CLIENT	AMEXIO
PROJECT	**Corporate Social Responsibility**
REFERENCE	RAP108
VERSION	4.0
DOCUMENT STATUS	APPROVED

2023 CSR REPORT & 2025 PROGRESS PLAN

COMMUNICATION ON PROGRESS

UN GLOBAL COMPACT

This is our **Communication on Progress** in implementing the Ten Principles of the **United Nations Global Compact** and supporting broader UN goals.

We welcome feedback on its contents.

REVISION

Version	Date	Author(s) NAME First name	Comments
1.0	03/01/2022	BGE	Initial version
2.0	30/04/2022	BGE	Global Compact COP Update
3.1	28/02/2023	BGE	Updates (Ecovadis, Index, KPI)
4.0	13/05/2024	BGE	Update (Ecovadis rating)

VALIDATION CIRCUIT

Date	NAME First name	Title	Function (author, proofreader, approver)
30/04/2022	XMO	General Management	Approver
02/03/2023	XMO	General Management	Approver
15/04/2024	XMO	General Management	Approver

SUMMARY

1. GENERAL

1.1   ABOUT THIS DOCUMENT

This document presents the AmeXio Group's Corporate Social Responsibility approach to the environmental, social, economic and ethical issues of its activity.
It details the resulting actions, the progress made and to come in order to better integrate the principles of the United Nations Global Compact of which the AmeXio Group is a member.

Following the **acquisition of Acolad Digital in July 2023**, the data published in this document mainly concerns **French entities** and covers the **period from January 1 to December 31, 2023**.

1.2   STATEMENT OF SUPPORT FOR THE GLOBAL COMPACT

DECLARATION OF ONGOING SUPPORT FOR THE UNITED NATIONS GLOBAL COMPACT

With this document, I reaffirm the AmeXio Group's commitment to the 10 main principles of the United Nations Global Compact concerning human rights, working conditions, environmental protection and the fight against corruption.

By publishing this "Communication on Progress", I am pleased today to reaffirm the AmeXio Group's commitment to respecting and promoting these principles, as well as our desire to integrate them into our corporate strategy, our daily activities, and our corporate culture.

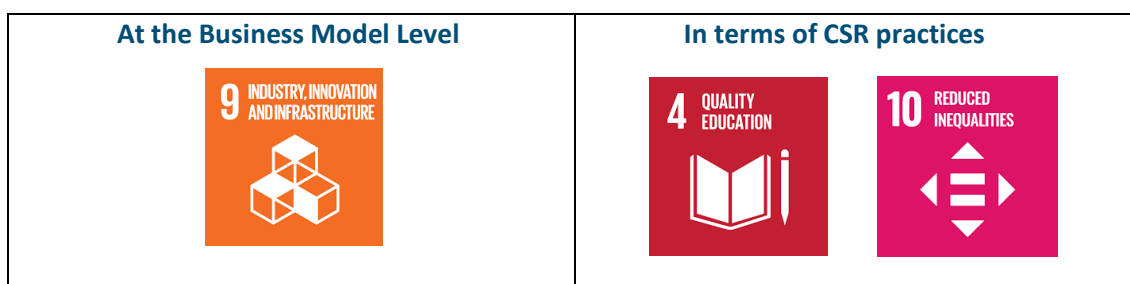Xavier MORCILLO
President and Founder

1.3 OUR CONTRIBUTION TO THE SDGs

The Sustainable Development Goals (SDGs), adopted in September 2015 by the UN, define 17 priorities and targets to be achieved by 2030 for socially equitable, environmentally safe, economically prosperous, inclusive and predictable development.

Within the AmeXio Group, we contribute to the achievement of these objectives:

At the Business Model Level	In terms of CSR practices
9 INDUSTRY, INNOVATION AND INFRASTRUCTURE	**4** QUALITY EDUCATION · **10** REDUCED INEQUALITIES

1.4 PRESENTATION OF THE AMEXIO GROUP

Founded in 2006, the **AmeXio Group** has evolved in just a few years to become one of the most innovative European technology companies, and today it has become **an international partner in digital transformation**.

The AmeXio Group provides **cutting-edge solutions and highly innovative services** to help companies in their digital growth: Enterprise Content Management (ECM), Customer Experience Management (CXM), Customer Communication Management (CCM), Structure Content Management (SCM).

Entreprise Content Management · Customer Experience Management · Customer Communication Management · Structure Content Management

700 employees · 100 M€ Turnover · Operates in 9 countries (FRANCE, BELGIUM, LUXEMBOURG, PORTUGAL, SWITZERLAND, NETHERLANDS, GERMANY, UNITED STATES, CANADA) · 35% of consultants are co-opted · Share capital shared and stable

1.5 OUR CSR APPROACH

For many years, the AmeXio Group has been **committed to a proactive Corporate Social Responsibility approach** by applying the principle of continuous improvement in its daily operations.

Faced with new environmental and social challenges, AmeXio has chosen to implement a **real structured CSR approach** which is part of the ISO 26000 standard and which is based on 4 pillars:

SOCIAL & HUMAN RIGHTS **Be a responsible and committed employer**	ENVIRONMENT **Limit our environmental footprint**	BUSINESS ETHICS **Be a trusted partner**	RESPONSIBLE PURCHASING **Have a positive societal impact**

Every year, AmeXio is evaluated by **EcoVadis** which certifies companies' commitment to sustainable development.

AmeXio's commitment was recognized by EcoVadis which awarded us **GOLD** status with a score of **75/100 in May 2024**.

Since 2022, AmeXio has been committed to the social responsibility initiative of the **United Nations Global Compact** and its 10 principles around human rights, international labour standards, environmental protection and the fight against corruption.

Our CSR Report can be downloaded from our website (https://www.amexio.fr/) in order to communicate our convictions and commitments in a clear and transparent way to our stakeholders: shareholders, customers, partners, associations, suppliers, employees.

1.6 CSR AUDITS AND ASSESSMENTS

Since 2022, following the introduction of our shareholder Qualium Investment, an **ESG (Environment, Social, Governance)** assessment has been carried out each year **by several independent organizations**: EthiFinances and Sirsa-Reporting 21. Both firms use the **latest version of data from SASB** (the Sustainability Accounting Standards Board).

EthiFinances assessment for the 2022 financial year:

Schelcher Prince Gestion
Amexio

OneTrack by EthiFinance

Référentiel SCHELCHER PRINCE - Dette privée France - 2023

Secteur d'activité Conseils liés aux technologies de l'information et autres services

SCORES

	2021	2022	TENDANCE	BENCHMARK	POSITION-NEMENT / BENCHMARK
GOUVERNANCE	59	63	↗	48	●
Fonctionnement des instances de gouvernance	50	50	=	57	●
Politique RSE, enjeux extra-financiers et conduite des affaires	75	83	↗	24	●
SOCIAL	64	82	↗	46	●
Conditions de travail	75	83	↗	44	●
Egalité des chances	50	50	=	38	●
Développement des compétences	75	100	↗	43	●
Santé-sécurité	58	100	↗	59	●
ENVIRONNEMENT	78	82	↗	59	●
Politique environnementale et système de management	50	75	↗	29	●
Impact : Empreinte carbone	80	80	=	63	●
Eau, air, sols et déchets	88	88	=	69	●
PARTIES PRENANTES EXTERNES	89	93	↗	39	●
Relation avec les fournisseurs	92	100	↗	46	●
Relation avec les clients, la société civile et responsabilité des produits	88	88	=	36	●
Générale	89	93	↗	48	●

Légende :

↗ Amélioration par rapport à n-1 ● favorable (note > moyenne benchmark)

→ Stable par rapport à n-1 ● neutre (note +/-10 pts = moyenne benchmark)

↘ Détérioration par rapport à n-1 ● défavorable (note < moyenne benchmark)

In addition, the AmeXio Group is **regularly audited by its own customers or by external organizations** on its quality management system, its information system and on the management of Corporate Social Responsibility.

2. SOCIAL & HUMAN RIGHTS

2.1 GENERAL POLICY

Our social and human rights policy applies to the entire AmeXio Group in every country where we operate. These principles are implemented in the execution of all of our activities.
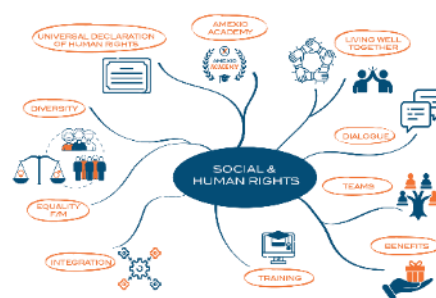
- **Health and safety:** Provide a healthy and safe work environment for all our employees.
- **Working Conditions:** Ensure a work-life balance for all our employees and promote flexible work options.
- **Skills management:** Train employees in new skills and the use of new IT solutions.
- **Diversity and Inclusion:** Increase the number of women in management positions.
- **Social dialogue:** Promote a system of bilateral communication between employees and management in the absence of an SEC (Social and Economic Committee).

Our policy related to the fundamental rights of external stakeholders (customers, suppliers, subcontractors, partners, etc.) is based on the **OECD guidelines** for multinational enterprises as well as **our commitments as a signatory to the United Nations Global Compact**. By signing this covenant, we commit to respecting all internationally recognized human rights relevant to our operations.

Where there is a discrepancy between national legislation and international human rights standards, our principle is to apply the highest standard. In the event of conflict, we will apply national legislation while striving to respect international human rights to the greatest extent possible.

2.2 WORKING CONDITIONS AND LIFE OF THE EMPLOYEE

The AmeXio Group adopts a **dynamic social policy** which includes a fixed salary as well as a number of employee benefits:

- Remuneration for overtime or atypical hours of work such as "on-call duty" performed outside the usual working hours and days
- Additional time off beyond the usual vacation days
- Flexible work organization in accordance with the situation
- Employee health care coverage
- Employee stock ownership plan
- System of bonuses related to the company's performance

AmeXio ensures full **compliance with applicable laws on wages, working hours, overtime and benefits** in each country where the Group operates. Standard working hours are in accordance with the regulations in force in each country.

To **retain employees and attract new talent**, a global offer has been established. During the interview, the recruitment managers present all **the benefits of the salary package** that future employees enjoy.

Bonuses: holiday and co-optation bonuses

Meals: a meal voucher card

Transport: 100% cover for season tickets

Health: Health insurance and contingency plans renegotiated annually

PROFIT-SHARING

GIFT VOUCHERS & WC

MEAL VOUCHERS

HEALTH INSURANCE

SALARY
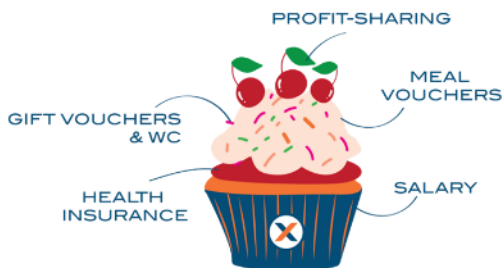
Works Council: an electronic wallet of €50 per year

Gift card: €150 per year

Savings: every year, a portion of profits is redistributed to employees

Shares : Employee share ownership plan since 2018.

The work-life balance of our employees is a central priority for the AmeXio Group. We believe that this is a way to ensure the well-being of employees, to retain them and to increase their motivation. We provide a set of measures to help our employees balance their life time, taking into account the different situations (mission at the customer's site, marital status, children, dependents).

95,83% of employees indicate in their evaluation report that their work/private life is well respected (2023).

In order to promote **remote working**, we have invested in the purchase of new laptops and backpacks for employees. **"Teleworking"** and **"Right to Disconnect" charters** were established **in 2018**. Employees working from home have the same rights as those who carry out their duties at the group's premises, whether they are individual or collective rights.

In a spirit of **quality of life and well-being at work**, AmeXio encourages creativity and daring:

Teams: They bring Amexians together around various interests: running, football challenges, …

Living well together: Opportunities to celebrate, twice-monthly afterworks and an annual seminar to get together.

Surpassing yourself at sporting events: Amexio supports its employees in their extra-professional passions by sponsoring certain events.

In order to promote improvement and progress actions, **internal surveys and satisfaction assessments** are regularly proposed:

- 2021: first survey on "**well-being in the workplace**" ➔ 72% satisfaction
- 2022: Internal survey on **"stress management"** ➔ integration of a "Time Management" module **into our Amexio Onboarding Program**.
- 2023: **Barometer on Quality of Life and Working Conditions** carried out among French entities ➔ 80% satisfaction

2.3   CAREER MANAGEMENT & TRAINING

We adopt **a policy** that is based on the following actions:

- Transparent recruitment process
- Personalized integration process and daily follow-up
- Internal mobility based on a logic of forward-looking management of jobs and site skills requirements
- Career and training plan adapted to the profile, knowledge, technical solutions and projects in place at customer facilities
- A continuing education system with the AMEXIO ACADEMY

Our recruitment and integration process **is posted on our website** and all our offers are drafted in **inclusive writing**. Any recruitment decision, whether internal or external, is made according to clear and transparent processes and takes into account the adequacy of the job profile, the quality of the employee and his or her discipline.
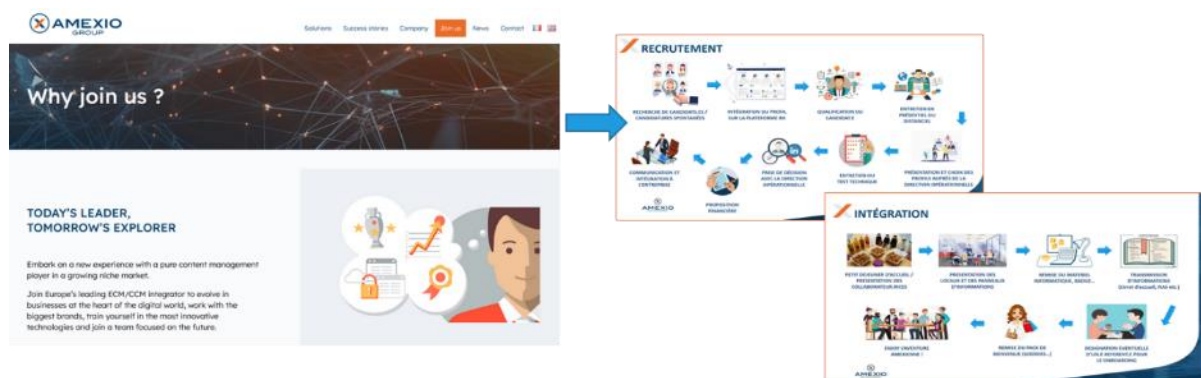
Each newcomer benefits from a **personalized integration process**: breakfast, visit to the premises, presentation of the management teams, creation of an email address and access to all key documents on a dedicated online space.

Daily follow-up: the small number of hierarchical levels and the proximity between the managers and the teams make it possible to know and recognize each and every one of them. The management teams are responsible for the daily monitoring of employees.

Annual assessment: 100% of employees receive an annual interview to take stock of the past year, express their views on working conditions, set future objectives and understand aspirations with regard to mission orientation.

AmeXio is **in favour of internal mobility** to the extent that it is part of a real career project and the necessary skills are acquired. Internal mobility criteria are defined according to the performance of employees, their attendance and their behaviour within the team.

A career and training plan is adapted to each employee according to their profile, knowledge, the technical solutions in place at the customer's facilities and the projects on which they are required. Whether it's geographical mobility, discovering new business sectors, new functional or technical areas, or changing one's main activity: everything is possible.

To **promote the development of skills**, in 2017 we created a continuing education system, the **AMEXIO ACADEMY**:

The **system** in place is highly **innovative** with a design that is totally **focused on the "production" of operational resources at the system output.** To achieve this result, resources in the course of initial training (interns, apprentices) but also newly hired middle and senior resources or those between 2 missions/projects, are divided into different teams. This approach makes it possible to minimize turnover while contributing to the **development of employees by supporting them in their desire for progression.**

Everyone has the opportunity to participate in **face-to-face, remote or e-learning training** through multi-level courses: discovery, in-depth study, evaluation via a badge and/or certification system.
Depending on the specificities, these **courses are provided by our expert partners**: IBM, Hyland Nuxeo & Alfresco, SER, Spark Archives, Sinequa, Appian, Sefas, Quadient, Business Document, etc.

On average, 80%+ of employees take at least 1 training course per year (2022).

Innovation and R&D have been part of the company's DNA since its creation. **"Thursday Presentations"** are regularly organized in order to **share information on products and feedback** from projects carried out at customer facilities.

Amexio also allows its employees to **pass on their knowledge, exchange with their peers** and learn from intervening parties outside the company.

2.4 DIVERSITY, EQUITY & INCLUSION

It is our policy to promote a work environment free from discrimination or harassment based on race, gender, colour, social or national origin, ethnicity, religion, age, disability, sexual orientation, gender identity or expression, political opinion, or any other aspect protected by applicable law.

Convinced that diversity is an asset for the Group, **AmeXio is a signatory of the Diversity Charter.** This commitment is reflected in:

- Respect for the principle of **equal treatment and non-discrimination in all its forms and in every stage of HR management**: hiring, training, advancement or promotion.
- Mandatory "**recruit without discrimination**" training for all those responsible for recruitment.
- **A recruitment dynamic:** variety of profiles and skills.
- An **inclusive environment** and the **monitoring of indicators**.

These good recruitment and personnel management practices are reflected in a **multicultural presence within the AmeXio Group**. The **average age within the company is 36**.

AmeXio promotes the professional integration of young people and students through internships and work-study programs:

- Each year, we welcome about **15 interns and 25 work-study students**.
- **Partnerships with schools:** Amexio has been a preferred partner of the University of Poitiers since 2017 and regularly collaborates with the ESIEA, ESTIAM and MIAGE schools.
- **Participation in 6 school forums per year** in order to present the ECM professions, meet and exchange with students looking for a position or an end-of-studies internship.

On average: 50% of interns and work-study students are hired at the end of their studies.

The apprenticeship tax is paid to Atlas Opco which is responsible for distributing the apprenticeship contribution to various approved schools.

Amexio promotes reintegration and professional retraining: AmeXio is a **partner of the Social Builder Association**. **The association's mission** is to help women make their **professional career in digital technology** a reality through guidance, training and professional integration actions. To anchor our collaboration, we have integrated **the Women In Digital development program for women**.
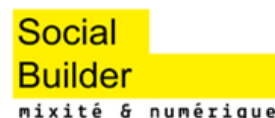
- In 2022, we developed the **Operational Preparation for Individual Employment (OPIE)** system with the Global Knowledge, M2i Training and ISIKA schools.

Amexio is committed to gender equality in a sector, IT, where women are poorly represented:

The share of women in the company's workforce **has increased from 16% in 2018 to more than 25% since 2022.**

AmeXio is a **signatory of the #ReconversionFemNum Manifesto** and has made 3 commitments to **increase the retraining of women in digital professions**: broadening its recruitment criteria, promoting all career paths, recruiting profiles of all ages.

MANIFESTE
#ReconversionFemmesNum

In 2021, an **action plan for professional equality between Women and Men** was established with progress objectives, the results of which were set up in 2022.

Gender Equality Index: 87/100 (April 2022)

Our "**Gender Equality Index" has risen sharply**, from 75 in 2020 to 87 in 2022.

Our actions to promote diversity, equity and inclusion:

- A **"Sexual Harassment" poster** is now available and indicates the **procedure for reporting**.
- The mandatory posting as well as Amexio's internal rules indicate the **alert procedures and the resolution or mediation procedures** in place for identified cases of discrimination and/or harassment.
- **Inclusive writing** is integrated into all our communication media (web, RS, employee documents, commercial documents, emails, job offers, etc.) and a **best practices** procedure is available to employees**.**
- All our recruitment officers are trained to **"recruit without discrimination"**.
- An awareness campaign on the **"fight against moral harassment at work"** was offered to 100% of Amexio's workforce.
- Our facilities are set up to **accommodate employees with disabilities**.
- We collaborate with **Adapted Companies** to manufacture our promotional items.
- Every year, we entrust the reuse of our computer products to the **ECODAIR Association**, which employs people with disabilities.
- As part of our consulting activities, we regularly **collaborate with two Adapted Companies**: Arcesi, Innov&co.

Awareness-raising and prevention activities are organised to combat stereotypes:

- **International Women's Day:** activity day, sending of awareness newsletters, featuring of AmeXio employees.

- **Pink October and Movember:** exchange workshops, video screening, webinar on women's and men's cancers.

- **International Day Against Homophobia, Transphobia and Biphobia:** activity and awareness day.

- **Handicap**: AmeXio, partner of the 4th edition of the Adaptive Tennis Tournament which hosts the best French tennis players with mental or psychological disabilities.

- Communication activities via LinkedIn posts to **raise awareness in our network** about our commitments to gender equality, our commitments to ensure women's access to digital professions.
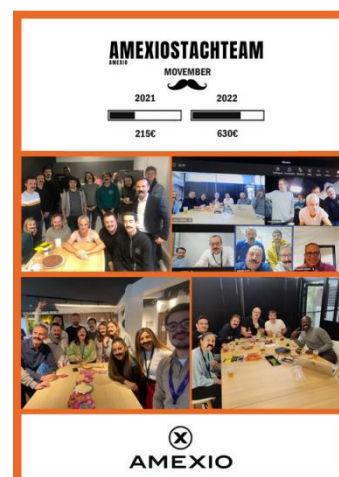
2.5 EMPLOYEE HEALTH AND SAFETY

Our policy is to provide a healthy and safe work environment and to protect the physical and psychological integrity of all our employees.

Given our activity, our policy is centralized on:

- The integration of new arrivals,
- The daily monitoring of employees,
- The management of stress
- The Identification of physical or psychosocial risks
- Cybersecurity

To support this system, we provide the following **training and awareness-raising**:

- Mandatory training on the **"Essentials of Cybersecurity"** for all newcomers (employees, work-study students, interns).

- Raising awareness of **time management and best practices in professional life**: teleworking and the right to disconnect.

- Acquisition of the **basics of occupational risk prevention** for employees in charge of HR and recruitment.

- Training on **psycho-social risks** for HR and CSR teams.

- **Cybersecurity awareness** campaigns on average **2 times per year** for all AmeXio Group employees and subcontractors.

> **Mandatory training "Cybersecurity Essentials" attended by 48 people (2023).**

To reduce the risks associated with stress:

- Our **integration process** follows this procedure: breakfast, visit of the premises, reminder of safety rules, presentation of referents and an exchange session one month after arrival within the Group.

- Preparation and rehearsal sessions support our work-study students **before their examination**.

- Employees who wish to do so benefit from a **preparation session prior to their future "customer interview"**.

To support this policy:

- The premises were refurbished to offer workspaces with an auditorium, meeting rooms with videoconferencing facilities, more ergonomic, with a lunch bar, sofas, table football. **and more convivial relaxation furniture**

- One of our **HR managers was appointed as a "resource person"** for employees who may identify with physical or psychological risks.

- **Safety instructions and hygiene measures** are posted in all AmeXio Group premises and in a chapter in the Welcome Booklet. It also introduces the **charter for the use of the information system**.

- The medical examination, which is **a legal obligation**, is paid for by the company and is now done by teleconsultation with the TELEMED-MEDISPACE organization.

In order to anticipate health and safety risks:

- A **procedure to anticipate employee health and safety risks** related to changes has been implemented within AmeXio.

- Our most recent **ACMS assessment took place in April 2023** and is presented in the Unique Document for the Detailed Assessment of Occupational Risks **(**UDDAO**)**,

- In order to **ensure the physical security of the equipment**, we conduct regular inspections and audits to ensure that it is working properly: IT security management, IT incident management, access control policy. **Our procedures are described in our "Security Management" policy.**

2.6 SOCIAL DIALOGUE

AmeXio respects the right of its employees to join a union, seek representation and bargain collectively in accordance with local laws, without fear of reprisals.

However, during the last elections of staff delegation members for the Social Economic Committee**, a lack of candidates was noted** in both the 1st and 2nd round of the professional elections.

To facilitate exchanges on working conditions, AmeXio has established the following measures regarding social dialogue:

- Each year, 2 bilateral communication sessions between employees and management,

- Systematic drafting of "**minutes**" signed by Management,

- Provision of an **anonymous questionnaire**, so that the most asked questions can be raised and then dealt with during the session.

Since 2021, a **collaborative space "Amexio Integration Pack"** has allowed employees to freely access all documents concerning the company.
The **Syntec collective agreement is directly accessible** through a direct link to its website.
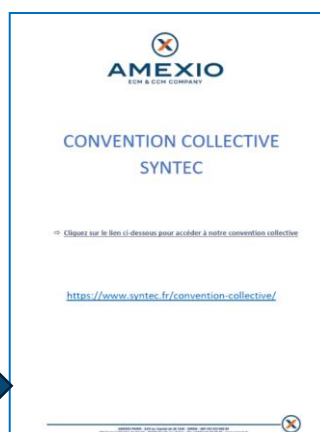
2.7 TOPICS ON WHICH THE COMPANY COMMUNICATES KPIS

Since 2020, **key performance indicators** have been implemented on the following items, and we optimize them every year:

- Employee health and safety
- Working Conditions
- Social dialogue
- Career management and training
- Equal opportunity

These **KPIs** are presented in the **"Key Performance Indicators"** chapter of this document.

2.8 2023 COMMITTED ACTIONS & RESULTS

2023 Progress Plan	Perimeter	Objective
Increase in the share of women in digital professions: • Follow the commitments of the #ReconversionFemNum Manifesto (broaden recruitment criteria, promote all types of career paths and recruit profiles of all ages) • Develop the Women In Digital Social Builder program • Develop the POE program	France	Achieved
Feminization of Management Bodies: 20% of women in the Group's bodies	Group	Achieved
Prevention to fight against stereotypes: 2 campaigns per year	Group	Achieved
QLWC, health and safety: integrating a "Time Management" module into the Amexio Onboarding program	France	Achieved
Cybersecurity: • 3 sessions per year of mandatory Cybersecurity Essentials training for newcomers • At least 2 cybersecurity awareness campaigns per year	France	Achieved
Social dialogue: 2 annual bilateral communication sessions between employees and management + anonymous questionnaire beforehand + drafting of minutes signed by Management	France	Achieved

2.9 PROGRESS PLAN FOR 2025

Social & Droits de l'Homme / Social & Human Rights	Perimeter
Health and safety: Educate 100% of new employees on IT security essentials by 2025	Group
Working Conditions: Maintain our "private and professional life" respect rate above 90% by 2025	France
Skills management: Train employees in charge of designing offers (developers) in IT eco-design at 85% by 2024 and 90% by 2025.	Group
Diversity and Inclusion: Ensure that the number of women in the Group's Management Bodies reaches 23% by 2025.	Group
Social dialogue: Maintain 2 bilateral communication sessions per year by 2025.	France
Employee engagement: Conduct an employee satisfaction survey via an independent platform by 2024.	Group

3. ENVIRONMENT

3.1 ENVIRONMENTAL POLICY

Since 2022, the AmeXio Group has implemented an Environmental Charter.

Through this Charter, the AmeXio Group aims to share with all stakeholders the **Group's Objectives in this area and the corresponding Rules of Action**. **The Group's objectives are to:**

- Reduce our environmental footprint (resource consumption, waste management and greenhouse gas emissions) in a sustainable and permanent manner,
- Carry out continuous and determined action so as to have a positive impact within our ecosystem (employees, customers, partners, suppliers, service providers, subcontractors).

The Group Executive Board's priority commitment is a decisive factor in the success of these objectives. AmeXio invites all its stakeholders to comply with the requirements of the company's environmental policy.

In order to achieve the above-mentioned Objectives, AmeXio imposes the following rules of action:

1. Implement environmental management systems that meet the requirements of the ISO 14001 standard which is based on the principle of continuous improvement of environmental performance by controlling the impacts related to the company's activity.
2. Establish clear and relevant performance targets with a focus on priority indicators.
3. Measure our performance and communicate our progress on a regular and transparent basis.
4. Reduce the environmental impact of our sites, products, services and activities, as well as contribute to the associated greenhouse gas emission reduction targets.
5. Promote sustainable mobility practices in order to reduce the environmental impact of business or home-work travel.
6. Promote the reuse and recycling of waste related to the company's economic activity, WEEE and hazardous waste.
7. Promote employee awareness so that they integrate environmental considerations into their daily lives.
8. Implement our engineering capabilities to integrate Green IT criteria and reduce the environmental impact of the offers we design or operate in conjunction with our customers.
9. Strive to continuously improve our environmental performance.

This Charter can be consulted on the AmeXio Group website: https://www.amexio.fr/ Key environmental performance indicators have been established and we optimize them every year. These **KPI**s are presented in the "Key Performance Indicators" chapter of this document.

3.2 WASTE PREVENTION, REDUCTION AND RECYCLING

Our actions to raise awareness of the challenges of sustainability, eco-gestures and the environment:

Employees are made **aware of the best practices to adopt on the premises and at our customers' premises** through regular communications and posters.

World Recycling Day, Sustainable Development Week or World Climate Day are an opportunity for campaigns:

- To remind people of best practices
- To assess one's carbon footprint
- To raise awareness of ecological issues in a fun way
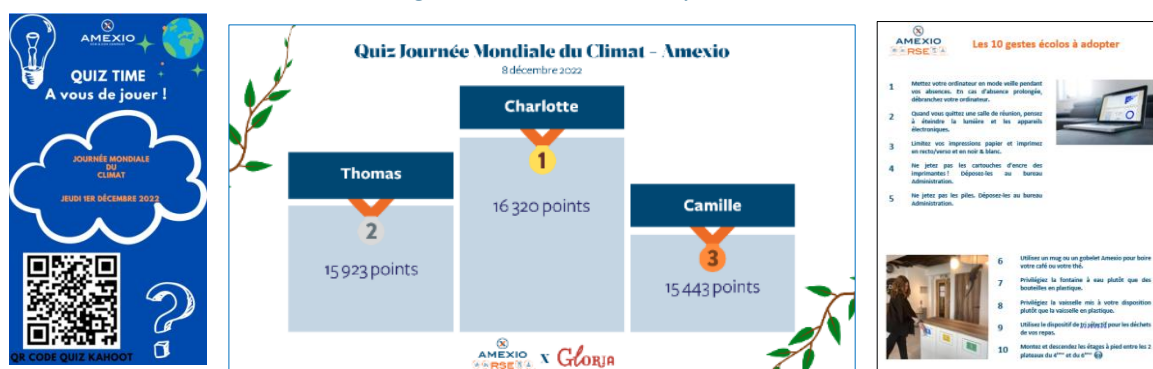
Our actions to reduce the quantity of inputs and consumables:

- 100% of our sites are equipped with a **limited number of photocopiers.**
- 100% of our printers are programmed by default in **double-sided B&W**.
- 100% of our entities use more than **95% recycled paper**.
- 100% of **meal vouchers and payslips are dematerialised**.
- 100% of the documents intended for employees **are accessible online**.
- A **platform** enables the management of employee activity and leave requests as well as commercial activity.
- A portal allows for dematerialized management of **expense claims**.
- Each employee has a **backpack, a mug and a water bottle**.

Our initiatives in regards to the management of waste and hazardous substances related to our activity:

- 100% of our sites are equipped with a **coffee bean machine and a water fountain**.
- 100% of our "Coco Bar canteen" areas are equipped with a **selective sorting system**.
- **The management of paper, cardboard, plastic, glass and organic waste** is taken care of by the property manager of each of our sites and by the municipality where they are located.
- 100% of the sites in question have a **process for collecting and recycling used toners** via several suppliers: CONIBI, LEXMARK, RICOH, SAMSUNG.
- 50% of the sites in question have a **process for collecting and recycling computer equipment** via our partnership with the ECODAIR Association.
- **Batteries are regularly collected** and deposited in collectors.
- **Collections of objects and clothes** are organized with associations.

3.3 ENERGY CONSUMPTION AND CARBON FOOTPRINT

For a number of years, we have been implementing actions to save energy and reduce greenhouse gas emissions:

- All our sites are equipped with an **energy-efficient lighting system**: motion detector with lights that turn off automatically in the toilets, LED lightbulbs and tubes in the work and meeting areas, central switching off of the lights when the premises security alarm is activated.

- Our **premises are equipped with an HVAC** system that provides heating, ventilation and air conditioning. Variators that enable the intensity of air management.

- In 2023, 25% of our **French sites switched to 100% renewable energy** from hydro, wind, biomass and solar sources.

- We offset **GHG emissions by entrusting the reuse of our IT products, which avoids the manufacture of new products** and thus the savings in extracting raw materials, procurement, forming, assembly and distribution, water resources and critical and strategic metals.

- **We reduce the consumption of our website** by limiting the size of images and animations.

We are also implementing initiatives to reduce the environmental impact of business or home-work travel:

- The normalization **of teleworking** for all employees has reduced **the environmental impact of commuting**.

- As part of our **mobility plan**:
  - We encourage **sustainable means of transport** through the reimbursement of 100% of public transport subscriptions.
  - **75% of our sites** are now equipped with bicycle parking
  - 100% of our sites are equipped with **collaborative tools, videoconferencing devices, as well as VPN**, allowing all our stakeholders (employees, candidates, customers, suppliers, partners) to reduce travel.

- Our vehicle fleet currently includes **29.21% hybrid vehicles**.

3.4   CARBON ACCOUNTING

In 2023, the AmeXio Group carried out its first carbon accounting exercise:

We used the "intermediate method – Scope 3" for significant items.

In the 2022 financial year, our carbon footprint was approximately:

- **~ 1,330 tCO2eq,** which represents **~ 4.3 tCO2eq/FTE** (less than the average carbon footprint of a French citizen, which is around 9.2 tCO2eq*).
- **~ 35 tCO2eq/M€ of revenue**
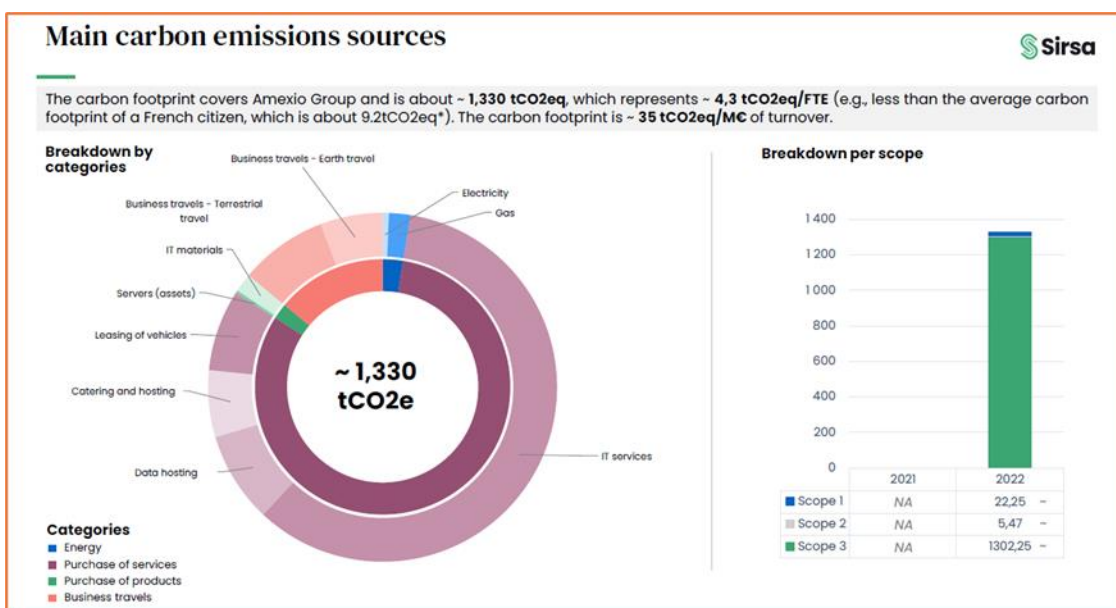
In the years to come, AmeXio intends to make its best efforts to reduce this footprint.

3.5   GREEN IT

As a leader in its field of expertise and a provider of Cloud solutions, AmeXio has understood the value of adapting its strategy to move towards "digital sobriety".

In 2023, a Green IT Referent was appointed and defined a policy to reduce the environmental footprint of digital technology for the Group based on four axes:

- Environmental awareness
- IT eco-design
- Optimization of information systems
- Eco-responsible IT management

To initiate change, this approach resulted in the following actions in 2023:

Environmental awareness:
- **80% of top and middle management** participated in a **Climate Fresk workshop**.
- **Green IT criteria** are now integrated into our **service offerings.**

IT eco-design:
- Development of an **e-learning course on "tailor-made" IT eco-design** in order to train our employees in charge of designing offers.

Optimization of our information systems:
- Implementation of **backup deduplication** to reduce duplicate data storage space and energy consumption
- Reduction in the number of **redundant "small" servers**

Eco-responsible IT management:
- Anchoring **our policy of maintaining IT hardware beyond its payback period and repairing it** rather than changing it.
- **Deployment of the WEEE** (Waste Electrical and Electronic Equipment) **collection** and **recycling process** at 50% of the French sites concerned.

To reduce this digital carbon footprint, we are considering the following eco-efficiency plan for 2025:

IT eco-design:
- Train all employees in charge of designing offers.

Reduction of the carbon impact of IT and AmeXioCloud:
- **Migrate our infrastructures to newer ranges of servers,** thus reducing the number of servers and creating a better pooling of resources.
- **Eliminate internal data centres** in favour of optimized centralization via AmeXioCloud.
- **Pool tools and eliminate duplicate applications** within the AmeXio Group.

Deployment of eco-responsible IT management processes:
- By **deploying the WEEE** (Waste Electrical and Electronic Equipment**) collection and recycling process** at all the Group's sites by 2025.
- **By standardizing the configuration of computer workstations** for newcomers with eco-responsible rules to reduce the impact related to the battery, brightness, printer management, etc., by 2025.

Given our AmeXio Cloud business, our leading data hosting provider is identified as a reliable partner with regards to "sustainability criteria" in its processes.

OVHCloud has clear and transparent commitments:

- Production sites are located close to data centres.
- 100% of suppliers sign a Code of Conduct by which they commit to comply with a responsible and global approach to compliance issues.
- OVHCloud adheres to the various principles set out in the United Nations Global Compact and the conventions of the International Labour Organization.

OVHCloud is committed to an environmental policy with objectives for 2025:

- Carbon neutrality on the 3 scopes by only offsetting incompressible emissions
- 75% use of high-quality renewable energy
- Obtain ISO50001 and ISO14001 certifications
- Impose a PUE (Power Usage Effectiveness) and WUE (Water Usage Effectiveness) standard
- Enable users and customers to have real-time information on energy impact, even at the VM (Virtual Machine) level
- Eliminate all waste that goes to landfill and/or incineration: 100% sustainable packaging
- Offer low-carbon internal FREIGHT

OVHCloud's latest environmental impact report:

Principaux indicateurs environnementaux 2022

1.28
Power Usage Effectiveness (PUE)
Il mesure l'efficience du datacenter. Plus le site est performant, plus le résultat tend vers 1.

0.26 L/kWh IT
Water Usage Effectiveness (WUE)
Il évalue l'utilisation de l'eau pour les opérations du datacenter.

0.20T CO2e/MWh
Carbon Usage Effectiveness (CUE)
Il quantifie l'intensité du carbone au sein du datacenter.

77%
Renewable Energy Factor (REF)
Il détermine le taux d'énergies renouvelables dans le datacenter.

25%
Ratio de composants réutilisés
Il indique que sur 100 composants utilisés, 25 sont des pièces reconditionnées.

3.6 2023 COMMITTED ACTIONS & RESULTS

2023 Progress Plan	Perimeter	Objective
Subject: Carbon footprint **Existence of an action plan for energy savings and the reduction of greenhouse gas emissions**		
Carbon accounting: Carrying out a scope 3 carbon accounting assessment for the 2022 financial year	Group	Achieved
Green energy: Switch 50% of sites to a "100% renewable green energy" contract	France	Partially achieved
Subject: Carbon footprint **Initiatives aimed at reducing the environmental impact of business or commuting travel**		
Teleworking: Standardization of teleworking for the entire Group, helping to reduce the environmental impact of commuting	Group	Achieved
Mobility plan: Equip 85% of the sites in 2023 with bicycle parks (i.e. a 6th site, subject to acceptance by the property manager)	Group	Achieved
Charging stations: Feasibility study for the installation of charging stations for hybrid vehicles (Paris site). Decision submitted to vote by the building General Assembly.	France	Achieved (study in progress)
Vehicle fleet: Increase the fleet to 16% hybrid vehicles (subject to acceptance by the employees concerned)	Group	Achieved
Subject: Waste Policy (Water, Air, Land and Waste) **Initiatives/actions to reduce the amount of inputs/consumables - excluding energy - (paper, water, raw materials, etc.) and/or waste**		
Recycled paper: Increase to 80% utilization	Group	Achieved
Printer toner: Reduce its use by 15% at user sites	Group	Achieved
Email signature: Affix "environmental baseline" to encourage recipients to limit printing	Group	Cancelled to limit the bulk of emails.
Subject: Waste Policy (Water, Air, Land and Waste) **Initiatives/actions in favour of waste and hazardous substances management (WEE, REACH, ROHS, etc.)**		
Printer toner management: Extend the recycling process to 100% of toner user sites	Group	Achieved
IT hardware management: Extend the recycling process to 50% of the sites concerned	France	Achieved
Subject: GREEN IT **Existence of an action plan to reduce the environmental footprint of digital technology**		
Green IT referent: Designate a referent for the Group who will formalize a Green IT policy	Group	Achieved
Amexio service offer: Integrate Green IT criteria into service offerings	Group	Achieved
Climate fresk: Participate in a face-to-face workshop for 80% of top management	Group	Achieved
Training: Train 80% of the employees in charge of designing offers (developers) in eco-design as part of the Amexio Academy	Group	Achieved

3.7 PROGRESS PLAN FOR 2025

Environnement / Environment	Perimeter
Subject: Carbon footprint **Existence of an action plan for energy savings and the reduction of greenhouse gas emissions**	
Carbon accounting: Conduct a scope 3 carbon accounting exercise for each financial year	Group
Reduction of carbon emissions: Make our best efforts to reduce CO2 per FTE on the basis of the "Reference Unit Carbon Emissions" established for the 2022 financial year.	Group
Subject: GREEN IT **Existence of an action plan to reduce the environmental footprint of digital technology**	
IT eco-design: Train employees in charge of designing offers (developers) in IT eco-design at 85% by 2024 and 90% by 2025.	Group
Optimization of our information systems: . Migrate the infrastructure to newer ranges of servers, thus reducing the number of servers and having a better pooling of resources, by 2024. . Eliminate internal Data Centres in favour of optimized centralization via AmeXioCloud, by 2024. . Pool tools and eliminate duplicate applications by 2025.	Group
Eco-responsible IT management: . Deploy the WEEE (Waste Electrical and Electronic Equipment) collection and recycling process at all sites by 2025. . Standardize the configuration of computer workstations for newcomers with eco-responsible rules to reduce the impact related to the battery, brightness, printer management, etc., by 2025.	Group

4. ETHICS

4.1 ANTI-CORRUPTION POLICY

The AmeXio Group's principles for fighting corruption are imbued with strong values: honesty, integrity, loyalty, transparency and impartiality.
In order to ensure that these values are preserved in all circumstances and at all levels within the AmeXio Group and with all stakeholders, **our policy is based on 3 pillars:**

- **Prevention:** training and informing employees
- **Optimization of our tools and procedures:** closely monitoring our risk mapping, developing anti-corruption procedures and tools
- **Assessments:** to ensure the best practices of our system from the viewpoint of fair commercial practices and IT security

The anti-corruption system implemented within the Group is as follows:

- In response to measure No. 6 of the Sapin Law, **a training system on the risks of corruption and influence peddling** has been set up for staff members of the **France Sales Department and the Group Finance Department**.
- For France, the **Anti-Corruption Code of Conduct** is appended to the Internal Regulations and thus makes it possible to clearly inform each employee of **the anti-corruption procedures established within the AmeXio Group.**
- An **alert system** has been set up with the creation of a generic email address. This e-mail address in particular allows the confidential acquisition of information or advice on the application or interpretation of the Code of Conduct, or the reporting of dysfunctions that may seriously affect the Group's activity or seriously incur its liability. Any alert is forwarded to the Group's Finance Department.
- Since 2022, **an expense management portal has been deployed** to optimize the management of sensitive transactions (fees, invitations, business gifts, etc.).
- In 2023, **an anti-corruption risk map was developed** for the Group **and a Due Diligence program for third parties** was put established as well as control procedures.
- **AmeXio transparently communicates key performance indicators (KPIs) on**:
    o The number of employees trained in anti-corruption and business ethics
    o Possible incidents and alert procedures

> **No judgments, ordinances, fines or other events in the field of corruption, extortion or bribery have been reported concerning AmeXio since its establishment in 2006.**

4.2   ETHICS AND FAIRNESS OF BUSINESS PRACTICES

As part of its business, AmeXio is audited every year and must certify its integrity code and business conduct to its partners and customers. This integrity code is based on:

- **Independence from solution publishers** that our consultants may be required to recommend during their assignments

- **Transparency of commercial proposals**, whose requirements relate to:
  - The different stages in the life cycle of the benefits
  - The skills and experience of consultants
  - The references of the missions that our consultants have carried out
  - The commercial partnerships with other market players in relation to the subcontracting or co-contracting of our activities
- The systematic presence of **requirements relating to social conditions, security, business fairness** in contracts with our subcontractors.
- **The annual review of the inventory of subcontractors** to validate the fairness of their practices.
- **Transparency with our customers in the management of our employees**:
  - Work/life balance
  - Respect for working conditions
  - Risk prevention
- Training on **commercial partner integrity delivered annually by some of our partners**.

Our policy on anti-competitive practices: we do not engage in cartels, abuse of dominance, or abusively low price bids and practices.

4.3   INFORMATION SECURITY

In order to prevent information security breaches and thus ensure the security of customer and employee data:

- A charter for the use of the information system at **AmeXio and its customers is included in the Welcome Booklet gi**ven to each new arrival within the AmeXio Group.

- **Information security awareness campa**igns are held on a regular basis.

- 100% of newcomers are **required to take a cybersecurity training module** during the semester following their arrival.

- **Procedures are available to employees and third parties** to:
  - Guarantee the security of the information in place for third parties
  - Report security problems
  - Assess information security risks
  - Audit control procedures
  - Respond to incidents
  - Protect third party data from unauthorized access or disclosure of information
  - Obtain customer consent on the processing, sharing and retention of confidential information
  - Protect third party data from unauthorized access or disclosure of information
  - Ensure the preventive and corrective measures of the computer applications present in the AMEXIO Information System.

- All our **service contracts include articles on the confidentiality of information, the security of the information system and the protection of personal data**.

We clearly and sincerely communicate on the characteristics of our services to our clients, thanks to:
The overall framework provided by our **AmexISO quality management system** based on **ISO9001**

- The specific framework provided by the **"escalation management" and "security incident management" procedures**
- The description of the service characteristics defined in the contracts **and/or Quality Assurance Plan** or any other document requested by our customers in the context of our services
- Application of the regulations **that apply to our activity such as the GDPR**

A Data Protection Officer (DPO) provides **regular training and communication to employees on the requirements of the GDPR.**

4.4 INFORMATION SECURITY ASSESSMENT

The AmeXio Group's security policy is a major concern that contributes to ISO9001's major objective: customer satisfaction.

Our "PRO090 - Security Management" procedure describes the measures that AmeXio implements to meet the requirements of security management, including IT security:

- This procedure, founded on examples of frames of reference based on the ISO27000 standard, defines in particular the organisation put in place, the methodology to be followed to manage IT security and the technical, organisational and procedural measures that are implemented.
- Our organization is composed of an SOC (Security Operation Centre), including:
  - A DPO (Data Protection Office)
  - An ITSSM (IT Services Security Manager)
  - Local quality representatives
  - An AmeXio IT Support team
- Since security is a major concern, this document is distributed to all AmeXio employees and stakeholders.

Our Quality and Security Management System is regularly evaluated and rated.

As a supplier to large and medium-sized companies, we answer **questionnaires related to Quality and Security** 1 to 2 times a month.

AmeXio is **evaluated each year by Cybervadis** on the maturity of its information security management system.
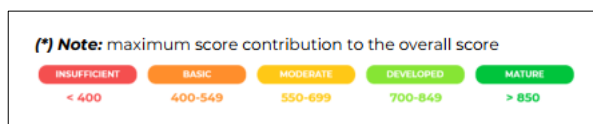
Since 2022, our performance score has been rated **as "Developed".**

The objective of Cybervadis' cybersecurity assessment methodology is **to assess the maturity of a company's information security management system (ISMS)** – through its policies, implementation measures and results.

The audit focuses on 20 topics that cover the entire cybersecurity lifecycle in 4 themes: **Identify, Protect, Detect, React.**

The 20 topics or criteria are **based on international information security standards** such as ISO 2700x standards, NIST cybersecurity framework, cybersecurity for ICS, PCI DSS (Payment Card Industry Data Security Standard), GDPR.

The cybersecurity audit is carried out by a **team of cybersecurity experts**.

4.5 2023 COMMITTED ACTIONS & RESULTS

2023 Progress Plan	Perimeter	Objective
Fight against corruption: Train 100% of the employees of the Sales and Finance Department via 1 session per year	Group	Achieved
Cybersecurity: • 3 sessions per year of mandatory Cybersecurity Essentials training for newcomers • At least 2 cybersecurity awareness campaigns per year	France	Achieved
Information system assessment: Do 1 CyberVadis assessment each year	Group	Achieved

4.6 PROGRESS PLAN FOR 2025

Ethique / Ethics	Perimeter
Prevention: . Train 100% of employees exposed to the risks of corruption and influence peddling via 1 session per year by 2024 . Educate 100% of new employees on IT security essentials by 2025	Group
Optimization of tools and procedures: . Expand the Due Diligence procedure for third parties to include a security questionnaire by 2024	France
. Adoption of the "Anti-Corruption Code of Conduct" to adapt it to international regulations and translate it into English by 2024	Group
. Monitor the preventive measures and action plan of the "Corruption Risk Mapping" by 2025	Group
Assessment: Do 1 CyberVadis assessment each year	Group

5. RESPONSIBLE PURCHASING

5.1   RESPONSIBLE PURCHASING POLICY

In order to strengthen its purchasing policy, the AmeXio Group has created a Responsible Purchasing Charter.

Through this Charter, the AmeXio Group aims to share its commitment with its Suppliers, who are major contributors to its success, and to ensure their involvement in sustainable development.

This Charter sets out the commitments expected by the AmeXio Group in terms of ethics, the fight against corruption, respect for human rights and labour standards, the protection of people's health and safety, and the protection of the environment.

It is in line with the Code of Conduct in force within all AmeXio Group companies.

By adhering to this Charter, the Supplier commits to make its best efforts to comply with and implement, and to ensure that its own suppliers comply with and implement all the principles set out therein, in compliance with the contractual provisions and the laws and regulations in force.

The Supplier must comply with the principles of the United Nations Universal Declaration of Human Rights, the Fundamental Conventions established by the International Labour Organization (ILO) and the various applicable laws and regulations.
It adheres to the 10 principles set out in the United Nations Global Compact, to which the AmeXio Group fully adheres, and of which it has been a member since 2022.

This Charter can be consulted on the AmeXio Group website: https://www.amexio.fr/

For any reports, a generic email address has been created; It guarantees the anonymity and protection of the report's sender.

5.2 CSR RISK ANALYSIS

Since 2022, a supplier map has been initiated based on the following criteria:

- Purchase category
- Geographic presence
- Presence of labels and/or certifications
- Presence of CSR clauses in contracts (environment, labour, human rights)
- Share of SMEs / VSEs among suppliers

Depending on the evolution of the AmeXio Group, this mapping allows us to **collect indicators about our suppliers** each year:
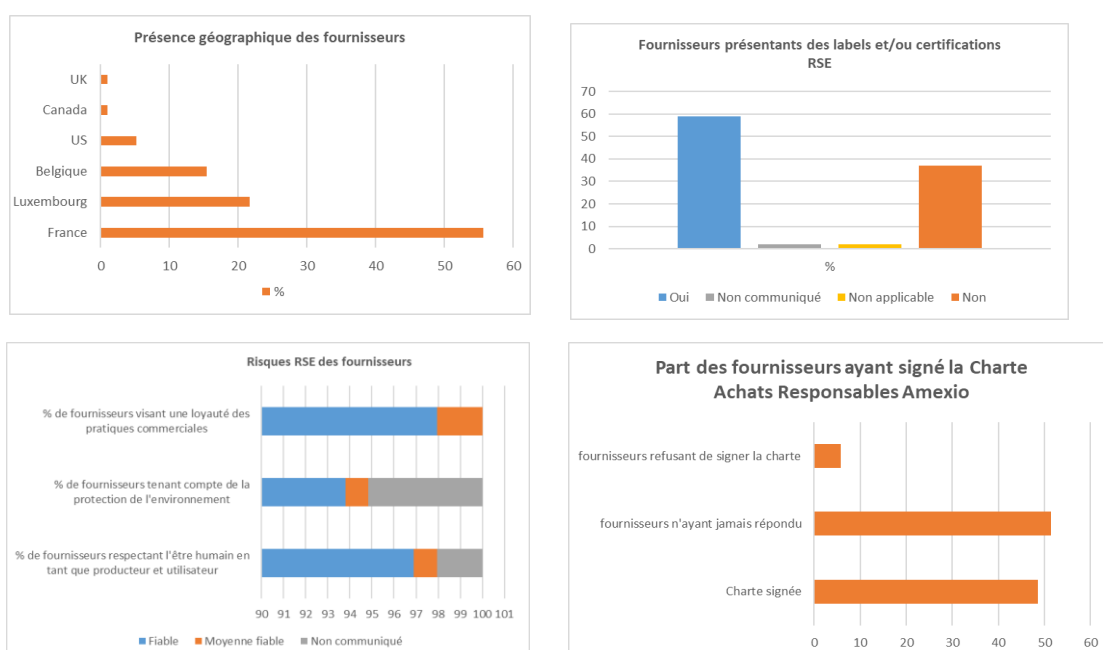
In 2023:

- 57% of companies had their head office in France
- 6% were led by women
- 59% had CSR labels and/or certifications
- 36% were VSEs / SMEs
- 46% had a contract containing environmental, labour and human rights clauses
- 97% were "reliable" and did not present any CSR risk
- 49% of the targeted suppliers (SMEs / VSEs) had signed the Amexio Responsible Purchasing Charter

As part of our collaboration with **human resources outsourcing companies**:

- 100% of subcontractors signed the **Responsible Purchasing Charter**.
- 100% of subcontractors are subject to an annual **evaluation review** to validate the fairness of their environmental and social practices.

5.3 PURCHASING PROCESS

Since 2021, AmeXio has been strengthening its responsible purchasing policy by supporting service providers with a CSR approach.

This approach is reflected via several levers:

- Integration of sustainability criteria in our purchases
- Partnership with mission-driven companies
- Sourcing from businesses led by women and minorities/vulnerable groups
- Selection of local companies
- Collaboration with adapted companies

Some examples of our sustainable supply chain:

- For office supplies and related items such as paper and cleaning products, use of **Bruneau Gamme Verte**.
- In the clothing category, use of ecological materials for the manufacture of our backpacks made from **100% rPET material** from recycled used plastic bottles.
- Partnership with a **cleaning se**rvice **provider** that has obtained the remarkable green index of 94.5% and uses 80% eco-labelled products.
- **Repair of computer equipment and maintenance beyond its depreciation period** when it is still fully operational.
- Collection and reuse of our computer equipment by the ECODAIR Association which offers a sustainable and meaningful activity **to people with disabilities and in the process of integration.**
- **Hosting of our data by OVHCloud,** which offers economical and low-carbon solutions.
- Collaboration with **Adapted Companies** for the purchase and manufacture of our promotional material by people with disabilities or in the process of integration.
- **Partnership with the Social Builder Association**, led by women and responsible for the reintegration of women into the digital professions.
- Regular collaboration with **Adapted Companies** specialized in IT engineering services, as part of our consulting activities.
- Use of **coffee bean machines** to limit waste.

In 2023, 66% of our WEEE (Waste Electrical and Electronic Equipment) was reconditioned

100% of the teams in charge of purchasing and procurement have received training on environmental and social issues in order to understand the challenges within the supply chain.

5.4 2023 COMMITTED ACTIONS & RESULTS

2023 Progress Plan	Perimeter	Objective
Electronic signature: Implementation of a process for signing our Responsible Purchasing Charter	Group	Achieved
Supplier mapping: Completion of an annual follow-up	Group	Achieved
Signing of the Responsible Purchasing Charter: • By 80% of subcontractors • By 50% of VSE/SME suppliers	Group	Achieved

5.5 PROGRESS PLAN FOR 2025

Achats Responsables / Responsible Purchasing	Perimeter
Mapping of recurring suppliers: Continue annual monitoring and stabilize it annually	Group
Signing of the Responsible Purchasing Charter: By 60% of VSEs / SMEs by 2024	Group

6. KEY PERFORMANCE INDICATORS (KPIs)

6.1 SOCIAL & HUMAN RIGHTS INDICATORS

Rapport sur le Social et les droits de l'homme
Report on Social and Human Rights

Normes internationales [ISO 26000] / International standards [ISO 26000]
Ce reporting prend en compte la totalité des entités françaises / This report covers all French entities.
Rachat Acolad Digital en juillet 2023 / Buyback in July 2023

	Commentaire Comments	2022	2023
Effectifs / Staff			
Nombre total de collaborateurs au 31 décembre de l'année (effectif permanent fin d'exercice) Total number of employees at 31 December (permanent workforce at year-end)	VA	195,00	229,00
Collaborateurs cadres dans l'entreprise / Executive staff in the company	%	97,95	99,13
Taux moyen de turnover / Average staff turnover	%	22,56	12,23
Age moyen dans l'année de référence / Average age in the reference year	Moyenne Average	35,5 ans	41 ans
dont % de collaborateurs de moins de 25 ans / of which % of employees under 25	%	10,77	9,17
dont % de collaborateurs de plus de 50 ans / of which % of employees over 50	%	13,33	12,66
Egalité des chances / Equal opportunities			
Femmes dans l'effectif permanent/ Women in pemanent workforce	%	25,64	25,33
Femmes dans l'effectif cadre / Women in management	%	25,13	24,67
Femmes occupant des postes de Direction (hors membres du Comité Executif)	%	0,00	0,00
Femmes membres des instances dirigeantes (Comité Executif)	%	20,00	25,00
Salariés en situation de handicap / Employees with disabilities	%	1,03	0,87
Ecarts de rémunération entre hommes et femmes / Pay gap between men and women	%	12,00	23%
Index égalité Femmes - Hommes / Gender Equality Index	Index	87/100	87/100
Travailleurs issus de minorités et / ou de travailleurs vulnérables par rapport à l'ensemble de l'organisation (personnes en situation de handicap + collaborateurs étrangers) Minority and/or vulnerable workers in relation to the organisation as a whole (people with disabilities + foreign employees)	%	6,67	15,28
Travailleurs issus de minorités et / ou de travailleurs vulnérables occupant des postes de responsabilité hors membres du conseil d'administration (personne en situation de handicap) Minority and/or vulnerable workers in positions of responsibility outside the Board of Directors (disabled persons)	%	1,03	0,87
Recrutements / Recruitment			
Nombre de recrutements dans l'année de référence / Number of recruitments in the reference year	VA	33,00	42,00
dont recrutements via cooptation dans l'année de référence of which recruited via co-option in the year under review	%	3,03	9,52
dont stagiaires recrutés en CDI à la fin du stage de fin d'étude of which interns recruited on permanent contracts at the end of their internship	%	3,03	4,76
dont alternants recrutés en CDI à la fin de leur période d'alternance of which work-study students recruited on permanent contracts at the end of their work-study period	%	15,15	26,19
dont stagiaires et alternantes FEMMES recrutées en CDI of which trainees and alternates WOMEN recruited on permanent contracts	%	12,12	9,52
dont total de FEMMES recrutées en CDI dans l'année de référence of which total WOMEN recruited on permanent contracts in the year under review	%	36,36	21,43
dont FEMMES en reconversion vers les métiers du numérique of which WOMEN switching to digital professions	%	12,12	4,76
dont programme de POE (Préparation Opérationnelle à l'Embauche) including the POE (Préparation Opérationnelle à l'Embauche) programme	%	6,06	7,14
Santé & Sécurité / Health & Safety			
Bilans de santé pour les collaborateurs / Health check-ups for employees	%	96,41	34,93
Accidents du travail / Accidents at work	%	0,51	0,87
Taux d'absentéisme pour maladie et accidents du travail / Rate of absenteeism due to illness and accidents at work	%	1,99	2,08
Taux de fréquence des accidents du travail (avec arrêt) / Frequency rate of accidents at work (with lost time)	%	3,12	4,97
Taux de gravité des accidents du travail / Severity rate of accidents at work	%	0,00	0,16
Incidents physiologiques et psychologiques liés aux activités de l'entreprise Physiological and psychological incidents linked to company activities	%	0,00	0,00
Collaborateurs sensibilisés à la cybersécurité / Employees made sensitive to cyber security	%	100,00	100,00
Collaborateurs formés à la cybersécurité / Employees trained in cybersecurity	%	28,72	24,45
Collaborateurs formés aux questions de santé et sécurité / Employees trained in health and safety	%	3,08	1,75
Collaborateurs sensibilisés à la discrimination ou aux questions de harcèlement Employees made aware of discrimination or harassment issues	%	100,00	91,27
Formation / Education			
Collaborateurs ayant participé à au moins une formation au cours de l'année Employees who took part in at least one training course during the year	%	87,18	83,41
Nombre moyen de journées de formation par collaborateur / Average number of training days per employee	Moyenne en J Average in D	2,12	1,39
Taux de contribution à la formation en % de la masse salariale / Training contribution rate in % of total payroll in France	%	1,00	1,00
Ethique / Ethics			
Collaborateurs formés à la lutte anti-corruption / à l'éthique des affaires Employees trained in anti-corruption/business ethics	%	5,64	6,55
Procédure ouverte suite à un envoi de mail à rse@amexio.fr (éthique affaires, corruption, discrimination, harcèlement) Proceedings opened following an e-mail sent to rse@amexio.fr (business ethics, corruption, discrimination, harassment)	VA	0,00	1,00
Nombre d'incidents de corruption OU d'incidents liés à la sécurité de l'information confirmés Number of confirmed incidents of corruption OR information security incidents	VA	0,00	0,00
Dialogue social / Social dialog			
Collaborateurs couverts par des avantages sociaux (mutuelle, prévoyance, CE, transport, tickets restaurant) Employees covered by social benefits (mutual insurance, provident scheme, CE, transport, luncheon vouchers)	%	94,87	96,07
Collaborateurs couverts par une convention collective (Syntec) / Employees covered by a collective agreement (Syntec)	%	100,00	100,00
Sessions de communication bilatéral salariés - direction (avec Procès Verbal) Bilateral communication sessions between employees and management (with minutes)	VA	2,00	2,00
Engagement des collaborateurs / Employee commitment			
Taux de participation à l'enquête sur "la gestion du stress" (réalisée sur l'effectif Siège Amexio)	%	62,00	0,00
Taux de participation au Baromêtre Qualité de Vie et Conditions de Travail Participation rate in the Quality of Life and Working Conditions Barometer	%		42,11

Workers from minorities and/or those who are vulnerable in relation to the organization as a whole:

AMEXIO
ECM & CCM COMPANY

LISTE NOMINATIVE DES SALARIES ÉTRANGERS SOUMIS A AUTORISATION DE TRAVAIL
(APPLICATION DE L'ARTICLE D8254-2 DU CODE DU TRAVAIL)

Je, soussigné (nom-prénom) : Xavier Morcillo

Agissant en qualité de : Président

Agissant pour le compte de : Nom ou dénomination de l'entreprise : Amexio

Adresse sociale : 171 Avenue Charles de Gaulle, 92200 Neuilly Sur Seine

DÉCLARE CI-DESSOUS LES SALARIES ÉTRANGERS SOUMIS A L'AUTORISATION DE
TRAVAIL MENTIONNÉE A L'ARTICLE L5221-2 DU CODE DU TRAVAIL

NOM	PRENOM	NATIONALITE	NUMERO ET TYPE DE L AUTORISATION DE TRAVAIL	n°	date d'expiration	Date entrée
		Tunisienne	TITRE DE SEJOUR		25/02/2024	06/09/2018
		Tunisienne	TITRE DE SEJOUR		31/01/2027	01/10/2014
		Tunisienne	TITRE DE SEJOUR		15/10/2023	18/11/2019
		Congolaise	TITRE DE SEJOUR		16/07/2023	27/08/2021
		Britannique	TITRE DE SEJOUR CITOYEN UE /EEE/SUISSE		02/10/2029	01/09/2021
		Tunisienne	TITRE DE SEJOUR PLURIANNUELLE		23/09/2024	05/01/2022
		Tunisienne	VISA SALARIE		18/07/2023	07/02/2022
		Marocaine	TITRE DE SEJOUR PLURIANNUELLE		25/11/2026	04/04/2022
		Malienne	TIRE DE SEJOUR		23/05/2032	09/05/2022
		Marocaine	Carte de séjour pluriannuelle		31/10/2023	01/09/2022
		Camerounaise	Visa étudiant		04/01/2024	01/10/2022
		Marocaine	Récepissé de séjour		01/02/2023	14/11/2022
		Algérienne	Titre de séjour		28/07/2030	21/11/2022
		Ukrainienne	Titre de séjour longue durée		23/06/2031	09/01/2023
		Tunisienne	Titre de séjour		01/02/2028	01/02/2023
		Tunisienne	Carte de séjour pluriannuelle		15/07/2025	13/02/2023
		Mali	Carte de séjour pluriannuelle		13/10/2025	03/04/2023

Ne sont pas soumis à autorisation de travail :

- Les ressortissants des états membres de l'Union Européenne : Allemagne, Autriche,
  Belgique, Danemark, Espagne, Grèce, Finlande, Irlande, Italie, Luxembourg, Pays Bas,

AMEXIO OUEST - SAS au Capital de 20 000 € - SIREN : 752 106 749 000 25
1 Impasse Serge Reggiani - 44800 Saint-Herblain - Tél. +33(0)2 85 52 54 90 - www.amexio.fr

6.2 GENDER EQUALITY INDEX 2023

Index de l'égalité professionnelle femmes-hommes 2023

Calculs automatiques, ne pas modifier

	Indicateur calculable (1=oui, 0=non)	Résultat final obtenu	Nombre de points obtenus	Nombre de points maximum de l'indicateur	Nombre de points maximum des indicateurs calculables
1- Ecart de rémunération (en %)	1	2,1	37	40	40
2- Ecart de taux d'augmentations individuelles (en % ou en nombre équivalent de salariés)	1	6,4	35	35	35
3- Pourcentage de salariés ayant bénéficié d'une augmentation dans l'année suivant leur retour de congé maternité	1	100	15	15	15
4- Nombre de salariés du sexe sous-représenté parmi les 10 plus hautes rémunérations	1	1	0	10	10
Total des indicateurs calculables			**87**		**100**
INDEX (sur 100 points)			**87**		**100**

6.3 EMPLOYEE SURVEY & BAROMETER

6.3.1 Quality of Life and Working Conditions Barometer

Baromètre anonyme Qualité de Vie et Conditions de Travail 2023

Amexio se doit d'être à l'écoute de ses collaboratrices et collaborateurs et de leur qualité de vie au travail.

Les informations que nous vous demandons dans ce questionnaire seront exclusivement utilisées pour le traitement statistique des données. Conformément au code déontologique SYNTEC, Amexio s'engage à n'effectuer aucun recoupement entre ces différentes informations qui puisse remettre en cause le respect de votre anonymat.

Présentation des résultats du Baromètre Qualité de Vie Conditions de Travail

Baromètre anonyme Qualité de Vie et Conditions de Travail 2023

88	45:36	Fermé
Réponses	Durée moyenne de remplissage	État

Rappel du contexte :
- Obligation règlementaire
- Totalement anonyme
- Uniquement les entités françaises (hors Acolad et Atol CD)
- 30 questions

  - Tout à fait d'accord
  - Plutôt d'accord
  - Pas vraiment d'accord
  - Pas du tout d'accord

- + 1 question ouverte

Résultats :
Sur environ 195 collaborateurs
- 88 répondants au questionnaire
- 36 répondants à la question ouverte

➜ un taux de participation d'environ 45 %

Vous avez demandé :

« Partager les résultats de ce questionnaire (commentaires compris) sans filtre avec toutes les parties prenantes (Président, DG, Managers, QI, salariés …) »

6.4 ENVIRONMENTAL PERFORMANCE INDICATORS

AMEXIO RSE	Indicateurs clés de performance environnementaux Environnement [ISO 14001] **Ce reporting prend en compte les entités françaises** Ce document est approuvé et signé par la Direction	AMEXIO

Item	Données	Indicateur	2023
Consommation de matériaux et gestion des déchets	Déchets non dangereux (toner imprimante vide)	Tonnes	0,0036
	Déchets dangereux (matériel informatique)	Tonnes	0,136
	Dont matériel informatique recyclé	Tonnes	0
	Dont matériel informatique reconditionné et réemployé	Tonnes	0,08976
	Réemploi / Reconditionnement de produits informatiques :	Nombre	10
	a permis une économie éq. CO2 émis cradle-to-gate	Tonnes	*0,720*
	a permis de fournir du travail à un travailleur handicapé	En jours	*0*
Utilisation de matériaux recyclés	Papier recyclé	En %	97,5

	2023		
France	**Electicity**	**Gas**	**Water**
Unité de mesure	KWH	KWH	M3
Total consummation **Total consommation**	**98 235,00**	**61 459,59**	**466,07**
Of which non-renewable energy consummation in KwH Dont conso hors énergie renouvelable en KwH	83 868,36		
Of which renewable energy consumption in KwH Dont conso d'origine renouvelable en KwH	8 285,01		
Total consummation in MegaWatt **Consommation totale en MegaWatt**	**98,24**	**61,46**	**15,15**
Of which non-renewable energy consummation in MwH Dont conso hors énergie renouvelable en MwH	83,87		
Of which renewable energy consumption in MwH Dont conso d'origine renouvelable en MwH	8,29		
Cost in € **Dépenses en €**	**28 230,55 €**	**9 965,44 €**	**604,06 €**

6.5 INDICATORS RELATED TO EMPLOYEE TRAINING / AWARENESS

6.5.1 Summary of the training courses taken in 2022 and 2023:

AMEXIO - Synthèse Suivi Formations

Année	Nombre de collaborateurs formés	Intitulé de la formation	Organisme de formation	Type formation	Durée de la formation en Nbr de jours	Total de journées de formations	Durée de la formation en HEURES
2022	9	Formation administration plateforme Whoz	AMEXIO ACADEMY	Présentiel	1	9	7
2022	1	Formation administration plateforme Whoz avancée	AMEXIO ACADEMY	Présentiel	5	5	7
2022	6	Formation Santé & Sécurité des employés	INRS	Distanciel	3	18	21
2022	2	HCS Designer Administration	Sefas	Distanciel	1	2	7
2022	8	IBM Cloud Pak for Automation Tech Jam	IBM	Distanciel	1	8	7
2022	5	IBM Case Manager Essentials (F2909G)	IBM	Distanciel	1	5	8
2022	4	Build an IBM Case Manager Solution (V5.3.2) SPVC (F2919G)	IBM	Distanciel	1	4	8
2022	4	IBM Case Manager: Configure Security (v5.3.2) SPVC (F2929G)	IBM	Distanciel	1	4	8
2022	4	Customize the IBM Case Manager Client User Interface (V5.3.2) SPVC (F2949G)	IBM	Distanciel	1	4	8
2022	6	FileNet Administration (F2819G)	IBM	Distanciel	6	36	40
2022	5	IBM Content Navigator 3.0.6 Administration (ZF270G)	IBM	Distanciel	5	25	32
2022	4	IBM Case Manager 5.2 - Customize and Extend the Features (F217G)	IBM	Distanciel	3,5	14	24
2022	1	Fundamentals of IBM Business Automation Workflow: Developing Case Management Solutions (ZB838G)	IBM	Distanciel	6	6	40
2022	1	Fundamentals of IBM Business Automation Workflow: Developing Workflow Solutions (ZB837G)	IBM	Distanciel	6	6	40
2022	9	Developing Workflow Solutions using IBM Business Automation Workflow V20.0.0.1 SPVC (WB835G)	IBM	Distanciel	6	54	40
2022	2	Developing Workflow Solutions using IBM Business Automation Workflow V20.0.0.1 SPVC (ZB835G)	IBM	Distanciel	6	12	40
2022	3	Ethique & Intégrité des partenaires commerciaux	IBM	Distanciel	0,5	1,5	40
2022	8	Lutte contre la corruption	Conscio Technologie	Distanciel	0,25	2	2
2022	6	Formation Technique Cybersécurité	Formation SSI	Distanciel	1	6	6
2022	1	Sensibilisation à la Sécurité des Systèmes d\'Information	E LEARNING	Distanciel	1	1	6
2022	56	Les essentiels de la cybersécurité	Conscio Technologie	Distanciel	0,25	14	2
2022	5	Cloud_Pak_for_Business_Automation_Sales_Intermediate	IBM	Distanciel	1	5	35
2022	5	Cloud_Pak_for_Business_Automation_Technical_Sales_Intermediate	IBM	Distanciel	1	5	35
2022	1	Cloud_Pak_for_Business_Automation_Sales_Foundation_V2	IBM	Distanciel	5	5	35
2022	2	Appian Overview	APPIAN	Distanciel	0,5	1	4
2022	2	Appian Foundations	APPIAN	Distanciel	4	8	28
2022	2	Appian Analyst	APPIAN	Distanciel	4	8	28
2022	1	Appian Developpeur	APPIAN	Distanciel	5	5	40
2022	2	Perfectionner ses interventions à l'oral	Cegos	Présentiel	2	4	14
2022	1	Formation Excel : Approfondissement	DAWAN	Distanciel	2	2	14
2022	3	Ephesoft_Completion_Certificate - Operator Training	EPHESOFT	Distanciel	0,25	0,75	2
2022	2	Ephesoft_Completion_Certificate - Advanced Training	EPHESOFT	Distanciel	0,25	0,5	2
2022	3	Ephesoft_Completion_Certificate - Basic Administrator	EPHESOFT	Distanciel	0,25	0,75	2
2022	1	Ephesoft_Completion_Certificate - Advanced Administrator	EPHESOFT	Distanciel	0,5	0,5	1
2022	8	Formation "Achats Responsables"	AMEXIO ACADEMY	Présentiel	0,25	2	2
2022	5	SER_Administration plateforme Doxis	SER	Distanciel	4	20	28
2022	1	Sinequa_V11 Practical Basics	SINEQUA	Présentiel	2	2	14
2022	18	Formation fonctionnelle	SPARK ARCHIVES	Distanciel	1,25	22,5	10
2022	1	HyperScience	AMEXIO ACADEMY	Distanciel	1	1	7
2022	1	Auto Formation Bdoc Suite V5/V7	BDOC	Distanciel	4	4	28
2022	1	Application Security and Secure Coding Training	E LEARNING	Distanciel	4	4	28
2022	1	Microfocus ITSM Service management automation (smax)	E LEARNING	Distanciel	1	1	7
2022	1	Abbyy Timeline Process mining	E LEARNING	Distanciel	2	2	14
2022	9	Nuxeo Fundamentals Certification	HYLAND	Distanciel	5	45	40
2022	9	Nuxeo Advanced Certification	HYLAND	Distanciel	3	27	21

AMEXIO - Synthèse Suivi Formations

Année / Year	Nombre de collaborateurs formés / Number of employees trained	Intitulé de la formation / Title of the course	Organisme de formation / Training organisation	Type formation / Training type	Durée de la formation en Nbr de jours / Duration of training in Nbr of days	Total de journées de formations / Total number of training days	Durée de la formation en HEURES / Length of course in HOURS
2023	10	Sensibilisation à l'Eco-Conception (module complet)	AMEXIO ACADEMY	On-site	0,25	2,5	2
2023	15	Lutte contre la corruption	Conscio Technologies	E-learning	0,25	3,75	2
2023	1	FileNet Administration (F2819G)	IBM	E-learning	6	6	42
2023	32	Gestion du temps	AMEXIO ACADEMY	On-site	0,25	8	2
2023	10	Bonnes pratiques de la vie professionnelle	AMEXIO ACADEMY	On-site	0,25	2,5	2
2023	1	Alfresco Sales Overview	HYLAND UNIVERSITY	E-learning	0,25	0,25	2
2023	1	Sensibilisation impact du numérique et aux concepts clé éco-conception	THE GREEN COMPAGNON	E-learning	0,25	0,25	2
2023	4	Développeur responsable	THE GREEN COMPAGNON	E-learning	0,25	1	2
2023	1	Powerpoint avancé	CEGOS	On-site	2	2	14
2023	4	Mises à jour utilisations de SAGE	SAGE	On-site	8	32	56
2023	4	Ethique & Intégrité des partenaires commerciaux	IBM	E-learning	0,25	1	2
2023	48	Les essentiels de la cybersécurité	Conscio Technologies	E-learning	0,25	12	2
2023	4	Sensibilisation aux Risques psychosociaux	Mediatools	E-learning	0,25	1	2
2023	2	IBM FileNet P8 Platform V5.5.x - Administration	IBM	E-learning	0,25	0,5	2
2023	8	Cloud_Pak_for_Business_Automation_Technical_Sales_Intermediate_Badge (Proficiencies)	IBM	E-learning	1	8	7
2023	8	Cloud_Pak_for_Business_Automation_Sales_Foundation_V2_Badge (Proficiencies)	IBM	E-learning	5	40	35
2023	1	Green IT : 14 modules MOOC Numérique Responsable	TUT NUMERIQUE RESPONS	E-learning	1	1	7
2023	16	Feedback Culture	Admine BVBA	On-site	0,5	8	4
2023	5	Administration base (4 jours)	SER ACADEMY	E-learning	4	20	28
2023	2	BPM (4 jours)	SER ACADEMY	E-learning	4	8	28
2023	2	E-file (3 jours)	SER ACADEMY	E-learning	3	6	21
2023	4	Agent Service (1,5-3 jours)	SER ACADEMY	E-learning	3	12	21
2023	2	Functional Administration Advanced (2 jours)	SER ACADEMY	E-learning	2	4	14
2023	2	Doxis Technical administration (4 jours)	SER ACADEMY	E-learning	4	8	28
2023	2	Webcube scripting (3 jours)	SER ACADEMY	E-learning	3	6	21
2023	2	Classification DCES (2 jours)	SER ACADEMY	E-learning	2	4	14
2023	2	Extraction DCES (3 jours)	SER ACADEMY	E-learning	3	6	21
2023	2	FIPS (1 jour)	SER ACADEMY	E-learning	1	2	7
2023	1	Inspire Content Manager Basic 15.0	QUADIENT	E-learning	3	3	21
2023	1	Inspire Designer Advanced 15.0	QUADIENT	E-learning	7	7	49
2023	1	Inspire Designer Basic 15.0	QUADIENT	E-learning	6	6	40
2023	2	Inspire Designer Basic 16.0	QUADIENT	E-learning	6	12	40
2023	1	Inspire Dynamic Communications Basic 16.0	QUADIENT	E-learning	6	6	40
2023	180	E-Learning Eco-Conception IT	MEDIATOOLS	E-learning	0,12	21,6	1
2023	1	Gestion des risques et procédure alerte anti corruption	Ecovadis	E-learning	0,5	0,5	4
2023	4	Formation Utilisateurs Spark Archives Delphes R2	SPARK ARCHIVES	E-learning	1	4	7
2023	1	Manager par le Care pour engager les équipes	FUN MOOC / CNAM	E-learning	1	1	7
2023	1	Gérer les personnalités difficiles	Institut François Bosquet	On-site	1	1	7
2023	3	Autoformation IBM BAW pour Business Analyst	IBM	E-learning	1	3	7
2023	3	Autoformation IBM BAW pour Developpeur	IBM	E-learning	2	6	14
2023	2	Autoformation IBM FileNet P8	IBM	E-learning	0,25	0,5	2
2023	1	Formation AWS Cloud Practitioner	IBM	E-learning	0,5	0,5	4
2023	5	Nuxeo Fundamentals Certification	HYLAND UNIVERSITY	E-learning	5	25	35
2023	7	Alfresco Partner TechQuest	HYLAND UNIVERSITY	E-learning	0,25	1,75	2
2023	1	Sefas Fundamentals	SEFAS	E-learning	1	1	7
2023	4	Ephesoft_Completion_Certificate - Basic Administrator	KOFAX ACADEMY	E-learning	0,25	1	2
2023	4	Ephesoft_Completion_Certificate - Advanced Administrator	KOFAX ACADEMY	E-learning	0,5	2	4
2023	1	Ephesoft_Completion_Certificate - Operator Training	KOFAX ACADEMY	E-learning	0,25	0,25	2
2023	6	Methode Agile	AMEXIO ACADEMY	E-learning	0,25	1,5	2
2023	1	Formation PL/SQL , introduction d'Oracle Database	OPENCLASSROOM	E-learning	1	1	7
2023	1	TypeScript - Vue.JS	SII Learning	E-learning	0,5	0,5	4

6.5.2 Documents and tools for training and awareness-raising on subjects other than IT solutions

- "Cybersecurity Essentials" training
- "Cybersecurity/technical profile" training
- "Cybersecurity" awareness campaign
- "Prevention of psychosocial risks" training
- "E-Learning IT Design" training
- "Good Professional Life Practices" training
- "Time Management" training
- "Climate Fresk" training
- "Business Partner Integrity" Training
- "Anti-Corruption" training
- "Whoz Platform – Business Support" training
- "Responsible Purchasing" training
- "Discrimination-free Recruiting" training
- "Sexist Acts and Sexual Harassment" training
- Awareness campaign on the "Fight against moral harassment"
- "Responsible digital" training

Training/Awareness Topics	Documents / Tools used
"Cybersecurity Essentials" training **2023**	

Nom — **Modifié le**

Nom	Modifié le
ABA campagne-de-formation-les-essentiels-de-la-cybersecurite.pdf	16/06/2023 08
ADB campagne-de-formation-les-essentiels-de-la-cybersecurite-1.pdf	06/06/2023 15
ALB campagne-de-formation-les-essentiels-de-la-cybersecurite-1.pdf	08/06/2023 16
DAA campagne-de-formation-les-essentiels-de-la-cybersecurite-1.pdf	13/06/2023 14
FBF campagne-de-formation-les-essentiels-de-la-cybersecurite.pdf	30/05/2023 11
FCI campagne-de-formation-les-essentiels-de-la-cybersecurite-1.pdf	07/06/2023 11
MBB campagne-de-formation-les-essentiels-de-la-cybersecurite-1.pdf	07/06/2023 11
MDR campagne-de-formation-les-essentiels-de-la-cybersecurite-1.pdf	15/06/2023 09
MRA campagne-de-formation-les-essentiels-de-la-cybersecurite-1.pdf	06/06/2023 16
SBA campagne-de-formation-les-essentiels-de-la-cybersecurite-1.pdf	06/06/2023 10
SKA campagne-de-formation-les-essentiels-de-la-cybersecurite-1.pdf	15/06/2023 09
VJH campagne-de-formation-les-essentiels-de-la-cybersecurite-1.pdf	07/06/2023 09
ZTE campagne-de-formation-les-essentiels-de-la-cybersecurite-1.pdf	08/06/2023 16:37

Nom	Modifié le
campagne-de-formation-les-essentiels-de-la-cybersecurite ACI.pdf	10/03/2023 10:03
campagne-de-formation-les-essentiels-de-la-cybersecurite AMO.pdf	20/02/2023 14:37
campagne-de-formation-les-essentiels-de-la-cybersecurite AMS.pdf	06/02/2023 09:15
campagne-de-formation-les-essentiels-de-la-cybersecurite CEN.pdf	06/02/2023 09:17
campagne-de-formation-les-essentiels-de-la-cybersecurite CLE.pdf	17/02/2023 08:51
campagne-de-formation-les-essentiels-de-la-cybersecurite CLU.pdf	16/02/2023 10:02
campagne-de-formation-les-essentiels-de-la-cybersecurite DFA.pdf	13/02/2023 15:11
campagne-de-formation-les-essentiels-de-la-cybersecurite ERX.pdf	06/02/2023 09:16
campagne-de-formation-les-essentiels-de-la-cybersecurite GLX.pdf	16/02/2023 13:53
campagne-de-formation-les-essentiels-de-la-cybersecurite HAE.pdf	06/02/2023 09:16
campagne-de-formation-les-essentiels-de-la-cybersecurite JBL.pdf	06/02/2023 09:16
campagne-de-formation-les-essentiels-de-la-cybersecurite JCY.pdf	06/02/2023 16:12
campagne-de-formation-les-essentiels-de-la-cybersecurite KZI.pdf	06/02/2023 09:17
campagne-de-formation-les-essentiels-de-la-cybersecurite MBE.pdf	06/02/2023 09:15
campagne-de-formation-les-essentiels-de-la-cybersecurite NNI.pdf	08/02/2023 11:09
campagne-de-formation-les-essentiels-de-la-cybersecurite QEE.pdf	07/02/2023 11:18
campagne-de-formation-les-essentiels-de-la-cybersecurite RBC.pdf	07/02/2023 15:23
campagne-de-formation-les-essentiels-de-la-cybersecurite-DLY.pdf	26/01/2023 11:40
campagne-de-formation-les-essentiels-de-la-cybersecurite-LDU.pdf	31/01/2023 09:41

Nom	Modifié le
AMI campagne-de-formation-les-essentiels-de-la-cybersecurite	26/09/2023 11:58
APE campagne-de-formation-les-essentiels-de-la-cybersecurite	09/10/2023 09:36
DMS campagne-de-formation-les-essentiels-de-la-cybersecurite	11/10/2023 11:29
ENE campagne-de-formation-les-essentiels-de-la-cybersecurite	19/10/2023 15:21
EPX campagne-de-formation-les-essentiels-de-la-cybersecurite	11/10/2023 11:29
GQU campagne-de-formation-les-essentiels-de-la-cybersecurite	19/10/2023 15:25
HBY campagne-de-formation-les-essentiels-de-la-cybersecurite	19/10/2023 15:25
LHN campagne-de-formation-les-essentiels-de-la-cybersecurite	19/10/2023 15:26
MBN campagne-de-formation-les-essentiels-de-la-cybersecurite	19/10/2023 15:24
MLN campagne-de-formation-les-essentiels-de-la-cybersecurite	09/10/2023 09:37
NNG campagne-de-formation-les-essentiels-de-la-cybersecurite	30/10/2023 09:17
SAH campagne-de-formation-les-essentiels-de-la-cybersecurite	19/10/2023 15:24
TBK campagne-de-formation-les-essentiels-de-la-cybersecurite	20/10/2023 13:55
TBL campagne-de-formation-les-essentiels-de-la-cybersecurite	19/10/2023 15:26
TPA campagne-de-formation-les-essentiels-de-la-cybersecurite	26/09/2023 11:57
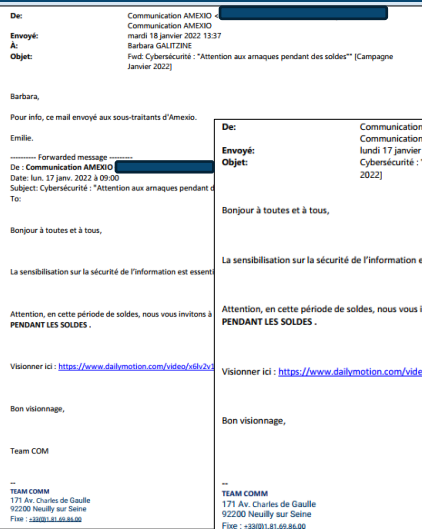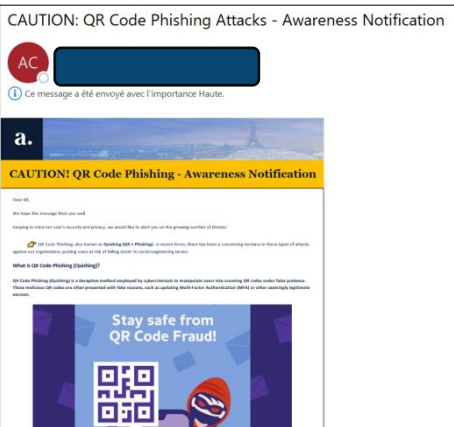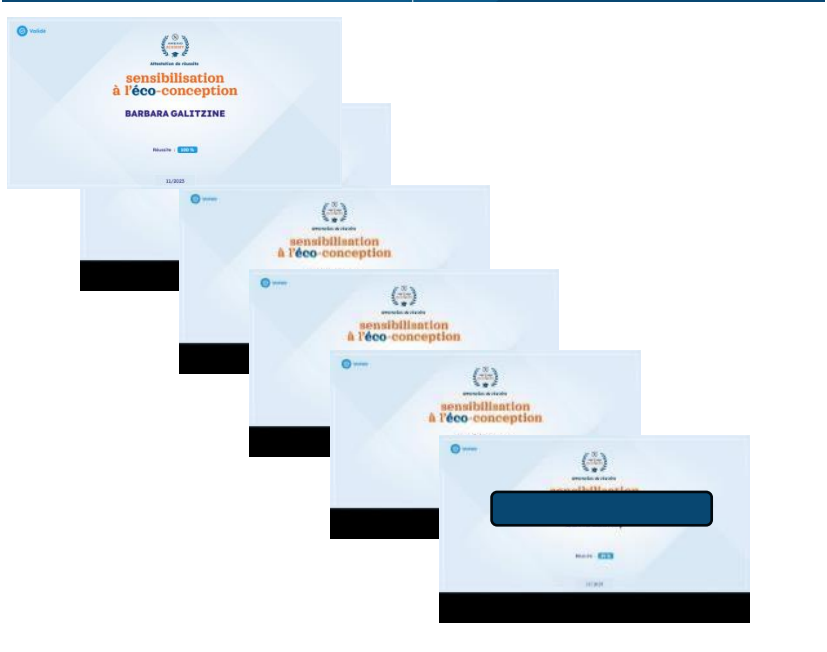
Training/ Awareness Topics	Documents / Tools used
"Cybersecurity/ technical profile" training **2022**	SSI Cybersecurite_Certificat formation_ALC SSI Cybersecurite_Certificat formation_EIA SSI Cybersecurite_Certificat formation_GRT SSI Cybersecurite_Certificat formation_ISE SSI Cybersecurite_Certificat formation_JCN SSI Cybersecurite_Certificat formation_SGN

Training/ Awareness Topics	Documents / Tools used
"Cybersecurity" awareness campaign **2022**	
"Cybersecurity" awareness campaign **2023**	

Training/Awareness Topics	Documents / Tools used
"Prevention of psychosocial risks" training **2022 & 2023**	
"E-Learning IT Design" training **2023**	

Training/Awareness Topics	Documents / Tools used
"Good Professional Life Practices" training **2023**	
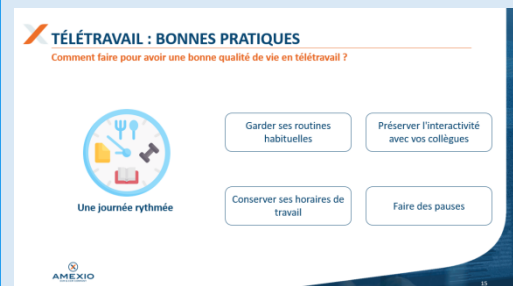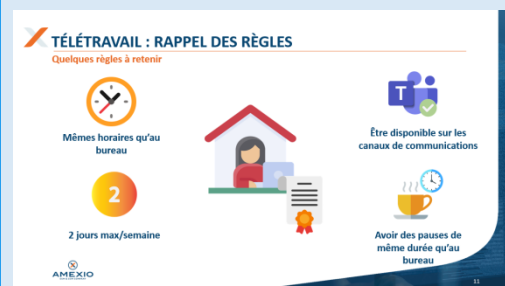
Training/Awareness Topics	Documents / Tools used
Time management **2022 & 2023**	
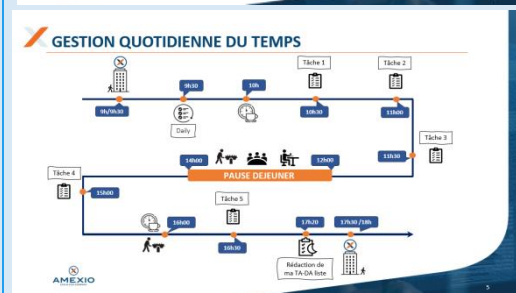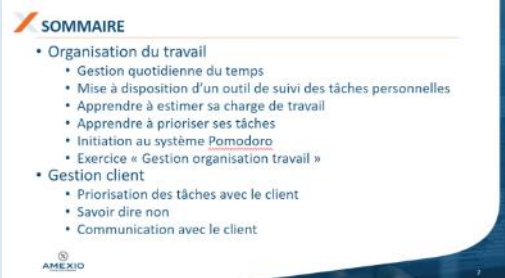
Training/Awareness Topics	Documents / Tools used	
"Climate Fresk" training 2023		

Training/Awareness Topics	Documents / Tools used
"Business Partner Integrity" Training **2022 & 2023**	

Training/Awareness Topics	Documents / Tools used	
"Anti-Corruption" training **2023**	**Nom** ^ / **Modifié le**	

Nom	Modifié le
campagne-de-formation-a-la-lutte-contre-la-corruption-AAN.pdf	28/12/2022 16:07
campagne-de-formation-a-la-lutte-contre-la-corruption-ERO.pdf	16/01/2023 11:23
campagne-de-formation-a-la-lutte-contre-la-corruption-FVT.pdf	16/01/2023 10:30
campagne-de-formation-a-la-lutte-contre-la-corruption-IDS.pdf	16/01/2023 15:55
campagne-de-formation-a-la-lutte-contre-la-corruption-KBA.pdf	23/01/2023 11:16
campagne-de-formation-a-la-lutte-contre-la-corruption-KZI.pdf	16/01/2023 15:56
campagne-de-formation-a-la-lutte-contre-la-corruption-MGF.pdf	16/01/2023 15:54
campagne-de-formation-a-la-lutte-contre-la-corruption-MGT.pdf	16/01/2023 11:40
campagne-de-formation-a-la-lutte-contre-la-corruption-OCO.pdf	18/01/2023 12:24
campagne-de-formation-a-la-lutte-contre-la-corruption-PDE.pdf	17/01/2023 14:05
campagne-de-formation-a-la-lutte-contre-la-corruption-PRE.pdf	26/01/2023 10:14
campagne-de-formation-a-la-lutte-contre-la-corruption-SBS.pdf	24/01/2023 13:26
campagne-de-formation-a-la-lutte-contre-la-corruption-SCX.pdf	16/01/2023 15:55
campagne-de-formation-a-la-lutte-contre-la-corruption-TGS.pdf	19/01/2023 14:55
campagne-de-formation-a-la-lutte-contre-la-corruption-YPE.pdf	23/01/2023 09:36

conscio technologies

Tous contre la Corruption (3 Videoquiz + Etude de cas)

Validé

A participé avec succès à la campagne de sensibilisation: **Tous contre la Corruption (3 Videoquiz + Etude de cas)**

20 Jan 2023

CERTIFIED

Certificat N°: rlus1egmgridUplx6fF68BPGByV1VV7s

Training/Awareness Topics	Documents / Tools used
"Whoz Platform – Business Support" training 2022	

Training/Awareness Topics	Documents / Tools used
Training: "Responsible purchasing" **2022**	

Training/Awareness Topics	Documents / Tools used
"Discrimination-free Recruiting" training 2021	

Training/ Awareness Topics	Documents / Tools used
Training: "Sexist Acts and Sexual Harassment" **2021**	

Training/ Awareness Topics	Documents / Tools used
Awareness campaign on the "Fight against moral harassment" **2021**	

Training/Awareness Topics	Documents / Tools used
"Responsible Digital" training 2023	**La Rochelle Université** INR ⊙ Institut du Numérique Responsable La Rochelle, Janvier 2024 Je soussigné, Vincent Courboulay, Maître de Conférences – HDR à La Rochelle Université, certifie que : A validé le *Certificat de Connaissance Numérique Responsable* lors de la session de Janvier 2024 avec un taux de réussite de 75 %. Composée de 5 domaines, listés ci-dessous, et 16 sous-domaines pour couvrir l'ensemble du cycle de vie, les impacts, législations, enjeux, solutions et méthodologies de mise en œuvre. D1 : Connaître les impacts des TIC et la législation associée D2 : Maîtriser le cycle de vie et les leviers du numérique responsable (enjeux et constats globaux) D3 : Identifier les enjeux spécifiques à chaque grand domaine du numérique D4 : Connaître les solutions pour réduire les impacts de l'informatique D5 : Connaître des méthodologies de travail pour la mise en place du numérique responsable **Vincent Courboulay** Certificat n° 2024_00004636 Code de vérification pour l'authentification sur le site http://ecocertification.univ-lr.fr/ : **V7mkG3u6** NOTE : L'identité du bénéficiaire de cette attestation n'étant pas vérifiée, ce document ne confère ni mention, ni crédit, ni diplôme de l'établissement susnommé. La Rochelle Université- 23 Avenue Albert Einstein, 17000 La Rochelle

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