to each individual employee. Remuneration is closely linked to the employee's career path, skills and performance.

Each year, salary increase envelopes are defined with a view to best meeting the company's challenges and employees' expectations.

3.3.2. Occupational health and safety (GRI 403-1, 403-2, 403-3, 403-4)

3.3.2.1. Assessment of occupational risks

The Group relies on a Health, Safety and Working Conditions Officer to define the necessary preventive measures.

The Risk Assessment Document (RAD) is updated annually to take account of changes in employees' work situations and/or external events that could have an impact on their health and safety. The DUER, which is submitted to the Social and Economic Committee for annual consultation, serves as the basis for defining the annual occupational risk prevention programme.

Work carried out by our staff on customer sites

The majority of our employees work directly on our customers' premises. To ensure that they are fully aware of the safety rules and any risks associated with our customers' activities, we provide our employees with the Prevention Plan (PP) drawn up with the customer as part of a prior visit to the site.

This prevention plan is updated annually.

A process for checking the PPs, overseen by the Health, Safety and Working Conditions Officer, enables the status of the PPRs to be verified quarterly.

Similarly, subcontractors and/or suppliers working on our premises are subject to the Internal Regulations applicable within our company and to the Prevention Plan drawn up in collaboration with the subcontracting company before the service begins.



Securing Astek Group sites

In accordance with its emergency management procedure, the Group takes steps to ensure the safety of its premises and the protection of its employees :

- At least once a year
 - Checking electrical equipment;
 - Checking fire-fighting equipment (fire extinguishers and emergency lighting units);
 - Checking emergency exits
- At least twice a year, organization of a real-life evacuation exercise on the site, through a partner authorized in this field (CHUBB);
- Access to Group premises is also secured to prevent any external intrusion; the rules are set out in the Physical Access Management procedure.

3.3.2.2. Raising employee awareness of occupational risks

- The Group has produced information booklets and charters to raise employee awareness
- A risk prevention booklet reminding employees of good working practices in open-space or actions to prevent Psycho Social Risks (PSR)
- A prevention charter on moral and sexual harassment and sexist harassment, including the contact details of a Harassment and Sexist Behaviour Officer

To support our Health, Safety and Working Conditions policy, a number of training and/or awareness-raising sessions are organised each year to prevent certain risks :

- Raising awareness among our Managers :
 - RPS;
 - On sexual harassment and sexist acts;
- Annual training of fire crew members
- First aid training at each of our sites

In addition, with regard to electrical risks, certain employees are trained in electrical accreditation so that they can intervene if necessary.

3.3.2.3. Employee medical monitoring GRI 403-3

Each new recruit follows a medical information visit organised at the medical centres and occupational doctors within the 1st months of their hiring. Each employee is then seen by the occupational health practitioner at least once every 5 years.

In the event of long-term sick leave (more than 30 days), each employee must make a return visit to the occupational health practitioner to ensure that they are fit to return to work and to agree on any job adjustments.

More generally, the HR-ADP assistants are available to listen to each employee on sick leave in order to answer any questions they may have and to accompany him, if necessary, in the administrative procedures. Employees returning from sick leave, particularly on long-term leave, benefit from personalised support from HR-ADP assistants.



Finally, via the responsible health and protection insurance contract concluded with AXA, employees have access to a “health services booklet”, via a dedicated platform (Angel), for example :

- 24/7 medical teleconsultation;
- Psychological support;
- Personalized “health” coaching (personalized advice on physical activities and diet);
- Advice in the event of hospitalisation and provision of a list of hospitals and clinics.



3.3.3. Supporting the well-being of employees

At the end of 2022, the Group set up a People & Culture Department.

In France, at the end of 2024, a local team of 8 Happiness Officers is responsible for promoting well-being at work and improving conviviality. They are based at the Group's most important sites and operate throughout the country.

Their role :

- Communicate: be the operational relay for all the Group's employees in communication and develop local communication;
- Building loyalty: managing the commitment of employees through events of proximity, collective sports and/or associative and engaging actions;
- Dress up the premises in collaboration with the General Resources Department.

In Poland, a team of 9 Happiness Officers has also been deployed.

Given the local specificities, their prerogatives are the same as in France, with the exception of the management of premises. For this task, 3 Office Managers positions have been created.





3.3.4. Working conditions

3.3.4.1. Employee Benefits (GRI 401-2)

Each new hire follows an integration process: administrative on-boarding, presentation of the company and HR policy, internal tools, etc.

In France, employees benefit from the following social benefits :

- Ticket-Restaurant Card;
 - Employer coverage of 60%;
- Holidays :
 - 25 days paid holiday per year;
 - Additional seniority leave;
 - Days of RTT;
 - Days for RSDW (Recognition of the Status of Disabled Worker) employees;
 - Day for moving house;
 - And donating days for a seriously ill child;
- Time Savings Account;
- Profit-sharing (company agreement on profit-sharing);
- Teleworking (company agreement on teleworking): 1 to 3 days of teleworking per week with a fixed allowance of €2.50 per day teleworked;
- Mobility : «sustainable mobility» kilometre allowance (company agreement on sustainable mobility): reimbursement of kilometres travelled using «virtuous» means of transport for their daily home-work journeys (personal bicycle, etc.). (personal bicycle,

car-pooling, shared personal transport devices, etc.);

- Company advance for the purchase of cycling equipment;
- Mobility: help in finding accommodation and assistance in benefiting from advantageous rental schemes (subject to conditions).

In addition, all Group employees benefit from a responsible insurance policy :

- Provident cover;
- Compulsory group cover for the additional reimbursement of expenses incurred as a result of illness, maternity or accident.

In addition, Astek offers a scheme to offset the employer's mutual insurance contributions during parental leave: for employees who wish to maintain their mutual insurance cover during their parental leave, the call for contributions corresponds to the contribution they usually pay.

All social benefits and information relating to working conditions are accessible via several tools for sharing and informing employees :

- Contact forms to identify the key people to to contact;
- HR procedures, company agreements and information materials are made available on a dedicated portal.

3.3.4.2. Working hours

Based on autonomy and trust, our flexible working hours of our working hours system allows each employee to organise his or her working hours in such a way as to achieve the best possible balance between his or her private and professional life, by modulating their working hours around fixed and variable periods.



In January 2020, the Group also signed a company agreement in France on the right to disconnect, setting out the best practices to adopt in this area.

Each year, employees are invited to take part in a survey on their use of digital tools and their experiences of disconnection. The results of this survey are used to improve our processes and remind employees of certain good practices via targeted communications.

If an employee notices that his or her right to disconnect is not being respected, he or she is invited to report the situation to the HR Department, which will take the necessary measures to remedy the situation. The number of reports is reviewed annually by the agreement monitoring committee.

Each employee is also asked to declare his or her working hours each week, and these are monitored to ensure that rest periods are respected by everyone

3.3.4.3. Exceptional working conditions

In the event of exceptional work (overtime, on-call duty, night work), a specific process is implemented :

- Request from the employee's manager to the HR-ADP assistant for exceptional work;
- An exceptional work assignment order is sent to the employee for signature, specifying :
 - Type of intervention ;
 - Date et duration of the intervention;
 - Method of compensation :
 - ◇ On-call duty: internal compensation scale;
 - ◇ Night work: compensation set by

company agreement;

- ◇ Overtime : payment in accordance with legal and contractual provisions;

- Transmission of hours worked as exceptional work for compensation in the following month's pay.

3.3.4.4. Surveys and the right of expression

As part of its quarterly surveys, the Group intends to measure the level of employee satisfaction, particularly with regard to their working conditions, on the basis of the following questions:

How would you rate your current working conditions (on customer site or Astek or teleworking)?

In addition, employees have the right to express themselves directly and collectively on the content, conditions and organisation of their work. The purpose of this expression is to contribute to the implementation of actions to improve their working conditions, the organisation of their activity and, more generally, their quality of life within the company.

3.3.5. Diversity and professional equality

As a member of the United Nations Global Compact, the Group advocates non-discrimination and places diversity at the heart of its values. In this context, the Group has been a signatory of the Diversity Charter since December 10, 2019.



3.3.5.1. Non-discrimination and human rights

In terms of recruitment

Recruitment processes are based solely on the skills, aptitudes and professional experience of candidates. Astek undertakes to ensure that the recruitment process is carried out in the same way and under the same conditions for all candidates. Astek ensures that the titles and descriptions of job offers, internship or apprenticeship contract offers or any other offer for positions available internally or externally do not include any illegal or discriminatory criteria.

In addition, to ensure that all those involved in recruitment within the company are aware of the need to ensure a total absence of any form of discrimination between candidates and that good practice is implemented, everyone is trained in nondiscrimination, via the BOOST training programme provided by our in-house university, when they join the company.

Employment and career development

In order to ensure equal opportunities, jobs are allocated solely on the basis of the employee's professional skills and performance, without any discrimination.

Similarly, employees' career development within Astek is based on their individual skills and performance, regardless of their origin, gender, sexual orientation or identity, age, family status or pregnancy, genetic characteristics, membership or non-membership of an ethnic group, nation or race, political opinions, trade union activities, religious beliefs, physical appearance, surname, state of health or disability.

Promotion decisions are taken by the Careers Committee on a collegial basis.

Human rights (GRI 408-1, 409-1)

The Group undertakes to eliminate all forms of forced or compulsory labour and to abolish child labour, in particular by complying with the provisions relating to the fundamental rights of employees set out in Article L.8281-1 of the French Labour Code when providing services to its customers :

"1° Individual and collective freedoms in the employment relationship;

2° Discrimination and professional equality between women and men;

3° Maternity protection, maternity and paternity leave, childcare leave, leave for family events;

4° Conditions of provision and guarantees due to employees by temporary employment undertakings;

5° Exercise of the right to strike;

6° Working hours, compensatory rest, public holidays, paid annual leave, working hours and night work for young workers;

7° ° Conditions for membership of holiday and bad weather and bad weather;

8° Minimum wage and payment of wages, including increases for overtime;

9° Rules relating to health and safety at work, age of admission to work, employment of children"

These obligations also apply to sub-contractors with whom the Group may work.

As part of its Responsible Purchasing Policy, Astek uses a CSR evaluation questionnaire to ensure that the suppliers it selects respect human rights and refuse all forms of forced labour and/or child labour.



3.3.5.2. Diversity and inclusion (GRI 405-1, 405-2)

Diversity is one of the pillars of the company.

With **an average age of 33**, the Group promotes diversity and the transmission of knowledge between generations. With more than **44% of new recruits under the age of 26 years old**, and are essential to the integration intergenerational support.

Similarly, our Group is now **made up of more than 63 nationalities**. If necessary, we assist our employees in their dealings with the authorities (for employees of foreign nationality) or in their search for accommodation.

In an increasingly globalised customer environment, cultural diversity is an important asset, and we pay particular attention to it. **The Group signed the Diversity Charter in December 2019.**

Gender equality in the workplace - measurement indicator (GRI 405-1, 405-2).

Astek guarantees equal access for women and men to training and career development and has a gender equality plan. In addition, each year the company draws up a report on Professional Equality, including an analysis by gender of training, promotions, pay, etc.

A budget has also been set aside to reduce any pay gap between men and women.

The Group's commitment to diversity also applies to the gender breakdown of its workforce. / of its workforce. While in e n g i n e e r i n g schools only 1 in 10 engineers is a woman, within the Group women account for more than represent more than **28% of the Group's workforce**. - GRI 405-1

Similarly, **21% of our operational managers are women**. (GRI 405-1)

Each year, the Group declares the index introduced by the law on the freedom to choose one's professional future. **In 2024, the gender equality index was 88/100.**

The Group is assessed on 5 criteria (the pay gap, the distribution of individual pay rises, the distribution of promotions, female employees receiving pay rises on their return from maternity leave and parity among the 10 highest earners).



Indicators	Calculable indicator (1=yes, 0=no)	Indicateur value	Points obtained	Maximum nb of points of the indicator	Nb of maximum points of calculable indicators
1 - pay gap (in %)	1	1,2	38	40	40
2 - Individual salary increase gaps (in points of %)	1	1,5	20	20	20
3 - promotions gaps (in points of %)	1	0,2	15	15	15
4 - percentage of employees increased upon returning from maternity leave (%)	1	100	15	15	15
5 - number of employees of the sex under-represented among the 10 highest remunerations	1	1	0	10	10
Calculables indicators total			88		100
INDEX (OUT OF 100 POINTS)			88		100
INDEX 2023			84		
INDEX 2022			94		
INDEX 2021			94		
INDEX 2020			93		
INDEX 2019			94		
INDEX 2018			94		

It should be noted that the Group intends to extend this gender equality indicator («INDEX»), as introduced by French law, to other countries for the “pay gap” item (GRI 405-2)





3.3.6. Disability policy

Astek has been committed to the issue of disability for many years, and in 2024 gave concrete expression to this commitment by signing and approving its first disability agreement for the period 2024-2026.



The main thrusts of this agreement

RAISING AWARENESS AND TRAINING

Set up awareness raising and training programmes aimed at everyone, in order to promote a better understanding of disability situations and encourage inclusive practices on a daily basis.

RECRUITING AND INTEGRATING

Recruit and promote the recognition of people with disabilities, and facilitate their integration within the company.

MAINTAINING EMPLOYMENT

Promote access to employment and adapt workstations where necessary. Offer compensatory measures to employees in a situation of handicap to mitigate the consequences of their disability in their lives.

SUPPORT

Offering tailored, individualised support to employees in handicap situations to ensure their well-being and professional fulfilment (adapting workstations, offering assistance, etc.).

Through its actions, Astek aims to increase its employment rate of workers with disabilities to reach 2% of the workforce at the end of the agreement.

Steering the agreement

Placed under the responsibility of the HR Department, the “**Mission Emploi Handicap**” (MEH) unit is composed of 4 members, 2 of whom are full-time.

- The missions of the MEH Cell
 - Leading and deploying the Disability Policy
 - Ensuring the link with the company’s management
 - Define and promote the actions of the axes of the agreement, pool them and monitor them
 - Animating the network of disability referents
 - Mobilising and supporting the DOPs / Directorates
 - Initiate contacts with MEH customers
 - Be responsible for monitoring the disability agreement (monitoring committee)

Also, 5 disability referents have been appointed after a national call for applications in order to implement locally the actions related to Disability and to listen to employees with disabilities.

Assigned by geographical area, the referents have the following main missions :

- Supporting the BOETH (Beneficiary of the Obligation d’Emploi des Travailleurs Handicapés (French Disabled Workers’ Employment Scheme)) (procedures administrative duties, job adjustment, regular meetings including integration)

- Supporting the managers concerned
- Share information with MEH and HR
- Carry out a half-yearly review of the actions
- Contribute to the mobilization of the BUs
- Participate in disability projects
- Relay communications and messages to managers

Concrete actions

HIRING PLAN	Recruitment agencies, job boards, forums, evangelization at engineering schools...
FORMATION	BM/Recrutment Officers training, adaptations to disability...
AWARENESS RAISING	Books, workshops, events, communications, ...
INTEGRATION/EMPLOYMENT MAINTAIN	HR follow-up, BOETH leave, adjustments, aid...
INNOVATION	Support for R&D projects related to Disability.
OUTSOURCING	Use of EA/ESAT (French Support and Work Assistance Establishment, IT subcontractor, etc.



Disability-oriented innovation projects

Through its Research and Innovation work, Astek intends to take concrete action on a societal level, and in particular in favor of Disability. Indeed, 95% of R&D projects carried out with own funds are sustainable and 85% of them integrate a societal dimension, particularly oriented towards “personal assistance”.

Actions with companies employing Disabled Workers

For the past 10 years, Astek has been developing subcontracting partnerships with the protected sector, for example:

- COPIVER : for the management of paper-based communications to all our employees;
- ELISE (ESAT and natural resources conservation company) : for the implementation of selective sorting on certain sites;
- APR2 : for waste treatment and destruction of equipment.

3.3.7. Social dialogue(GRI 407-1)

As part of its policy, the Group recognizes the value of social dialogue as a means of contributing to the development of the company and its employees.

Thus, the Group has employee representative bodies, particularly in France with the Social and Economic Committee or the Union Delegates, and devotes a significant amount of time to them (240 hours of meetings in 2024).

3.4. Talent development through investment in training (GRI 404-1)

3.4.1.1. Development of skills related to the projects carried out

The missions carried out represent the best source of learning and development of our employees’ skills.

This is also the reason why consultants can contact their Manager at any time to request a change of project. This request is studied in particular within the framework of the Career Committees.

Generally speaking, the development path of employees must result in the assumption of responsibilities on projects with increasingly broad and/or complex activities.





Training is an important lever for skills development to be able to strengthen one's expertise and/or access broader activities. Training wishes are expressed during the Employee Appraisal and Development Interview (EADI) and then shared in Career Committees (CC).

The entire employee evaluation process is included in the procedures.

3.4.1.2. Training and Certification Policy (GRI 404-1)

Our training policy is based on the encouragement of continuous training, in all the areas of training necessary for our activities, namely :

- Technical training, designed to strengthen consultants' technological knowledge of architectures and technologies;
- Methods and/or management training, designed to enhance skills in project management, management for supervisors, Agile methods, quality-safety processes, etc.;
- Business/functional training, enabling you to adapt to a new functional or sectoral area related to our customers' business;
- Communication and professional effectiveness training, to develop the interpersonal skills that are essential to the consultancy profession;
- Training in foreign languages, particularly English.

Our training initiatives are carried out in-house or externally via a number of mechanisms;

- Technical or functional training delivered by knowledgeable consultants on a voluntary basis;
- In-house training university focused on Business & Management;

- Technical meet-ups via TEAMS organised by our POD;
- Workshops on interpersonal skills run by the HR Department;
- External digital training catalogue open to all;
- External certification programme enabling voluntary employees to be certified, with no conditions other than having the ability to take the certification directly;
- Partnerships with national training organisations;
- Tailor-made long-term training for reskilling needs.

Astek Academy

Aware of the essential challenge of training, Astek launched its first training platform «Astek Academy» in the summer of 2024. 100% dedicated to training, this new tool allows each employee to find out about the training policy (devices, processes, etc.), and to access all possible training and certifications online.

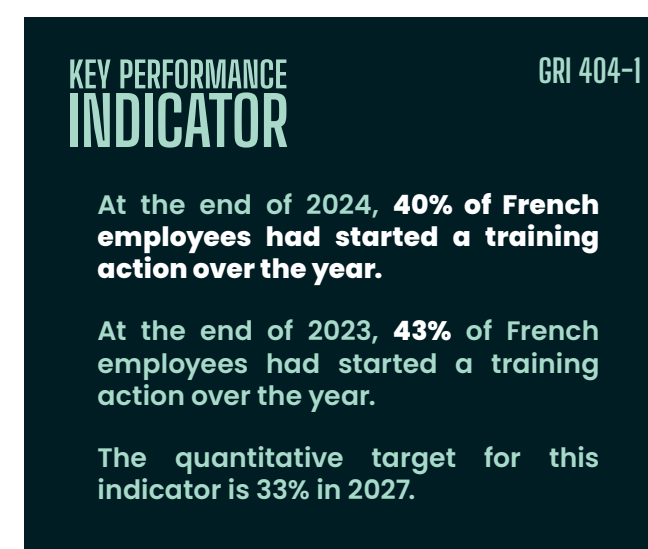
Rich and diverse content :

More than **100 training** courses and **50 certifications** in French or English, listed by field of expertise (IT, ES, Management, Languages, etc.) or by learning level. But also short videos on the use of internal tools: SIMUS, MY SKILLS, in order to control all our processes effortlessly (FAT, expense reports, skills file, etc.)



In France, in 2024, the Astek group financed **2743 training actions, of which 2480 concerned our consultants** (In 2023, the Astek group had financed 3140 training actions, of which 2872 concerned our consultants).

In addition to these training actions, in 2024, in France, Poland and Canada, the Astek group has implemented **more than 2000 days of skills transmission for its customers, within its projects**.



It should be noted that the number of actions carried out does not include companies newly acquired during the year. The rate of employees trained corresponds to the number of employees who have followed a training course started during the year and supported by Astek in relation to the average workforce of the year (employees-VIE- trainees).

3.5. Promoting the inclusion of young

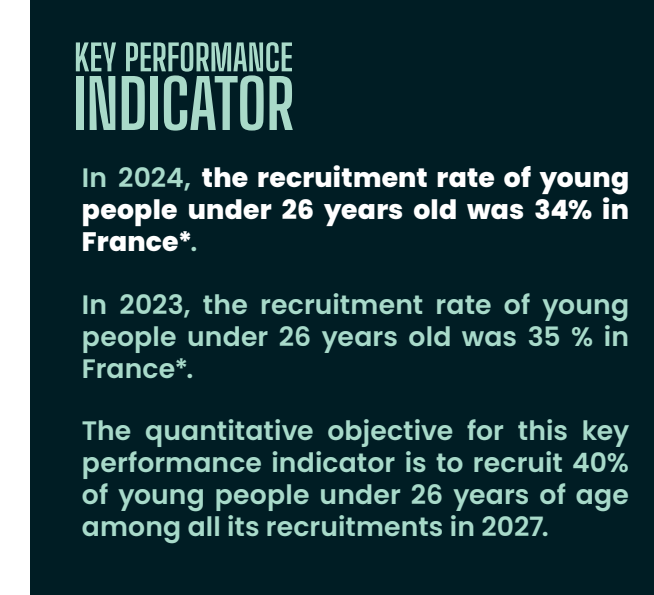
Astek is positioned as a benchmark employer for young graduates, enabling them to make the transition between studies and employment and signing their first permanent contract.

Astek has committed to recruiting 40% of its

young people under 26 years of age among all its recruitments.

To achieve this goal, Astek has set up Several programs:

- In 2024, **216 interns and work-study students** (technical or functional internships) were welcomed within the Group; in particular within the Innovation Campus on themes such as AI.
- School forums: in 2024, **66 forums and interventions in schools** were held, allowing Astek to meet future graduates and present them with opportunities for hiring, internships or work-study programs within the Group;
- School relations: In 2022, in partnership with ESEO, **Astek created a chair dedicated to Business Engineering. In 2024, Astek has delivered a total of more than 200 hours of courses at ESEO.**



**The scope of this indicator has been revised to 2023 for technical reasons and concerns France only. Therefore, in 2022, this indicator at isoperimeter was 30%, to be compared with 35% in 2023.*



4 ENVIRONMENTAL PERFORMANCE

4

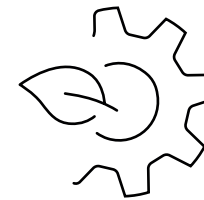
ENVIRONMENTAL PERFORMANCE

4.1. Environmental issues (GRI 3-3)

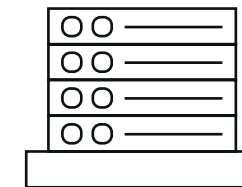
Although its environmental impact is reduced given the nature of its activity, Astek has made a strong commitment to this aspect.

The Environmental Policy is reviewed annually, after the environmental analysis has been updated. In 2021, in line with the analysis of environmental issues, 4 Significant Environmental Aspects (SEAs) have been selected :

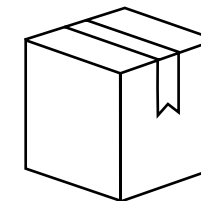
An action plan is then defined for the promotion of these SEAs within the continuous improvement process. A set of indicators with associated objectives is also defined to verify the proper execution and effectiveness of the actions.



Integration of the environment within structured projects



Rationalization of servers, server rooms and air conditioning and hosting policy



Consumables optimization



Travel and mobility plan



4.2. Actions on climate change (GRI 3-3)

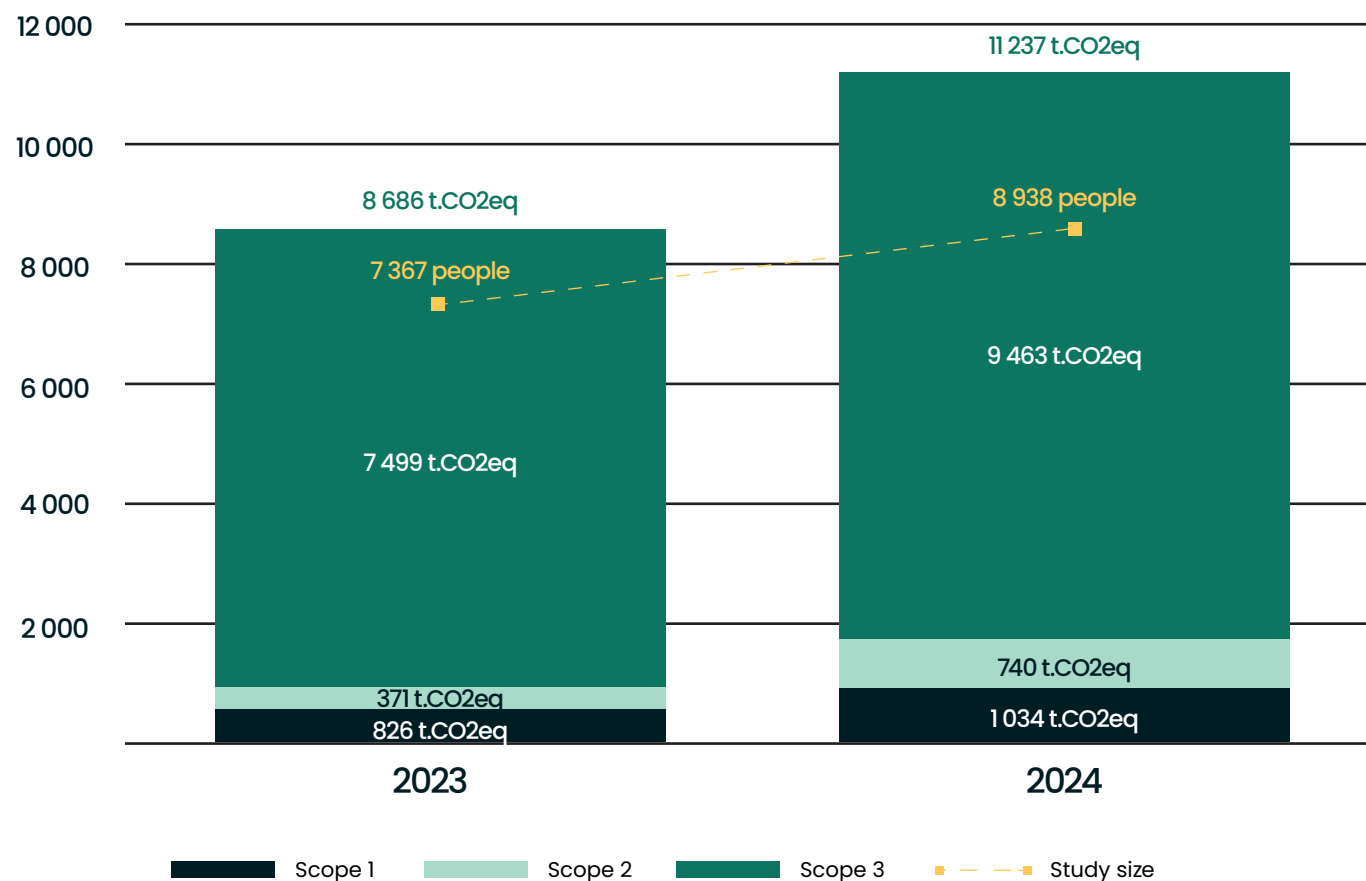
4.2.1. Measurement of the Group's greenhouse gas (GHG) emissions (GRI 305-1, 305-2, 305-3, 305-4)

As indicated in the **methodological note**, in terms of measuring our carbon footprint, there was a one-year lag in the reporting of the balance sheet until 2025. Indeed, the Astek Group's GHG Report is carried out by the company ECEOS on the basis of N-1 data (full year) during year N. The results of this study, launched at the beginning of year N, were known in the middle of year N. At the time of writing the EFPS 2023, the latest available GHG Report therefore concerned the emissions of the year 2022 on the perimeter of France, Poland, Canada, Mauritius, Madagascar, Sweden and Saudi Arabia.

In 2025, we managed to obtain the results of the 2024 GHG Report before the publication of this 2024 EFPS. We are therefore able to report the results of the 2023 and 2024 GHG Assessments in this 2024 EFPS.

In 2023, the GHG perimeter included sites in France, Poland, Sweden, Spain, the Netherlands, Canada, Saudi Arabia, Mauritius and Madagascar (covering 92% of the workforce, 7367 people).

In 2024, the GHG perimeter includes sites in France, Poland, Sweden, Spain, Portugal, the Netherlands, Canada, Saudi Arabia, Jordan, Mauritius, Madagascar and India (thus covering 95%, 8938 people).



KEY PERFORMANCE INDICATOR

GRI 305-4

The total emissions for 2024 (GHG Protocol), on the scope chosen, are **11,237 t.CO2eq** or **1.26 t.CO2eq per employee**.

The total 2023 emissions (GHG Protocol), on the scope selected, were **8,696 t.CO2eq** or **1.18 t.CO2eq per employee**.

In 2024, employee travel was the main contribution (68%) to Astek's GHG emissions, including :

- ◇ commuting : 52% of the total,
- ◇ business travel : 16% of the total.

2 contributions are secondary but all of them even important :

- The manufacture of the common products consumed by Astek for its operation: 11% of the total;
- Energy consumption in buildings : 6% for Astek sites and 10% if we include energy related to teleworking;

Other contributions are low or very low (air conditioning = < 1%, waste = 1%)

The 2024 GHG assessment is a complete assessment:

Scope 1 = 1 034 t.CO2eq, - GRI 305-1

Scope 2 = 740 t.CO2eq, - GRI 305-2

Scope 3 = 9 463 t.CO2eq, - GRI 305-3

For the 2023 GHG report :

Scope 1 = 826 t.CO2eq, - GRI 305-1

Scope 2 = 371 t.CO2eq, - GRI 305-2

Scope 3 = 7 499 t.CO2eq, - GRI 305-3

Following its 2022 GHG Assessment, Astek had defined a roadmap to reduce its emissions, by strengthening its environmental actions and in particular its actions to optimize business travel.

Astek has also committed in 2022 to the **Carbon Disclosure Project (CDP)**.

Established in 2000, CDP is an international non-profit organization that encourages companies around the world to disclose their climate impact. Its ambition is to make the impact of organizations public and transparent at the international level. The Astek Group's CDP rating in 2022 (obtained at the beginning of 2023) was D. This 2023 CDP rating was C; **the 2024 CDP rating is B**, reflecting our recent efforts despite the group's growth.



By committing to the Science Based Targets Initiative (SBTi) at the end of 2023, Astek wanted to accelerate the reduction of its footprint by defining science-based targets and to chart a clear path to reduce its emissions in line with the objectives of the Paris Agreement (Trajectory in absolute -60% scope 1, 2 & 3 by 2034, then Net Zero 2050). Our objectives were submitted to SBTi at the beginning of 2025 and are currently under review at the time of writing this EFPS. To do so, Astek Group was supported by the consulting firm Anthesis.

This trajectory has been concretely implemented in action plans, country by country, and should help, for example, to manage the reduction of emissions linked to our employees' commuting to and from work.



In addition, Astek is taking action to compensate for the incompressible. In particular, Astek signed a partnership with Reforest'Action at the beginning of 2023 to plant 7000 trees and thus absorb 1,050 t.CO₂eq.

4.2.2. Rationalization of site consumption (GRI 301-3, 306-2)

Energy Efficiency of Buildings

When looking for new premises, the energy performance of the buildings is taken into account in the criteria for choosing premises. New premises with high energy performance have been favoured during the last moves (Nantes, Bordeaux, Clermont Ferrand, Rennes).

In addition, during the renovation of our branches, particular attention was paid to the energy performance of our premises with the systematic installation of LED lighting.

Site Consumption

Since 2019 and the implementation of the Performance Management System environmental issues, a particular effort has been made on the purchase of paper. Several actions have been put in place: (dematerialization of payslips and invoices, secure printing and configured by default in double-sided). (GRI 306-2)

In 5 years, Astek has divided its paper consumption by (more than) 10 times (77,600 sheets in 2024 compared to 846,000 sheets in 2019) in France.

In addition, when it comes to the purchase of IT equipment, Astek favours TCO and/or EPEAT certified hardware, which is a first-rate Sustainable Development certification for IT products. The technology must meet criteria of responsible manufacturing, environmentally friendly materials and sustainable performance.

Waste Recycling and Circular Economy Developments (GRI 306-2)

Astek has sorting and recycling solutions of its waste in each of its branches. Paper waste, cans



and bottles are collected.

In France, Astek has been using ELISE, a company that saves natural resources, since 2010.

In addition to this important aspect, the use of this social enterprise, categorized ESAT, allows the creation of new jobs and access to work for people with disabilities or integration difficulties.

For the management of the rest of its hazardous waste and WEEE (Waste Electrical and Electronic Equipment), Astek calls on the company APR2 (see - 51-4.3.1).



*For technical reasons, the scope of this indicator is currently limited to our French sites. The group's desire is to better measure this indicator internationally in the coming years in order to enhance the efforts of the carried out at all our sites.

4.2.3. Optimization of employee travel

Employee travel is the main contributor to the Group's greenhouse gas emissions. This is why Astek has set itself the goal of reducing travel and its environmental impact.

Promoting teleworking

By signing a teleworking agreement in 2019, Astek has encouraged its employees to telework. All employees can telework whenever their job or project allows. **In France, the teleworking allowance is €2.50 per day of teleworking**: this is an incentive for employees and enables them to telework under good conditions.

Promoting environmentally-friendly transport

At the end of 2017, in France, Astek signed an agreement with the trade unions on compensation for travel to bicycle between home and work for its employees, enabling them to benefit from an BKA (Bicycle Kilometric Allowance) set **at €0.25 per kilometre up to a limit of €35 per month and €350 per year.**

In line with the Mobility Orientation Law of 24 December 2019, in September 2020 the Group carried out a survey among its employees to collect their expectations in terms of mobility.

Based on the results, a Sustainable Mobility Agreement was proposed and then signed, opening up the BKA Agreement to other modes of transport and creating an SMKA (Sustainable Mobility Kilometric Allowance) of the same amount as the BKA.

The agreement encourages employees to use one of the following modes of transport: personal cycling, car-pooling, shared personal mobility devices, and low-emission car-sharing services.

In France, in 2024, an average of **184 employees** per month will benefit from the SMKA, **for an average of 26,756 km per month**. In 2023, an average of 169 Astek employees per month benefited from the SMKA, for an average of more than 21,500 km travelled per month.



In addition, the Group's travel policy gives preference to rail travel over air travel.

4.3. Transformation towards a more responsible digital future : a priority

The Astek Group's raison d'être positions it as a player in the transition to responsible digital technology. Astek relies on the Green IT benchmark both to improve its internal practices and to support its customers in their transformation towards a more responsible digital environment.

4.3.1. Reducing the ecological impact of our information system

Server optimisation

Since 2020, Astek has decided to rationalise, virtualise and then outsource its entire server estate (physical servers, ESX and VMs) to a Data Centre. The Data Centre chosen is Iliad's DC3 in Vitry-sur-Seine. In addition to the necessary certifications (ISO 27001, Tier-3) to ensure the security of its IS and the protection of the personal data it contains, this Data Centre is also ISO 50001 certified (Energy Management).

Since 2022, all our UPS have been dismantled and the air conditioning in the old server rooms in the Group's branches (which now only contained network equipment) has been replaced by Controlled Mechanical Ventilation (CMV). The last UPS was dismantled in Boulogne on 10 February 2024.

The new branches (Rennes, Lille, Emisys Toulouse) are directly configured with a secure room containing the network equipment. These rooms are no longer specifically air-conditioned.

Management of W.E.E.E. – GRI 306-2

When it comes to managing waste electrical and electronic equipment (WEEE), Astek has been working with APR2 for several years now to recycle its waste. After years of R&D, this innovative company has found the formula for creating an eco-material from depolluted raw materials. Like ELISE, APR2 has a strong humanist commitment, employing over 50% of workers with disabilities or in situations of social disruption.

In addition, in 2024, APR2 donated 76 PCs to 9 associations in France.

4.3.2. Employee awareness

The transition to a more responsible digital environment involves raising awareness and training our employees, so that they can support our customers in their transformation. As part of the Environmental Management System, Group employees are systematically made aware of best environmental practices (energy savings, reduced paper consumption, waste sorting and recovery, promotion of committed suppliers with labels, etc.). All employees are required to complete this training, with a minimum score of 70%.



KEY PERFORMANCE INDICATOR

GRI 305-4

At 31/12/2024, **78.1%*** of employees had completed training in best environmental practices (employees and subcontractors, i.e. 3,387 out of 4,335 people targeted).

At 31/12/2023, **72.9%*** of employees had validated the training in best environmental practises (employees and subcontractors, i.e. 3,316 people aware out of 4,480 targeted).

The quantitative target for this indicator is 80% by 2027.

* Photograph taken on 31 December of the year. Percentage calculated from the number of people who passed the test based on the number invited to take it during the year. All targeted new employees are invited to take the awareness test as part of the onboarding process (WELCOME) and then to be reassessed every year on their anniversary date. The scope is France, Mauritius, Madagascar and Morocco, which are the countries in which the training module has been deployed using the WELCOME tool to date.

4.3.3. Training employees in green IT

In collaboration with Astek's Green IT referent, the CSR department has developed training modules on Green IT and eco-design. These modules are available in WELCOME.

The vast majority of developers need to be trained.

The quantitative target for this indicator is 80% by 2027.



5

SOCIETAL PERFORMANCE

5

SOCIETAL PERFORMANCE

5.1. Support for local development and associations

5.1.1. Skills sponsorship (GRI 2-28, 203-1, 203-2)

Our history

Astek offers its employees the opportunity to participate in missions of general interest, in particular through the skills sponsorship set up by the Business Development Department (BDD).

In 2017, Astek began sponsoring a first association, Secours Catholique, with one collaborator.

In 2019, Astek decided to accelerate and engage with multiple associations.

The development of skills-based sponsorship led to the creation of a dedicated position in 2020, which aims to pilot very concrete actions.

In 2023, the team was strengthened by the arrival of an additional collaborators. Then in 2024, two new collaborators to form a team of 5 dedicated at the end of 2024 to the monitoring of associative projects.



KEY PERFORMANCE INDICATOR

GRI 203-1

In 2024, partnerships with associations were strengthened around 35 associations, which were carrying out more projects. **342 employees were able to help the project of their choice**, and Astek's financial contribution totalled more than €3 million.

By 2023, we had supported 38 associations. **245 employees** were able to their 6 help and Astek's 6 financial contribution amounted to more than €1.9 million.

The quantitative objective for 2027 will be to further develop the commitment of our employees to supporting non-profit projects. In 2023, we were aiming for 350 employees by 2027. This target has now been revised to 400 employees in 2027.



Our missions

Today, skills sponsorship enables Astek to make a social commitment in three key areas for associations :

- Training employees and association representatives ;
- Providing additional skills and human resources ;
- Support for digital projects and innovation.

In addition, Astek is a source of proposals and sets up active training, or “form’actions” for the staff of associations, particularly on the social media aspect. An Astek coach allows them to train and implement the resulting actions.

Astek is a service company, which is therefore extremely attached to people, which is why Astek makes sure to choose associations whose causes speak to it in the human fields. Here are some examples of associations supported in 2024 :

- Disability: Prepsy, Opening your eyes
- Children / Youth: Centre Relier, Entraide school Amicale
- Workplace integration/fighting poverty: Les Restos du Cœur, Mamama, Solidarités International
- Action for the environment : The tichodrome, Terra Banka.

Assignments for associations are often linked to helping the association’s visibility, i.e. developing their website or carrying out a complete overhaul. But other projects involve creating an application, a data management platform, web TV, and even a carbon footprint calculator. There are also needs related to IT support or consultancy for setting up CRM-type tools (tools

for managing relationships and building loyalty among contacts involved in the association).

Here are a few examples of projects actively supported by Astek :

Make.org Foundation is an endowment fund whose mission is to contribute to the betterment of society. The Endowment Fund implements actions that are driven by the will of citizens and have a decisive impact on a national scale.

Astek’s project: Astek acts as an expert on IT projects for the Environment, Territories and Children causes. Astek mobilises the Group’s employees to offer their skills in development, design or project management and supports projects such as: Bouge Ton Coq and Centres Relier.

Make.org Foundation has chosen Astek as its preferred partner for the Children, Environment and Territories causes in 2023.

Solidarités International is an NGO that helps people affected by conflict and violence, epidemics, natural and climatic disasters and economic collapse. The mission of their humanitarian teams is to help those whose safety, health and lives are threatened, by covering their basic needs: food, water and shelter.

Astek is involved in supporting the roll-out of structuring projects, most often focused on the association’s digital transformation. “Solidarités International” teams may be faced with technical, skills or budgetary limitations that prevent them from outsourcing a project. The expertise of Astek’s employees Astek’s staff, both technical in their work methods and in their support for change, perfectly complements the expertise of the teams at “Solidarités International” head office.

Astek’s skill sponsorship team works closely with the association. Our team receives a catalogue of needs that can be supported throughout the year.



Since the partnership was set up in the summer of 2023, the Group has supported “Solidarités International” on 5 structuring projects: digital archiving solution, setting up a corporate social network, deployment of a media library, etc.

Astek’s objective of expanding its activities in a spirit of partnership with associations that share its values has been achieved. In order to go even further in supporting and developing associations, in 2024 Astek increased the number of dedicated staff in the corporate philanthropy/CSR team to 5, and extended the Group’s approach internationally by making skills sponsorship one of the standard-bearers of Astek’s commitment worldwide.

5.2. Extending responsible practices to our suppliers (GRI 2-8)

5.2.1. Duty of vigilance

Subcontracting policy

Astek’s primary objective is to support its customers in carrying out their projects. In this context, occasional recourse to subcontracting may be necessary to mobilise specific expertise that is useful to our customers and that we would not have in-house in our range of services. In addition, more and more consultants are choosing to become freelancers or independent rather than employees of a company. It is primarily this type of suppliers that Astek uses for subcontracting. These subcontractors have an almost exclusive relationship with Astek and Astek works to ensure that this relationship lasts beyond the project on which the consultant is working.

It is therefore essential to be able to offer our end customers quality subcontractors with whom we have built up a lasting and responsible relationship. In this context, Astek gives preference to independent subcontractors who will maintain a privileged or even exclusive relationship with

Astek and a commitment that will continue beyond the initial project. Thanks to the work undertaken in recent years, Astek now manages a panel of more than 2,100 subcontractors.

To this end, the Purchasing Unit set up in 2020 implements the principles of the Group’s Responsible Purchasing Policy on a daily basis, which aims to transparently share with Astek’s subcontractors the expectations in terms of compliance and ethics, as well as Astek’s commitments to them, whether in terms of support with their administrative procedures or optimising their payment times.

Management of subcontracting activity

The monitoring of the panel of subcontracting suppliers carried out by the Purchasing Unit enables Astek to meet its duty of vigilance through regular checks. It also gives end customers control over the subcontracting chain.

To this end, systematic checks are carried out at the start of the relationship with the subcontracting supplier and then repeated on a monthly basis, particularly with regard to compliance with legal obligations (i.e. the validity of the KBIS, the list of foreign workers, the validity of civil liability insurance and the payment of URSSAF contributions).

All subcontracting services must be covered by a contract signed by both parties in which the subcontracting supplier undertakes to adhere to the Responsible and Ethical Purchasing Charter. The Charter was reworked at the end of 2022 to make it more binding and to enable it to be rolled out internationally.

Finally, an annual review of supplier risk monitoring is carried out to identify any risk of economic dependence of subcontracted suppliers on the Group or quality failures. Suppliers identified as being at risk are subject to a remediation plan designed to help them implement measures



to reduce the risk(s) identified (e.g. customer diversification in the event of economic dependence).

To this end, we particularly monitor the percentage of our subcontractors who are freelancers or self-employed.

KEY PERFORMANCE INDICATOR

GRI 2-8

At the end of 2024, **78% of our subcontractors were freelancers or self-employed**. (Percentage of individuals in France).

End 2023; **69%** of our subcontractors were freelancers or selfemployed. (Percentage of individuals in France).

The quantitative target for this indicator is 70% by 2027.

5.2.2. Responsible purchasing

The support offered by the Purchasing teams to the various internal customers enables Astek to integrate CSR prerequisites right from the definition of needs and the implementation of Purchasing strategies.

These prerequisites are aimed at changing the purchasing act by thinking about it differently, so as to break out of traditional decision-making patterns.

In 2024, the Astek Group's Responsible Purchasing policy was strengthened, and CSR objectives and evaluation criteria relating to social, societal, ethical and environmental actions were incorporated into all the rating matrices used when awarding contracts. **These criteria are weighted at a minimum of 15% of the overall evaluation of bidders during calls for tender in France.**

The objectives of Astek's Responsible Purchasing Policy are both qualitative and quantitative.

As part of its Supplier Risk Monitoring and KYS (Know Your Supplier) approach, Astek aims to evaluate all suppliers with whom it does business. For the 100 suppliers with whom Astek makes the most annual expenditure, Astek updates this assessment every year. Astek is keen to encourage its suppliers to adopt a similar approach to its own in order to help them make progress on these major issues. The identification and prioritisation of actions to be taken is based on an assessment of the sectors at risk for the Group, including health and safety at work.

In terms of quality, since the creation of the Purchasing Department in 2020, Astek has taken steps to rationalise its supplier panels. These actions will make it possible to forge closer links with the various players on Astek's panels. In addition to bringing maturity to processes, this proximity has given Astek the support it needs



to integrate new social and environmental requirements.

Today, Astek wishes to pursue this approach with the implementation of solidarity purchases from structures employing people with disabilities or who are far from employment. **In 2024, Astek will entrust 2.4% of the total value of on-site services to EA/EI for its French sites.** This figure is temporarily lower than in 2023 (Astek entrusted 7%, target: 20% of total on-site services in 2027).

As a signatory of the United Nations Global Compact, Astek also wishes to continue its fight against child labour (GRI 408-1) and forced labour (GRI 409-1).

Astek wishes to favour short supply chains by favouring "Buy in France" wherever possible in order to favour the French market over international markets. **In 2024 : 100% of promotional items purchased from French companies** (In 2023 : 80%, target 2027 : 100% of promotional items to be purchased from French companies).

Astek's Responsible Purchasing Policy is fully in line with the Group's dynamic and its objectives. In order to accelerate this transition, Astek signed the Responsible Supplier Relations and Purchasing Charter (RSRP) in 2024 with the aim of initiating the RSRP certification process. **To date, 100% of buyers in France are trained in Responsible Purchasing.**



6

APPENDIX

6

APPENDIX

6.1. Appendix 1 : Extra financial key performance indicators

COMMITMENTS		ISSUES	DEFINITION OF THE INDICATOR	UNITS	2024	2023	2022	TARGET 2027	2024 SCOPE
Performance around governance	Promoting responsible and diversified governance	Responsible and diversified governance	Percentage of women in management positions (Comex, CODIR, Directors of international subsidiaries and solutions). For all persons who participated in at least one management body during the year.	%	30	26	28	30	Worldwide
	Ensuring ethical practices	Fighting corruption	Percentage of Directors, Managers and support functions who have completed on the risks of corruption <i>Photograph at 31st December of the year. Percentage calculated from the number of people having passed the test on the basis of the number invited to take it during the year. All new employees are invited to take the test. awareness-raising as part of the onboarding process (WELCOME), followed by an annual reassessment on the anniversary date</i>	%	88	83	94	80	France Madagas-car Mauritius Morocco
	Protecting and securing personal data	Protection of personal data	Percentage of employees who have completed personal data protection training	%	82	80	81	80	France Madagas-car Mauritius Morocco



			Photograph at 31st December of the year. Percentage calculated from the number of people having passed the test on the basis of the number invited to take it during the year. All targeted new employees are invited to take the awareness as part of the onboarding process (WELCOME) and then to be reassessed every year on their anniversary date						
Social performance	Providing a satisfying working environment	Employee satisfaction	Percentage of employee satisfaction with their managerial follow-up	%	91	87	87	90	France
		Mobility policy	Transformation rate	%	46	55	55	50	France
	Developing talent through training	Employee training	% employees trained (number of employees who started a training course during the year as a proportion of the average workforce (employees, VIEs, trainees))	%	40	43	47	33	France
	Promoting the inclusion of young people	Recruitment of young people	Percentage of young people under 26 recruited	%	34	35	30 40,5*	35	France * France + Spain
Environmental performance	Acting on climate change	Reduction of GHG emissions	Total emissions for the scope selected	t.CO2eq employee	1.26	1.18	0.9	TDB (SBTi)	France, Poland, Sweden, Spain, Portugal, Netherlands, Canada, Saudi Arabia, Jordan, Mauritius, Madagascar and India
			Quantity of waste collected and recycled	Tonnes	4.03	1.92	1.41	3.5	France
	Digital responsibility	Employee awareness of NR	Percentage of employees or subcontractors	%	78.1	72.9 2	75	80	France Mauritius



			who have completed the training course in good environmental practice Photograph at 31st December of the year. Percentage calculated from the number of people having passed the test on the basis of the number invited to take it during the year. All targeted new employees are invited to take the awareness as part of the onboarding process (WELCOME) and then to be reassessed every year on their anniversary date						Madagascar Maroc
Societal Performance	Supporting local development and associations	Sponsorship initiatives	Employees who have carried out sponsorship initiatives (start of involvement during the year)	Number	342	245	251	400	France
	Responsible practices towards suppliers	Responsible purchasing	% of subcontractors are freelancers	%	78	69	75	70	France



6.2. Appendix 2 : Compliance matrix

CATEGORY OF INFORMATION	MANDATORY TOPICS L225102-1	INFORMATION OF R225-105	REFERENCES/ COMMENTS	SDG
Social	Collective agreements reached within the company	<ul style="list-style-type: none"> the assessment of collective agreements, particularly in the field of health and safety at work; 	3.3.7. Social dialogue	
Social	Employee working conditions	<ul style="list-style-type: none"> organization of work; health and safety; 	3.3.4. Working conditions	SDG 3 SDG 8
Social	Actions to combat discrimination	<ul style="list-style-type: none"> anti-discrimination policy; 	3.3.5.1. Non-discrimination and human rights	SDG 5
Social	Promote diversity	<ul style="list-style-type: none"> anti-discrimination policy; measures taken to promote equality between women and men; 	3.3.5.2. Diversity and inclusion	
Social	Measures taken in favour of disabled people	<ul style="list-style-type: none"> measures taken to promote employment and integration people with disabilities; 	3.3.6. Disability policy	



Environmental	Effect on climate change of the activity of society and the use of goods and services	<ul style="list-style-type: none"> significant greenhouse gas emissions generated as a result of the company's activity, in particular through the use of the goods and services it produces; the reduction targets set voluntarily in the medium and long term to reduce greenhouse gas emissions and the resources deployed implemented to this end; 	4.2.1. Measurement of the Group's greenhouse gas (GHG) emissions / 4.2.3. Optimization of employee travel	SDG 7 SDG 13
Environmental	Circular economy	<ul style="list-style-type: none"> Circular economy ; 	4.2.2. Rationalization of site consumption	SDG 12
Environmental	Fight against food waste	<ul style="list-style-type: none"> actions to combat food waste; 	Given the activities of the Astek Group, the fight against food waste is not significant	
Environmental	Respect for animal welfare	<ul style="list-style-type: none"> protection of biodiversity: measures taken to preserve or restore biodiversity ; 	In view of the activities of the Astek Group, the fight for respect for the welfare of the being an animal is not Significant	SDG 15
Environmental	Responsible, fair and sustainable food		Given the activities of the Astek Group, the commitment to responsible food is not significant	
Environmental	Main transport-related emission items		4.2.3. Optimization of employee travel	
Societal	Societal commitments to sustainable development		1.3.2 Sustainable development goals 5.1. Support for local development and associations 5.2. Extending responsible practices to our suppliers	SDG 11 SDG 16
Societal	Human Rights		3.3.5.1 Non-discrimination and human rights	



Societal	Anti-corruption		2.2.1. Fight against corruption	
Societal	Fight against tax evasion		2.2.2. The fight against tax evasion	



6.3. Appendix 3 : Content index GRI

STANDART GRI	ITEM OF INFORMATION	PAGE	OMIS-SION
GRI 2 : In general training 2021	2-1 Organisational details	7	
	2-2 Entities included in the organisation's sustainability reporting	18	
	2-3 Reporting period, frequency and contact point	18	
	2-6 Activities, brands, products and services	7	
	2-7 Workforce	38	
	2-8 Non-employees (subcontractors)	71	
	2-9 Governance structure and composition	18	
	2-12 Role of the governance body	18	
	2-13 Delegation of responsibility for managing impacts	18	
	2-15 Conflicts of interest	27	
	2-19 Remuneration policies	44	
	2-20 Process for determining remuneration	44	
	2-22 Sustainability strategy statement	20	
	2-23 Political commitments	27	
	2-24 Integration of political commitments	27	
	2-25 Process for remedying negative impacts	31	
	2-26 Mechanisms for seeking advice and raising concerns	31	
	2-27 Compliance with laws and regulations	27	
	2-28 Memberships in associations	69	
	2-29 Approach to stakeholder engagement	20	
GRI 3: Relevant topics 2021	3-2 Relevant topics	21	
	3-3 Management of relevant themes	23 - 24 - 61	
GRI 203 : Indirect economic impact 2016	203-1 Sponsorship	69	
	203-2 Significant indirect economic impact	69	
GRI 205 : Anticorruption 2016	205-1 Activities assessed for corruption risk	27	
	205-2 Communication and training on anti-corruption policies and procedures	27	
	205-3 Proven cases of corruption and measures taken	27	
GRI 207 : Taxation 2019	207-1 Approach to tax policy	31	
	207-2 Tax governance, control and risk management	31	



GRI 301 : Material 2016	301-3 Recycled products and materials	64	
GRI 305 : Emissions 2016	305-1 Direct GHG emissions (scope 1)	62	
	305-2 Indirect GHG emissions (scope 2)	62	
	305-3 Other indirect GHG emissions (scope 3)	62	
	305-4 GHG emissions intensity	62	
GRI 306 : Waste 2020	306-2 Management of significant waste-related impacts	64 - 66	
GRI 401 : Employ- ment 2016	401-2 Benefits granted to full-time employees and not to temporary or part-time employees	48	
GRI 403 : Occupatio- nal health and safety 2018	403-1 Occupational health and safety management system	44	
	403-2 Hazard identification, risk assessment and investigation of adverse events	44	
	403-3 Occupational health services	44-45	
	403-4 Worker participation and consultation and communication relating to health and safety at work	44	
GRI 404 : Training and education 2016	404-1 Average hours of training per year per employee	57	
GRI 405 : Diversity and equal opportuni- ties 2016	405-1 Diversity of governance bodies and employees	27 - 51	
	405-2 Ratio of base salary and remuneration for women and men	51	
GRI 407: Freedom of association and collective bargaining 2016	407-1 Operations and suppliers where the right to freedom of association and collective bargaining may be at risk	57	
GRI 408 : Child labour 2016	408-1 Operations and suppliers presenting a significant risk related to child labour	50	
GRI 409 : Forced or compulso- ry labour 2016	409-1 Operations and suppliers presenting a significant risk of forced or compulsory labour	50	

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