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CSR REPORT FISCAL YEAR 2024 & PROGRESS PLAN TO HORIZON 2028



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1. GENERAL INFORMATION

1.1 ABOUT THIS DOCUMENT

This document presents the AmeXio Group's Corporate Social Responsibility approach to the environmental, social, economic and ethical challenges of its business. It sets out the actions resulting from it and the progress, accomplished and to come, to better integrate the principles of the United Nations Global Compact, of which the AmeXio Group is a member.

Certain elements will be revised as part of the work linked to the European CSRD directive (Corporate Sustainability Reporting Directive).

1.2 DECLARATION OF SUPPORT FOR THE GLOBAL COMPACT



DECLARATION OF CONTINUED SUPPORT FOR THE UNITED NATIONS GLOBAL COMPACT

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

In publishing this "Communication on Progress", I am pleased today to reaffirm the AmeXio Group's commitment to respect and promote these principles, and to integrate them into our corporate strategy, our day-to-day 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, set out 17 priorities and targets to be achieved by 2030 for development that is socially equitable, environmentally safe, economically prosperous, inclusive and predictable.






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

At the Business Model Level	In terms of CSR practices	
		

1.4 OUR CONTRIBUTION TO R&D

AmeXio has been active in R&D for several years, particularly in the **IT field**. The Group is adding an R&D focus by investing in **human and social sciences**, thus confirming its commitment to innovation, competitiveness and social responsibility. These activities benefit from the Cr dit Imp t Recherche (CIR, Research Tax Credit).

Our goal is to contribute to R&D in the field of **Knowledge Management (KM)**, i.e. all the processes, tools and methods put in place within an organisation to:

- Create and capture knowledge 
- Store and organise this knowledge 
- Share and disseminate this knowledge 

This scheme plays a key role in **our responsible innovation policy** and reinforces our **positive impact on the environment and society**.



1.5 PRESENTATION OF THE AMEXIO GROUP

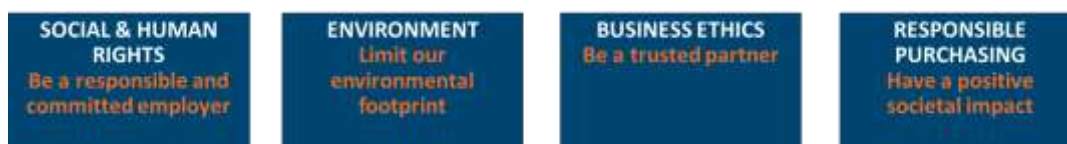
Founded in 2006, the **AmeXio Group** has risen, in just a few years, to rank as one of Europe's most innovative technologies companies and today has become **an international partner in digital transformation**. The AmeXio Group provides **cutting-edge solutions and highly innovative services** to help businesses in their digital growth: Enterprise Content Management (ECM), Customer Experience Management (CXM), Customer Communication Management (CCM), Structure Content Management (SCM).



1.6 OUR CRS APPROACH

The AmeXio Group has been committed for several years to a **proactive Corporate Social Responsibility approach**, applying the principle of continuous improvement to its day-to-day operations.

Faced with new environmental and social challenges, AmeXio has chosen to **implement a truly structured CSR approach** articulated around 4 pillars:



AmeXio is assessed every year by **EcoVadis**, which certifies companies' commitment to sustainable development. In 2024, AmeXio's commitment was rewarded by EcoVadis with **GOLD status and a score of 75/100**.



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

This CSR Report can be downloaded from our website (www.amexiogroup.com).

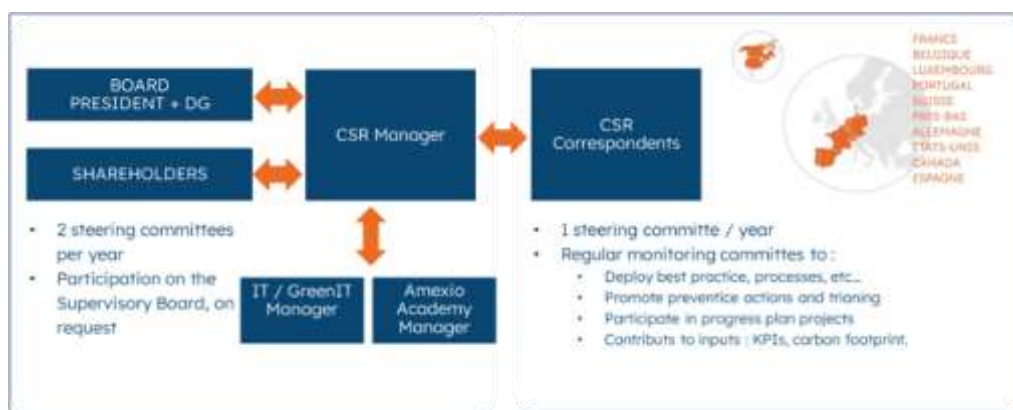


1.7 CSR GOVERNANCE

A CSR Management Committee comprising the Chief Executive Officer, the Managing Director, the Finance and Administration Director and the Head of CSR defines the CSR guidelines in line with Group strategy.

The two annual Steering Committees maintain the course on our progress objectives, assess the results achieved and ensure that the operational implementation of these guidelines.

The CSR team, for its part, is responsible for implementing and rolling out this strategy, with the help of the Green IT, AmeXio Academy and Human Resources managers, as well as the CSR correspondents appointed in each Group entity. This organisation promotes an efficient approach to implementing CSR initiatives and objectives.



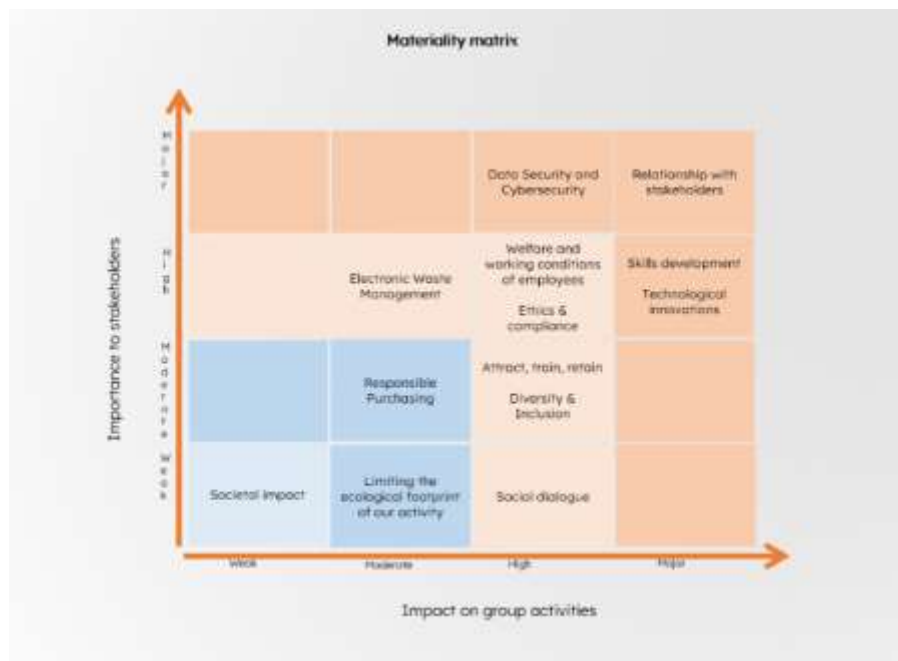
1.8 INTERNAL AND EXTERNAL STAKEHOLDERS

The mapping of our main stakeholders permits taking their expectations into account in our CSR strategy. In order to maintain dialogue, we have set up several communication channels like the internal channel, which enables employees to discuss the CSR approach, and Teams channels with our publishing partners.



1.9 MATERIALITY MATRIX

Discussions with our main stakeholders have enabled us to draw up a matrix of the most relevant CSR issues for the Group.



1.10 CSR RISK ANALYSIS

This analysis shows the CSR risks identified by the Group and the actions to remedy them. It was carried out by CSR Management and internal contributors.

	Issues	Risks	Exhibitions	Critic	Remediation plan
SOCIAL	Attract, train & retain	Difficulty in recruiting and retaining talent, loss of productivity	High	Average	Deployment of actions to promote the attractiveness and retention of talent
	Improving quality of life at work	Absenteeism, illness, accidents, decreased productivity	Weak	Weak	Implementation of preventive measures Training and awareness of employees
	Promote inclusion & diversity	Disputes and complaints, negative impact on employer brand and image	Weak	Average	Implementation of actions to promote non-discrimination
SOCIÉTAL	Have a positive societal impact	Small footprint	Weak	Weak	Implementation of actions to promote territorial anchoring
ENVIRONMENTAL	Limiting the ecological footprint of our activity	Negative environmental impacts	Average	Average	Implementation of actions to limit the environmental footprint of activities
SECURITY	Ensure data confidentiality and security	Data breach or leak, cyber attacks	High	High	Deployment of actions to secure systems, protect data and fight against cyber-attacks
REGULATORY	Follow and anticipate regulations	Financial sanctions related to regulatory non-compliance, negative impact on reputation	Average	Average	Regulatory monitoring on CSR topics and compliance with regulations including the Sapin II law



1.11 ESG AUDITS AND EVALUATIONS

Since 2022, following the introduction of our shareholder Qualium Investissement, an **ESG (Environment, Social, Governance) assessment** was carried out each year by **several independent bodies**: Muzinich and Cority-Reporting 21.

Both firms use the **latest version of SASB data** (Sustainability Accounting Standards Board)

Muzinich assessment concerning the 2024 financial year:

Muzinich						
Amexio						
		SCORES				
		2022	2023	TENDANC E	BENCHMAR K	POSITION NE-MENT / BENCHMA
GOUVERNANCE		66	79	↗	51	●
Composition des instances de gouvernance		38	63	↗	61	●
Ethique des affaires et gestion des risques		67	100	↗	54	●
Politique RSE		70	70	=	47	●
Relation avec les fournisseurs		100	100	=	52	●
Relation avec les clients et responsabilité des produits		75	75	=	47	●
ENVIRONNEMENT		63	73	↗	59	●
Politique environnementale et système de management		25	25	=	79	●
Energie et GES		79	100	↗	47	●
Eau, air, sols et déchets		88	88	=	49	●
SOCIAL		58	77	↗	43	●
Conditions de travail		100	100	=	48	●
Formation - Développement des compétences		83	100	↗	38	●
Egalité des chances		33	50	↗	33	●
Santé-sécurité		25	63	↗	44	●
SCORE GLOBAL		62	77	↗	47	●

Légende : ● favorable (note > moyenne benchmark) ● neutre (note +/-10 pts = moyenne benchmark) ● défavorable (note < moyenne benchmark)

Toutes les thématiques sont évaluées par rapport à un benchmark, dérivé de la base de données propriétaire d'entreprises non cotées évaluées par OneTrack et d'entreprises cotées évaluées par Ethifinance ESG Ratings. Le benchmark est basé sur environ 1200 entreprises dont les revenus annuels sont inférieurs à 500 millions d'euros.

1.12 ROADMAP AND PROGRESS PLAN TO HORIZON 2028

Our **roadmap is organised around the 4 pillars** that make up our CSR approach: Social & Human Rights, Environment, Ethics and Responsible Purchasing.

This progress plan is **validated by the members of the CSR Management Committee**.

It is adaptable and may be adjusted according to the Group's strategy and changes in European regulations.

The achievement of these objectives is **presented to the Supervisory Board each year**.



1.12.1 SOCIAL & HUMAN RIGHTS

THEME	Progress objectives	2023	2024	2025	2026	2027	2028	Categories	Objective type (quality / quantity)	Scope
SOCIAL	Maintain our level of commitment to a good "work-life" balance		more than 90%	more than 90%	more than 90%	more than 90%	more than 90%	Working conditions	Quantity	France
SOCIAL	Train the employees in charge of offer development to sustainable conception methods in IT	up to 80%	up to 85%	up to 90%	up to 95%	up to 95%	up to 95%	Skills management	Quantity	Group
SOCIAL	Increase the number of women in high executive jobs for the Group (Executive Committee)	up to 17%	up to 20%	up to 23%	up to 25%	up to 28%	up to 30%	Diversity and inclusion	Quantity	Group
SOCIAL	Increase and maintain the number of women in executive positions (besides the Executive Committee) in the whole Group	up to 20%	up to 25%	up to 28%	up to 30%	up to 33%	up to 35%	Diversity and inclusion	Quantity	Group
SOCIAL	Increase the AVERAGE grade in the gender equality index for the involved companies of more than 80/100	80,94/100	> 80/100	> 80/100	> 80/100	> 80/100	> 80/100	Diversity and inclusion	Quantity	France
SOCIAL	In the absence of a SEC (Social and Economic Committee), maintain a system of bilateral communication between employees and management twice a year	2/year	2/year	2/year	2/year	2/year	2/year	Social dialogue	Quality	France
SOCIAL	Draw up a Social Policy & Human Rights for the Group , accessible by all the stakeholders in both French and English; implement and share it with the whole staff		Processing	up to 100%	up to 100%	up to 100%	up to 100%	Human rights and fight against discrimination	Quality	Group
SOCIAL	Starting in 2024 and every 3 years, launch a company-wide satisfaction survey via an independent platform if cost consistent in the whole scope		up to 100%			up to 100%		Employee commitment	Quality	Group
SOCIAL	Starting in 2025 and every 3 years, raise awareness among employees company-wide to psychological or sexual harassment			up to 100%			up to 100%	Health and safety	Quality	Group
SOCIAL	Improve career and individual development plans management for all employees by optimizing the relevant tools and procedures and implementing its application Group-wide			Process & tools	Implementation			Tools and procedures optimization	Quality	Group
SOCIAL	Formalize a training catalog and implement its application Group-wide			Catalog	Implementation			Skills management	Quality	Group



1.12.2 ENVIRONMENT

THEME	Progress objectives	2023	2024	2025	2026	2027	2028	Categories	Objective type (quality / quantity)	Scope
ENVIRONMENT	Achieve a scope 3 carbon footprint every financial year across all the Group's entities	France (2022 business year)	Group (2023 business year)	Group (2024 business year)	Group (2025 business year)	Group (2026 business year)	Group (2027 business year)	Tools and procedures optimization	Quality	Group
ENVIRONMENT	Decrease the CO2 per FTE based on the carbon emission reference unit established for the 2022 financial year (4,30 tCO2eq/FTE)	Baseline report 4,30 tCO2eq/FTE	< to 4,30 tCO2eq/FTE	< to 4,30 tCO2eq/FTE	< to 4,09 tCO2eq/FTE	< to 3,87 tCO2eq/FTE	< to 3,66 tCO2eq/FTE	CO2 emissions reduction	Quantity	Group
ENVIRONMENT	Pick a Green IT adviser in charge of Green IT digital policy	Green IT adviser	Policy					Tools and procedures optimization	Quality	Group
ENVIRONMENT	Raise top management's awareness of climate issues through a Climate Timeline workshop	up to 80%						Raising awareness	Quality	Group
ENVIRONMENT	Keep a bicycle parking area on all our sites, when possible		more than 85%	more than 85%	more than 85%	more than 85%	more than 85%	Travel impact reduction	Quantity	Group
ENVIRONMENT	Keep charging stations for electric vehicles on all our sites, when possible		more than 20%	more than 30%	more than 30%	more than 35%	more than 35%	Travel impact reduction	Quantity	Group
ENVIRONMENT	Raise the proportion of hybrid vehicles in our fleet, when possible		more than 20%	more than 25%	more than 30%	more than 30%	more than 35%	Travel impact reduction	Quantity	Group
ENVIRONMENT	Implement the process of collection and recycling of waste electrical and electronic equipment	up to 50%	up to 60%	up to 70%	up to 80%	up to 90%	up to 100%	Trash impact reduction	Quantity	Group
ENVIRONMENT	Implement the process of collection and recycling of printer cartridges and toners	up to 50%	up to 70%	up to 90%	up to 100%	up to 100%	up to 100%	Trash impact reduction	Quantity	Group
ENVIRONMENT	Extend subscription to contracts of electricity provision into 100% "renewable energy" on sites where it's possible		to 1 more site	to 1 more site	to 1 more site	to 1 more site	to 1 more site	CO2 emissions reduction	Quantity	Group
ENVIRONMENT	Update infrastructures to more recent ranges of servers , allowing for fewer servers and a better sharing of resources		up to 80%	up to 100%				Information systems optimization	Quantity	Group
ENVIRONMENT	Delete internal Data Centers in favor of an optimized centralisation via AmexioCloud		up to 50%	up to 80%	up to 100%			Information systems optimization	Quantity	Group
ENVIRONMENT	Pool the various tools and delete application duplicates		up to 50%	up to 70%	up to 80%	up to 90%	up to 100%	Information systems optimization	Quantity	Group
ENVIRONMENT	Standardize computer stations layout for new hires according to eco-responsible regulations allowing for a lesser impact of batteries, brightness, printer managing, accross all our		up to 50%	up to 75%	up to 100%			Eco-friendly information management	Quantity	Group
ENVIRONMENT	Raise the Group's new hires' awareness of the essentials for computer security		up to 100%	up to 100%	up to 100%	up to 100%	up to 100%	Raising awareness	Quantity	Group
ENVIRONMENT	Organize up to 2 campaigns a year on phishing to test employees' awareness		1/year	2/year	2/year	2/year	2/year	Raising awareness	Quality	Group
ENVIRONMENT	Sign the Charte Numérique Responsable and implement the relevant "sensible digital" good practices		Signatory	Implementation				Tools and procedures optimization	Quality	Group



1.12.3 ETHICS

THEME	Progress objectives	2023	2024	2025	2026	2027	2028	Categories	Objective type (quality / quantity)	Scope
ETHICS	Train employees susceptible to corruption and influence-peddling through an annual seminar	up to 100%	up to 100%	up to 100%	up to 100%	up to 100%	up to 100%	Prevention	Quantity	Group
ETHICS	Achieve the ISO9001 certification			Certification				Assessment	Quality	Group
ETHICS	Achieve the ISO27001 certification				Certification			Evaluation	Quality	Group
ETHICS	Improve the Due Diligence process for third parties in order to include a safety questionnaire and implement it across all entities for application		Implementation					Tools and procedures optimization	Quality	France
ETHICS	Draw up a Group-wide Code of Ethical Conduct , circulated to all stakeholders in French and in English. Apply and share it to all employees		Processing	up to 100%	up to 100%	up to 100%	up to 100%	Tools and procedures optimization	Quality	Group
ETHICS	Design an internal system of mandatory reporting for the Group in French and in English. Apply and share it to all employees		Processing	up to 100%	up to 100%	up to 100%	up to 100%	Tools and procedures optimization	Quality	Group
ETHICS	Map out the risks of corruption and follow preventative measures and the road map	Mapping	Annual monitoring	Annual monitoring	Annual monitoring	Annual monitoring	Annual monitoring	Tools and procedures optimization	Quality	Group
ETHICS	Join the Cercle d'Ethique des Affaires to optimize our processes and contribute to the promotion of business ethic		Compliance					Tools and procedures optimization	Quality	France

1.12.4 RESPONSIBLE PURCHASING

THEME	Progress objectives	2023	2024	2025	2026	2027	2028	Categories	Objective type (quality / quantity)	Scope
PURCHASING	Set up a process of e-signature for our Responsible Purchasing Charter and implement it gradually to all the relevant entities	up to 25%	up to 30%	up to 50%	up to 75%	up to 80%	up to 100%	Tools and procedures optimization	Quality	Group
PURCHASING	Track the regular suppliers and make them sign the Responsible Purchasing Charter	up to 50%	up to 60%	up to 65%	up to 70%	up to 75%	up to 80%	Tools and procedures optimization	Quantity	France
PURCHASING	Draw up a Responsible Purchasing Charter for the Group in French and in English and implement it company-wide		Implementation					Tools and procedures optimization	Quality	Group
PURCHASING	Comply with the Association Observatoire des Achats Responsables to develop the right practises in responsible purchasing		Processing					Tools and procedures optimization	Quality	France
PURCHASING	Sign the Charte Relations Fournisseurs & Achats Responsables (Supplier relations and Responsible Purchasing Charter) and implement the resulting actions		Signatory	Implementation	Implementation	Implementation	Implementation	Tools and procedures optimization	Quality	France
PURCHASING	Execute a platform for booking business trips , master its use and implement it Group-wide if conclusive		Atol CD affiliation implementation	Analysis and feedback	Depending on feedback, possible decision and implementation in other entities			Tools and procedures optimization	Quality	Group





1.13 MEMBERSHIP TO CSR INITIATIVES

Each year, we broaden the scope of the CSR initiatives on which we aim to take long-term action.

SOCIAL & HUMAN RIGHTS Be a responsible and committed employer

	<p>Convinced that diversity is an asset for the Group, AmeXio has been a signatory of the CHARTE DE LA DIVERSITÉ (DIVERSITY CHARTER) since 2021.</p>
	<p>Since 2021, AmeXio has been a signatory of the Manifeste #ReconversionFemmesNum and has taken 3 commitments to increase the retraining of women in digital professions: broadening its recruitment criteria, valuing all career paths and recruiting profiles of all ages.</p>



ENVIRONMENT Limit our environmental footprint

	<p>AmeXio is a signatory of the CHARTE NUMÉRIQUE RESPONSABLE (RESPONSIBLE DIGITAL CHARTER). By signing this charter, we are affirming our commitments and resolutely confirming our organisation's 'Responsible Digital' approach.</p>
	<p>With around a hundred events a year organised by its volunteer members and projects focusing on innovation, employment and training, digital transition and CSR, ADN Ouest addresses the main challenges facing the digital sector and works to promote its development throughout the Grand Ouest region.</p>

BUSINESS ETHICS
Be a trusted partner

	<p>AmeXio is a member of LuxFLAG (Luxembourg Finance Labelling Agency), a non-profit, independent and international association whose aim is to support sustainable finance and promote the raising of capital for the responsible investment sector by awarding a recognisable label to eligible investment and insurance products in the areas of microfinance, the environment, ESG (environment, social, governance), climate finance, green bonds and sustainable insurance.</p>
	<p>AmeXio is a member of the CERCLE ETHIQUE DES AFFAIRES (CEA, Circle of Business Ethics), whose mission is to promote ethics and compliance in the management and governance of French companies and, through its work, to provide food for thought for decision-makers in the private and public sectors.</p>
	<p>AmeXio has been a subscriber to the CyberVadis platform since 2021, which enables companies to be assessed on the information security performance of their supply chain. CyberVadis is based on the ISO/IEC 27001:2013 certified information security management system, one of the most widely recognised information security systems in the world.</p>



RESPONSIBLE PURCHASING
Have a positive societal impact

	<p>AmeXio is a signatory to the CHARTRE RELATIONS FOURNISSEURS ACHATS RESPONSABLES (RFAR, Responsible Purchasing Supplier Relations Charter). By signing this charter, AmeXio affirms its good intentions in its relations with its suppliers and undertakes to implement a long-term approach to progress.</p>
	<p>Careful to know the best practice in responsible purchasing, we are a member of the Association Observatoire des Achats Responsables (ObsAR, Responsible Purchasing Observatory Association).</p>


1.14 LABELS AND CERTIFICATIONS

In 2024, we focused on the Social and Human Rights pillar.
The year 2025 will be devoted to ISO9001 certification.

SOCIAL & HUMAN RIGHTS
Be a responsible and committed employer

	<p>Label « Employeur Partenaire de la Garde Nationale » (National Guard Employer Partner)</p> <p>In 2024, the company signed an agreement with the National Guard to support the French government's operational reserve policies. The Garde Nationale is a reserve force made up of volunteer citizens (reservists from the gendarmerie, the police and the armed forces) who are ready to step in to reinforce the country's security and defence missions.</p>
	<p>Label « Great Place To Work » 2024 - 2025</p> <p>In 2024, a survey was carried out by an independent body in all AmeXio Group countries: France, Belgium, Luxembourg, the Netherlands, Portugal, Switzerland, Germany, Canada and the USA. All eligible countries were awarded the label.</p> <p>TRUST INDEX® : 76% AmeXio Group average rate of positive responses to all questions from the Great Place To Work® model.</p>

BUSINESS ETHICS
Be a trusted partner

	<p>AmeXio is in the process of obtaining ISO9001 certification.</p>
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2. SOCIAL & HUMAN RIGHTS

2.1 GENERAL POLICY

Our social and human rights policy applies to the entire AmeXio Group, in every country where the Group operates.



This policy refers notably:

- to the Universal Declaration of Human Rights,
- to the 1998 International Labour Organisation (ILO) Declaration on fundamental principles and rights at work,
- to the United Nations Guiding Principles on business and human rights,
- to the OECD Declaration of Guidelines for multinational companies,
- to the United Nations Global Compact, of which AmeXio is a signatory.

2.2 WORKING CONDITIONS AND LIFE OF THE EMPLOYEE

The AmeXio Group has a **dynamic social policy**, which includes a fixed salary and a number of social benefits:

- Remuneration for overtime or atypical working hours, such as 'on-call duty' outside normal working hours and days
- Additional leave over and above normal holiday entitlement
- Flexible work planning depending on the situation
- Healthcare coverage for employees
- Employee share ownership plan
- Bonus scheme related to company performance

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

To **attract new talent and retain employees**, a comprehensive package has been put in place. Right from the interview stage, our recruitment managers present all **the benefits of the salary package** available to future employees.



The Amexio Group strives to promote a healthy atmosphere through **a strong and positive corporate culture** and to facilitate a certain **balance between private and professional life**. We provide a range of measures to help our employees balance their lives, taking into account different situations: assignment with the customer, marital status, children, dependents.

To encourage **remote working**, we have invested in new laptops and backpacks for employees. **“Teleworking”** and **“Right to Disconnect”** charters were introduced **as early as 2018**. Employees who telework enjoy the same rights as those who carry out their work on the Group’s premises, whether these are individual or collective rights.

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



To encourage improvement and progress, **social barometer surveys** are regularly carried out via **internal or external surveys**.

2.3 CAREER MANAGEMENT & TRAINING

We adopt **a policy** based on our internal processes for the whole Group:

- Clear and transparent recruitment process
- Standardised integration process
- Internal mobility as part of a forward-looking approach to managing jobs and skills requirements at sites
- Career and training plans tailored to the profile, knowledge, technical solutions and projects in place with customers
- Regular assessments and interviews
- Continuing training with AMEXIO ACADEMY





Regular assessment of individual performance:

The employee performance management process enables each employee to have an interview to take stock of the past year, to express his or her views on working conditions, to set future objectives and to ascertain wishes in the context of mission orientation choices.

AmeXio **welcomes internal mobility** provided that it is part of a genuine career plan and that the necessary skills have been acquired. The criteria for internal mobility are defined according to employees' performance, attendance and behaviour within the team.



A career and training plan is tailored to each employee according to a standard process which aims to ensure that all employees receive the necessary training on joining the company and ongoing training throughout their employment to improve their qualifications and skills. This process applies to all employees of the company, including trainees, new recruits and existing employees who require ongoing training.

To encourage skills development, in 2017 we created a continuous training scheme **THE AMEXIO ACADEMY**:

The **system** in place is highly **innovative**, with a design totally **focused on the “production” of operational resources at the end of the system**. To achieve this result, resources undergoing initial training (trainees, apprentices), as well as newly recruited medior and senior resources or those between 2 assignments/projects, are split between different teams. This approach helps to contain staff turnover while contributing to **the self-fulfilment of employees by supporting them in their desire for advancement**.



Everyone has the opportunity to take part in **face-to-face, distance or e-learning training courses** at several levels: discovery, in-depth study, assessment via a badge and/or certification system.

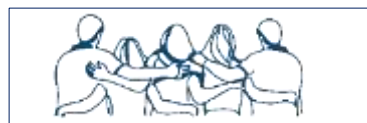
Depending on the specific requirements, these **courses are provided by our expert partners**:

IBM, Hyland Nuxeo & Alfresco, SER, Spark Archives, Sinequa, Appian, Sefas, Quadient, Business Document...



2.4 DIVERSITY, EQUITY & INCLUSION

Our policy is to promote a working environment free from any form of 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 has signed the Charte de la Diversité (Diversity Charter)**. This commitment translates into:

- Respect for the principle of **equal treatment and non-discrimination in all its forms and at all stages of HR management**: recruitment, training, advancement and promotion.
- Mandatory **"recruitment without discrimination"** training for all recruiters.
- **A recruitment dynamic**: variety of profiles and skills.
- **An inclusive environment and monitoring of indicators.**



These good recruitment and personnel management practices are reflected in the multicultural presence within the AmeXio Group. The average age within the Group is 37 years old.

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

- Every year, we welcome a significant number of **interns and work-study students**.
- **Partnerships with schools**: AmeXio is a preferred partner of schools and universities in Paris, Poitiers, Nantes, Lille, Avignon.
- **Participation in school forums**: to present the Group's professions, to meet and talk with students looking for a job or end-of-studies internships.



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



AmeXio promotes professional reintegration and retraining:

- - AmeXio is a **partner of the Social Builder Association**. The association's mission is to help women realise their career paths in the digital sector through guidance, training and professional integration. To anchor our collaboration, we have joined the **"Women In Digital" development programme for women**.
- We also use the **Préparation Opérationnelle à l'Emploi Individuelle (POEi, Individual Operational Preparation for Employment)** program with Global Knowledge, M2i Formation and ISIKA.





Amexio is committed to gender equality in the IT sector, where women are under-represented:

The proportion of women in the company's workforce was **16% in 2018**. It currently stands at between **23% and 25%**.

AmeXio is a signatory of the Manifeste #ReconversionFemNum and has made 3 commitments to increase the number of women moving into digital professions: broaden its recruitment criteria, promote all career paths, and recruit profiles of all ages.

MANIFESTE
#ReconversionFemmesNum

Each year, we draw up a **report on the action plan for professional equality between women and men**.

We monitor the **professional Gender Equality Index** for all the Group's entities and subsidiaries. This index is published on the websites.

Our actions to promote diversity, equity and inclusion:

- A notice "**Sexual Harassment**" is available and indicates the **reporting procedure**.
- Mandatory signage indicates the **alert procedures and resolution or mediation procedures** in place for identified cases of discrimination and/or harassment.
- **Inclusive writing** is integrated into all our communication media (web, social networks, employee documents, commercial documents, emails, job offers...) and a **best practice procedure** is available to employees.
- All our recruiters receive **training in "recruitment without discrimination"**.
- An awareness-raising campaign to **combat moral and sexual harassment** is offered to 100% of the workforce every 3 years.
- Our premises are designed to **accommodate employees with disabilities**.
- We work with **Adapted Companies** for translation services and the production of promotional items, as well as in the context of our consulting activities.
- Every year, we entrust the re-use of our IT products to the **ECODAIR association**, which employs people with disabilities.



Awareness and prevention campaigns are organized to combat stereotypes:

- **International Women's Day:** a day of activities, sending an awareness-raising newsletter, and a spotlight on AmeXio's female employees.
- **Breast Cancer Awareness Month and Movember:** workshops, diffusion of videos, webinars on male and female cancers.
- **International Day Against Homophobia, Transphobia and Biphobia:** a day of activities and awareness-raising.
- **Disability:** AmeXio partners the 4th edition of the Adapted Tennis Tournament, which welcomes the best French tennis players with mental or psychological disabilities.
- **Communication actions** via LinkedIn posts to raise our network's awareness of our commitments to gender equality and to ensuring women's access to digital professions.



2.5 EMPLOYEES HEALTH AND SAFETY

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

To support this initiative, we offer the **following training and awareness-raising courses:**

- **Mandatory “Cybersecurity Essentials”** training for all new arrivals within the Group.
- Awareness raising of **time management and good working practices:** teleworking and the right to disconnect.
- Acquiring the **basics of occupational risk prevention** for HR and recruitment staff.
- **Psychosocial risk** training for HR and CSR teams.
- **Security attack simulation** campaigns for all Group employees.

To reduce stress-related risks:

- **Our teams carry out the following integration** plan for all new arrivals: Introduction to AmeXio, office tour and practical office-related questions; Handover of welcome kit and the unit’s Employee Handbook; unit’s health and safety information; Employee job description.
- Preparation and rehearsal sessions accompany our **work-study employees in the run-up to their defence.**
- Employees who so wish can take part in a **preparatory session prior to their future “customer meeting”.**

To support this policy, our premises have been refurbished to improve space and workstation ergonomics:

- Larger desks, **seats with adjustable backrests and lumbar support,**
- Possibility of **adjusting the height and direction of computer screens** on desks,
- **Adjustable lighting** thanks to directional luminaires,
- Independent **air conditioning control** for each office,
- Installation of **acoustic cabins** for total confidentiality,
- **Meeting rooms for 4 to 20 people** with videoconferencing facilities,
- **Sick bay, gym, landscaped and furnished terraces** accessible to all.



- One of our **HR managers has been appointed as a “resource person”** for employees who may identify physical or psychological risks.
- **Safety instructions and hygiene measures** are posted on all AmeXio Group premises, and a chapter is included in the Welcome Booklet. It also includes the information system user charter.



- The medical visit, which is a legal obligation, is paid for by the company and is carried out through teleconsultation.

To anticipate health and safety risks:

- A process to anticipate the change-related risks to employee's health and safety, was put in place within AmeXio.
- Our occupational health and safety assessment is presented each year in the Document Unique d'Evaluation Détaillée des Risques Professionnels (DUERP, Single Occupational Risk Assessment Document).
- To ensure the physical security of our equipment, we conduct regular inspections and audits to verify that it is functioning properly: IT security management, IT incident management, access control policy. Our procedures are described in our 'Security Management' policy.

2.6 EMPLOYEE RELATIONS

Our Social & Human Rights Policy confirms the right of employees to join a trade union, to seek representation and to bargain collectively in accordance with local laws, without fear of reprisals.

An important factor is the autonomy given to local governance and management.

In the absence of an Comité Social Economique (CSE, Social and Economic Committee), to facilitate discussions on working conditions, AmeXio has put in place the following measures concerning the social dialogue:

- Every year, bilateral communication sessions are held between staff and management,
- Systematic drafting of "minutes" signed by management,
- Provision of an anonymous questionnaire, so that the most recurrent questions can be raised and dealt with at the meeting.



3. ETHICS

3.1 ETHICAL POLICY

The AmeXio Group's ethical policy is to conduct its business with the highest level of integrity, responsibility and transparency.

Our Code of Ethical Conduct applies in all countries where the Group operates. It sets out the principles and behaviour expected of all employees, stakeholders and people working for the Group to ensure a respectful and professional working environment and to provide quality services to our customers.



To ensure that these values are preserved in all circumstances, our policy is based on 3 pillars:

- **Prevention:** informing all employees and training those 'at risk',
- **Optimising our tools and procedures:** closely monitoring our risk mapping, push forward procedures and tools,
- **Assessments:** to ensure that our system is good practice from the point of view of fair commercial practices and IT security

The system set up within the Group can be broken down as follows:

- An internal ethics and professional alert system applicable to the whole of the AmeXio Group, which allows for:
 - Making a report, in complete confidentiality, without fear of reprisals
 - Asking a question relating to Ethics or Compliance
 - Being informed on the follow-up to a report or request
- An **expense management portal** deployed to optimise the management of sensitive transactions (expenses, invitations, business gifts...).
- An **anti-corruption risk mapping** and a **Due Diligence programme** for third parties.
- **Key Performance Indicators (KPIs)**

3.2 ETHIC AND FAIR BUSINESS PRACTICES

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

- **Independence from the solutions editors** that our consultants may recommend during their assignments
- **Transparency of commercial proposals**, with requirements relating to:



- The various stages in the service life cycle
- The consultants' skills and experience
- The references of assignments carried out by our consultants
- The commercial partnerships forged with other market players in the context of subcontracting or co-contracting our activities.
- The systematic inclusion of **requirements relating to social conditions, safety and fair business practices** in contracts with our subcontractors.
- The **production of an annual review of subcontractors' inventories** to validate the fairness of their practices.
- The **transparency towards our customers in the management of our employees**:
 - Work-life balance
 - Respect for working conditions
 - Risk prevention
- Training on **business partner integrity delivered each year by some of our partners**.

3.3 INFORMATION SECURITY

In order to prevent information security breaches and thus guarantee 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** given to each newcomer to the AmeXio Group.
- 100% of new arrivals are **required to take a cybersecurity training module** within six months of their arrival.
- **Procedures are placed at employees and third parties' disposal** to guarantee information security and report any eventual security problems.
- All our **service contracts** include clauses on **data confidentiality, information system security and personal data protection**.



We communicate clearly and sincerely about the features of our services to our customers through:

- The global framework provided by our **AmexISO quality management system**
- The specific framework provided by the **procedures**
- The description of the services' characteristics defined in the **contracts and/or Quality Assurance Plan**
- The application of **regulations applicable to our business, such as the General Data Protection Regulation (RGPD)**.



Our **Data Protection Officer (DPO)** ensures the deployment and maintenance of the **General Data Protection Regulation compliance system**.



3.4 INFORMATION SECURITY ASSESSMENT

Our Quality and Safety Management System is regularly assessed and rated.

As a supplier to large and medium-sized companies, we often respond to **Quality-Safety questionnaires**.

Since 2022, AmeXio is **assessed annually by CyberVadis** on the maturity of its information security management system.



4. RESPONSIBLE PURCHASING

4.1 RESPONSIBLE PURCHASING POLICY

Our Responsible Purchasing policy applies in all countries where the Group operates.

Through this Charter, the AmeXio Group aims to share its commitment with its Suppliers, major players in its success, and to ensure their involvement in responsible purchasing.

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 personal health and safety, and environmental protection.



By adhering to and signing this Charter, the Supplier commits to do its utmost to respect and implement all the principles set out herein, in compliance with contractual provisions and applicable laws and regulations.

This Charter can be consulted on the AmeXio Group website: <https://www.amexiogroup.com/>

4.2 RFAR CHARTER SIGNATORY

AmeXio has chosen to reinforce its responsible purchasing policy by becoming a signatory of the Charte Relations Fournisseurs et Achats Responsables (RFAR, Responsible Purchasing Supplier Relations Charter).

Charte 
RELATIONS FOURNISSEURS
ET ACHATS RESPONSABLES

By signing this charter, AmeXio is reaffirming its good intentions in its relations with suppliers and committing itself to a long-term progress strategy. This system has been set up mainly for French entities and is overseen by the Group Finance Department.

Mindful to know the best practices in responsible purchasing, we are a member of the association Observatoire des Achats Responsables (ObsAR, Responsible Purchasing Observatory).



To this end, we support service providers with a CSR approach through several levers:

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



In order to understand the challenges within the supply chain, staff identified as “purchaser” are regularly trained/sensitized in responsible purchasing, collaboration and dialogue with suppliers.

4.3 INTERNAL PURCHASING PROCESS

Our internal purchasing process is defined according to a standard procedure applicable in all countries where the Group operates.

Each time it is necessary to engage a new supplier who provides or resells services or products essential to AmeXio’s core operations, a selection process is carried out. The market manager determines the supplier selection criteria and selects a list of potential suppliers.



For certain specific products or services, **CSR criteria are integrated into the internal purchasing process:**

- **Hosting of our data by OVHCloud**, which offers economical, low-carbon solutions.
- For **office supplies** and cleaning products, usage of the **Bruneau Green Range**.
- For **printer paper**, purchasing of **eco-responsible** products, **European Ecolabel** certified and **FSC®** certified, recyclable products.
- In the **clothing category**, usage of eco-friendly materials to manufacture our backpacks **made from 100% rPET material** recycled from used plastic bottles.
- Our **cleaning service provider** has a remarkable green index of 94.5% and uses 80% eco-labelled products.
- **Collection and re-use of our IT products** by an association that employs **disabled people on integration schemes**.
- Partnerships with **Adapted Companies** for translation services, creation of promotional items and consulting activities.



4.4 CSR RISK ANALYSIS

In 2022, the CSR team initialized the mapping of a panel of suppliers based on the following criteria:

- Purchase category
- Geographical coverage
- Presence of labels and/or certifications
- Presence of CSR clauses in contracts (environment, labour, human rights)
- Share of SME/VSE suppliers

This mapping enables us to collect **indicators from targeted suppliers** to have an **estimated view of the CSR risks involved**.

On the panel of 128 suppliers indicative of the panel in 2024:

- 45 are VSEs / SMEs (35.15%)
- 8 are run by women (6.25%)
- 70 have CSR labels and/or certifications (54.68%)
- 54 have contracts containing environmental, labour and human rights clauses (42.18%)

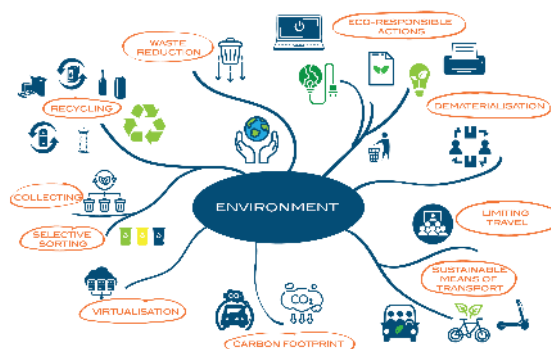
5. ENVIRONMENT

5.1 ENVIRONMENTAL POLICY

Our Environmental Charter, applicable in all countries where the Amexio Group operates, establishes the objectives and rules of action that the Group imposes upon itself.

The Group's objectives consist of:

- Reducing our environmental footprint in a sustainable way (resource consumption, waste management and greenhouse gas emissions),
- Taking continuous, determined action to have a positive impact on our ecosystem (employees, customers, partners, suppliers, service providers, subcontractors).



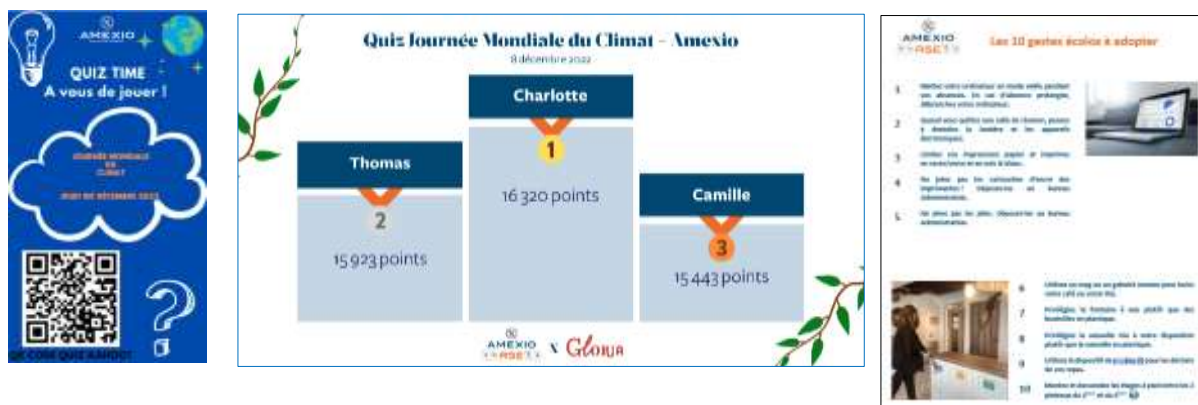
AmeXio invites all its stakeholders to respect the requirements of the company's environmental policy.

This Charter can be consulted on the Amexio Group website:
<https://www.amexiogroup.com/>

5.2 WASTE PREVENTION, REDUCTION AND RECYCLING

Staff are regularly made aware of the challenges of sustainability, eco-actions and the environment:

- Regular communications and posters to **raise awareness of best practices to adopt on our premises and at our customers' sites.**
- Events such as **World Recycling Day, Sustainable Development Week and World Climate Day** are an opportunity to remind people of good practices, raise awareness in a fun way and carry out **"Digital Clean Up Week"** operations.



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 for **B&W double-sided by default.**
- 100% of our entities use over **95% recycled paper.**
- 100% of **luncheon vouchers and pay slips are dematerialized.**
- 100% of documents intended for staff are **available online.**
- A **platform** enables sales activity and vacation requests to be managed.
- A portal enables **paperless management of expense claims.**
- Each employee is provided with a **backpack, a cup and a water bottle.**

Our actions concerning the management of waste and hazardous substances related to our activity:

- **100% of our sites are equipped with a selective sorting system.** The management of paper, cardboard, plastic, glass and organic waste is managed by the syndic of each site and by the commune in which they are located.
- **90% of our entities have a process for collecting and recycling used toners** via a supplier who supports circular economy and reconditioning initiatives: Conibi, Lexmark, Ricoh, Samsung. Used consumables are either collected on site or returned to the supplier, who takes charge of the recycling process.
- **More than 70% of the entities concerned have a process for collecting and recycling IT equipment.**
- **Batteries are regularly collected and deposited in collection bins.**
- **Collections of objects and clothing are organized with associations.**



5.3 SAVING ENERGY AND REDUCING OUR GHG EMISSIONS

For several years now, we have been deploying initiatives to save energy and reduce greenhouse gas emissions:

- Every one of our sites is equipped with an **energy-efficient lighting system**: motion detector with automatic light switch-off in toilets, work areas and meeting rooms, centralized light switch-off when the premises' security alarm is activated.
- Our premises are **equipped with an HVAC system** that combines heating, ventilation and air conditioning. A setting allows the system to switch on and off automatically at programmed times.
- **25% of our sites are "100% renewable energy"**, sourced from hydro, wind, biomass and solar power. Whenever possible, **we modify our contracts to switch to "100% renewable energy"**.
- We offset **GHG emissions** by entrusting the **re-use of our IT products**, thus **avoiding the manufacture of new products** and therefore saving on the extraction of raw materials, procurement, shaping, assembly and distribution, water resources and critical and strategic metals.

We are also implementing initiatives to reduce the environmental impact of business travel and commuting:

- **Teleworking** has reduced the environmental impact of commuting.
- As part of our **mobility plan**:
 - We encourage **sustainable means of transport** by reimbursing 100% of public transport subscriptions.
 - **Over 90% of our sites** are equipped with a **bicycle park**.
 - **Our company vehicle policy was modified at the end of 2024**: reduction in the number of vehicles, switch to hybrid vehicles where possible, extension of the lease term.
 - **Increasing the number of charging stations for electric vehicles** at all our sites, wherever possible.
 - 100% of our sites are equipped with **collaborative tools, videoconferencing facilities as well as a VPN**, enabling all our stakeholders (employees, candidates, customers, suppliers, partners) to reduce travel.



5.4 GREEN IT

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

In 2023, a Green IT Officer was appointed and defined a policy for reducing the Group’s environmental footprint in the area of IT (see Roadmap and Progress Plan to horizon 2028), based on four priorities:

- Environmental awareness
- IT eco-design
- Information systems optimization
- Eco-responsible IT management

Given our AmeXio Cloud business, our main data hosting provider is identified as a reliable partner in terms of “sustainability criteria” in its processes.

OVHCloud’s commitments are clear and transparent:

- Production sites are located close to datacentres.
- 100% of suppliers sign a Code of Conduct committing them to a responsible, global approach to compliance issues.
- OVHCloud adheres to the various principles laid down 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 offsetting only incompressible emissions
- Use 75% high-quality renewable energy
- Obtain ISO50001 and ISO14001 certification
- Impose a PUE (Power Usage Effectiveness) and WUE (Water Usage Effectiveness) standard
- Allow users and customers to access real-time information on energy impact, even at VM (Virtual Machine) level
- Eliminate all waste going to landfill and/or incineration: 100% sustainable packaging
- Propose a low-carbon internal FRET

Latest OVHCloud impact report:



5.5 ENERGY CONSUMPTION AND MIX

5.5.1 EQUIPMENT OF UNITS WITH ELECTRICITY CONTRACTS

Below is a complete list of Group entities and details of electricity consumption contracts. Some entities have no premises or have their electricity consumption included in their expenses without a detailed breakdown.

Entity	Electricity contract	Renewable Energy 2024
AmeXio SAS - Paris	Renewable energy contract	8,03%
AmeXio SAS - Montpellier	Classic contract	5,60%
AmeXio Ouest	Classic contract	5,60%
AmeXio Nantes SAS	Not applicable	
AmeXio Nord	Classic contract	21,69%
Michelios 3	Not applicable	
Michelios 4	Not applicable	
Atol CD - Gevrey-Chambertin	Classic contract	4,70%
Atol CD - Dijon-Maret	Flexible contract, NRA option since July 2024	100%
Atol CD - Dijon-Carnot	Flexible contract	4,70%
Atol CD - Besançon	Flexible contract	4,70%
AmeXio Portugal	Renewable energy contract	100%
AmeXio Switzerland SA	Not applicable	
AmeXio Belgique srl	Classic contract	
AmeXio Belgium NV	Classic contract	
AmeXio Luxembourg	Classic contract	
AmeXio Deutschland GmbH	Not applicable	
AmeXio Netherlands B.V.	Classic contract	
AmeXio Group Canada Inc.	Classic contract	
AmeXio Inc. (USA)	Not applicable	

5.5.2 ENERGY CONSUMPTION (ELECTRICITY, WATER, GAS)

	2022	2023	2024
Electricity			
Total consumption in MWh	97,22	207,44	333,91
Of which non-renewable energy consumption in MWh	90,41	199,25	284,23
Of which renewable energy consumption in MWh	6,81	8,19	49,69
Cost in €	12 430,83 €	69 619,69 €	110 404,67 €
Water / Eau			
Total consumption M3	442,56	1 899,80	2 315,80
Total consumption in MWh	14,38	61,74	75,26
Cost in €	483,32 €	1 764,18 €	3 906,76 €
Gas / Gaz			
Total consumption in MWh	40,45	398,68	498,42
Cost in €	8 245,89 €	22 643,31 €	29 075,93 €
Totals			
Total energy consumption (in MWh)	152,05	667,86	907,60
Share of electricity consumption from renewable sources (%)	4,48	1,23	5,47
Share of gas consumption (%)	26,60	59,70	54,92
Total expenses for all energies (in €)	21 160,04 €	94027,18	143387,37



Year-on-year comparability: the increase in energy consumption is mainly due to external growth. Please refer to the “Scope of consolidation” chapter.

5.5.3 ENERGY CONSUMPTION AND MIX

We present here an **estimate of our energy mix** over the last three years. Fuel consumption for fiscal year 2024 is estimated. The coming years will see these data adjusted and made more reliable thanks to the implementation of a Group ERP system.

	Comparative data		
	2022	2023	2024
Fossil energy			
1 - Fuel consumption from coal and coal-based products (in MWh)	0	0	0
2 - Fuel consumption from crude oil and petroleum products (in MWh)	NC	NC	2854,6
3 - Fuel consumption from natural gas (in MWh)	40,45	398,7	498,42
4 - Consumption of fuel from other fossil sources (in MWh)	0	0	0
5 - Consumption of electricity, heat and cooling purchased or acquired from fossil sources (in MWh)	90,41	199,3	284,23
Total fossil fuel energy consumption (in MWh)	130,9	597,9	3637,2
Nuclear energy			
7 - Consumption from nuclear sources (in MWh)	0	0	0
Renewable energy			
8 - Consumption of fuel from renewable sources (in MWh)	0	0	0
9 - Consumption of electricity, heat, steam and cooling purchased or acquired from renewable sources (in MWh)	6,81	8,19	49,69
10 - Self-generated non-combustible renewable energy consumption (in MWh)	0	0	0
Total consumption of renewable energy (in MWh)	6,81	8,19	49,69
Totals			
Total energy consumption (in MWh)	137,7	606,1	3686,9
Share of fossil energy in total energy consumption (%)	95,05	98,65	98,65
Share of consumption from nuclear sources in total energy consumption (in %)	0	0	0
Share of renewable sources in total energy consumption (%)	4,95	1,35	1,35

5.5.4 ENERGY INTENSITY BY NET SALES

Here we present an estimate of our **energy intensity per net sales** over the last three years. The 2024 financial year includes an estimate of fuel consumption. The coming years will see these data adjusted and made more reliable thanks to the implementation of a Group ERP system.

	Comparative data			%N / N-1
	2022	2023	2024	
Total energy consumption (in MWh)	137,67	606,12	3686,90	508,28
Net sales of activities (in €)	38183315	95938116	118000000	23,00
Energy intensity by net sales (in MWh / € currency unit)	0,00000361	0,00000632	0,00003124	394,55



5.6 CARBON AUDIT

The AmeXio Group's first carbon audit was carried out for the 2022 financial year, and at the request of our shareholders and investors, constitutes our "benchmark audit".

We have chosen to produce a carbon audit on an annual basis, incorporating changes linked to the Group's external growth. This choice obliges us to adapt to new regulations and to explain changes in comparability between different financial years.

5.6.1 MEASURING TOOL

The Group uses the ADEME carbon audit, a methodology for assessing greenhouse gas (GHG) emissions produced by human activities.

This methodology is compatible with national and international reporting standards and regulatory requirements: ISO 14064, Greenhouse Gas Protocol (GHG Protocol), Carbon Disclosure Project (CDP).

The carbon footprint is calculated using internationally recognized data from the EPA, eGrid, GHG Protocol, ADEME, etc.

The carbon footprint calculation is carried out by an external and independent firm using the "Scope 3 intermediate method" for each significant item.

We provide the data before the end of the 1st quarter of each year. The balance sheet is calculated in the 2nd quarter and the final results are communicated to us in the 3rd quarter.

5.6.2 TOTAL GHG EMISSIONS FROM SCOPES 1,2,3

	Retrospective data		
	Reference year 2022	2023	%N / N-1
Scope 1 GHG emissions			
Gross Scope 1 GHG emissions (teqCO ₂)	22	11	-50
Scope 2 GHG emissions			
Gross Scope 2 GHG emissions based on location (in teqCO ₂)	5	3	-40
Gross Scope 2 GHG emissions based on market (teqCO ₂)	0	0	0
Significant Scope 3 GHG emissions			
Total gross indirect Scope 3 GHG emissions (teqCO ₂)	1302	2766	112
Total GHG emissions (teqCO₂)			
Total GHG emissions based on location (in teqCO ₂)	1330	2780	109
Total GHG emissions based on market (in teqCO ₂)	0	0	0



5.6.3 GHG INTENSITY BASED ON NET SALES

	Comparative data		
	Reference year 2022	2023	%N / N-1
Total GHG emissions (in teqCO ₂)	1330	2780	109
Net sales (in €)	38 183 315	95 938 116	151
Total GHG emissions per net sales (in teqCO₂/€ currency unit)	0,00003483	0,00002897	16,82

5.6.4 GHG INTENSITY BY EMPLOYEE

	Comparative data		
	Reference year 2022	2023	%N / N-1
Total GHG emissions (in teqCO ₂)	1330	2780	109
Permanent workforce at 31/12	311	543	74,59
Total GHG emissions per employee	4,28	5,12	19,62

5.6.5 COMPARABILITY BETWEEN FISCAL YEARS 2022 AND 2023

The increase in the carbon footprint is mainly due to the increase in the scope of consolidation between 2022 and 2023: sales increased by over 151% between these two years, due to an external growth factor. Please refer to the “Scope of consolidation” chapter.



5.7 TRANSITION AND ACTION PLAN FOR CLIMATE CHANGE MITIGATION

In light of current factors, notably our business model, growth strategy (organic and external) and the stabilization of our Group's locations, **we have defined the following GHG emission reduction targets.**

The information we present does not yet take into account the work linked to the CSRD Directive, which will come to adjust it.

5.7.1 GHG EMISSION REDUCTION TARGETS BY SCOPE

Reduction targets are expressed for the 2030 horizon and estimated in relation to the 2023 emissions.

	Retrospective data			Milestones and target years	
	Reference year 2022	2023	%N / N-1	2030	Annual target in % / year 2023
Scope 1 GHG emissions					
Gross Scope 1 GHG emissions (teqCO ₂)	22	11	-50	8	5
Scope 2 GHG emissions					
Gross Scope 2 GHG emissions based on location (in teqCO ₂)	5	3	-40	2,5	3
Gross Scope 2 GHG emissions based on market (teqCO ₂)	0	0	0	0	0
Significant Scope 3 GHG emissions					
Total gross indirect Scope 3 GHG emissions (teqCO ₂)	1302	2766	112	2033	5
Total GHG emissions (teqCO₂)					
Total GHG emissions based on location (in teqCO ₂)	1330	2780	109	2043,5	5
Total GHG emissions based on market (in teqCO ₂)	0	0	0	0	0

5.7.2 GHG EMISSION REDUCTION TARGET IN teqCO₂/FTE

The reduction targets are expressed for 2028 and estimated in relation to our baseline balance sheet for 2022.

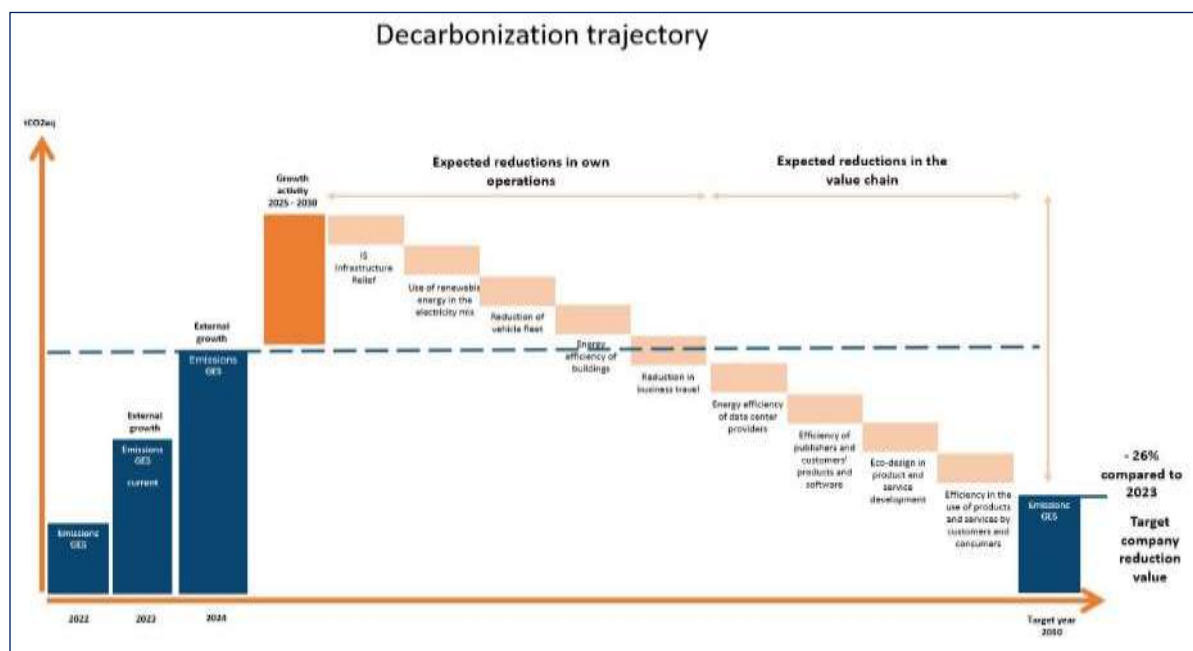
Progress objectives	2023	2024	2025	2026	2027	2028
Decrease the CO₂ per FTE based on the carbon emission reference unit established for the 2022 financial year (4,30 tCO ₂ eq/FTE)	Baseline report 4,30 tCO ₂ eq/FTE	< to 4,30 tCO ₂ eq/FTE	< to 4,30 tCO ₂ eq/FTE	< to 4,09 tCO ₂ eq/FTE	< to 3,87 tCO ₂ eq/FTE	< to 3,66 tCO ₂ eq/FTE



5.7.3 OUR DECARBONIZATION TRAJECTORY

The Group must constantly adapt to activate several decarbonization levers. As an IT company, we have identified the following actions to reduce our energy footprint and improve our environmental impact, both in our internal operations and throughout our value chain.

This decarbonization trajectory is an estimate to date. The 2024 carbon balance sheet and work on the CSRD Directive will enable us to refine it.



5.7.3.1 Reductions in our own operations:

1. Streamlining IT infrastructures:

- Migrate infrastructures to newer server ranges, thus reducing the number of servers and pooling resources more effectively.
- Eliminate in-house datacentres in favour of optimized centralization via AmeXioCloud.
- Share tools and eliminate duplicate applications.

2. Use of renewable energy in the energy mix:

- Extend 100% renewable energy electricity contracts to sites wherever possible.

3. Reducing our vehicle fleet:

- Reduce the number of company vehicles and extend the lease term.
- Switch to hybrid vehicles by increasing the number of charging stations for electric vehicles at sites where this is possible.

4. Energy efficiency in buildings:

- Relocate our units to HQE (Haute Qualité Environnementale, High Environmental Quality) buildings whenever possible, in the event of relocation.



5. Reducing business travel:

- Favouring the train whenever possible and using the plane only when no other solution is possible.
- Working on a formalized Group-wide travel policy

5.7.3.2 Expected reductions in the value chain

1. Energy efficiency for data centre suppliers:

- Suppliers of datacentres and plants powered by renewable energies and using techniques such as free cooling, liquid cooling or that are installed in cold zones.

2. Effectiveness of products and software from publishers and customers:

- Products and software optimized for resources and application consumption (e.g. more efficient code, optimized algorithms).

3. Eco-design in the development of products and services:

- Products and software whose development requires fewer calculations and fewer data exchanges.

4. Efficiency in the use of products and services by customers and consumers:

- Products and software whose use by consumers requires less handling, data exchange and storage.



6. METHODOLOGICAL NOTE

6.1 SCOPE OF CONSOLIDATION

The information provided in this report is consolidated as follows:

Financial year	2022	2023	2024
Scope	Initial AmeXio entities	Initial AmeXio entities + Entities from the Acolad Digital acquisition	All Group entities
Social data consolidation	French entities only	French entities only Including Acolad Digital Nantes	Including subsidiary ATOL Conseils et Développements
Environmental data consolidation	All initial AmeXio entities	Initial entities AmeXio + Entities from the Acolad Digital acquisition	

6.2 REPORTING PERIOD

The information contained in this report covers a twelve-month period, from January 1 to December 31.

6.3 INFORMATION SOURCES

The Group is in the process of deploying an ERP for all its entities, including its subsidiary ATOL Conseils et Développements.

At this stage, **the indicators are collected from those responsible for the subjects covered:** CSR correspondents, human resources, administrative, financial, IT and AmeXio Academy managers.

The **social data** is mainly derived from **payroll tools** deployed in the various Group entities, as well as from tools such as **SAP and SILAE**.

The **environmental indicators** are collected from CSR correspondents, finance departments, IT departments and energy suppliers. An independent organization produces a carbon audit based on the data collected.

6.4 EXTERNAL CONTROL

In anticipation of the work involved in the CSRD Directive, a “blank” audit will be carried out by the statutory auditors in 2025 on the indicators provided in this document.



7. INDICATORS

7.1 EXPLANATORY NOTE

The indicators presented in this document may include the following mentions to reflect data availability and relevance:

- **Not communicated (NC):** The information is not available or has not been made public at the date of this report.
- **Not applicable (NA):** The indicator does not apply to the entity concerned due to the nature of its activity, structure or scope.
- **Not monitored (NM):** The indicator is not currently monitored or measured by the entity.



7.2 SOCIAL INDICATORS

7.2.1 WORKFORCE

Workforce

Entities	Year	Workforce Fixed-term contract	Permanent contract workforce	Work-study contracts	Other (trainees, VIE)	Permanent workforce	Non-permanent workforce
Amexio SAS	2024 2025	0	109		0	109	16
AmeXio Paris	2024 2025						
AmeXio Montpellier	2024 2025						
Amexio Ouest	2024 2025	0	32	6	0	32	6
Amexio Nantes SAS	2024 2025	0	19	1	0	19	1
Amexio Nord	2024 2025	0	37	3	0	37	3
Michélio 3	2024 2025	0	13	0	0	13	0
Michélio 4 SAS	2024 2025	0	19	0	0	19	0
AtoI Conseils et Développements	2024 2025	0	244	18	0	244	18
Amexio Portugal	2024 2025	0	33	0	2	33	0
Amexio Switzerland SA	2024 2025	0	14	0	0	14	0
Amexio Belgique srl	2024 2025	0	4	0	0	4	0
Amexio Belgium NV	2024 2025	0	104	0	1	104	0
Amexio Luxembourg	2024 2025	0	53	0	0	53	0
Amexio Deutschland GmbH	2024 2025	0	5	0	0	5	0
Amexio Netherlands B.V.	2024 2025	0	68	0	9	68	0
Groupe Amexio Canada Inc.	2024 2025	1	20	0	0	20	1
Amexio Inc	2024 2025	0	3	0	0	3	0
Group consolidated total	2024 2025	1	777	44	12	777	45



Total workforce

Entities	Year	Total workforce at 31/12	Average workforce (FTE)	Permanent workforce (%)	Non-permanent workforce (%)	Total payroll (€)
Amexio SAS	2024 2025	125	125	87,2	12,8	5 505 478,72
AmeXio Paris	2024 2025					
AmeXio Montpellier	2024 2025					
Amexio Ouest	2024 2025	38	38	84,21	15,79	1 432 495,15
Amexio Nantes SAS	2024 2025	20	19,2	95	5	1 080 891,88
Amexio Nord	2024 2025	40	39,8	92,5	7,5	1 732 188,78
Michelios 3	2024 2025	13	13	100	0	984 790,72
Michelios 4 SAS	2024 2025	19	18,8	100	0	1 200 502,94
Atol Conseils et Développements	2024 2025	262	259	93,13	6,87	10 012 046,50
Amexio Portugal	2024 2025	33	33	100	0	1 091 868,21
Amexio Switzerland SA	2024 2025	14	13,2	100	0	1 946 320,50
Amexio Belgique srl	2024 2025	4	4	100	0	6 891,00
Amexio Belgium NV	2024 2025	104	105,7	100	0	5 133 431,32
Amexio Luxembourg	2024 2025	53	54,25	100	0	3 847 429,24
Amexio Deutschland GmbH	2024 2025	5	5	100	0	401 000,00
Amexio Netherlands B.V.	2024 2025	68	65,8	100	0	6 007 913,83
Groupe Amexio Canada Inc.	2024 2025	21	21	95,24	4,76	1 286 763,18
Amexio Inc	2024 2025	3	3	100	0	292 511,48
Group consolidated total	2024 2025	822	817,75	94,52	5,48	41 962 523,45



Total workforce by gender

Entities	Year	Total workforce at 31/12	Male	Female	Other	Not declared	Share of women in workforce (%)
Amexio SAS	2024 2025	125	85	40	0	0	32
AmeXio Paris	2024 2025						
AmeXio Montpellier	2024 2025						
Amexio Ouest	2024 2025	38	30	8	0	0	21,05
Amexio Nantes SAS	2024 2025	20	15	5	0	0	25
Amexio Nord	2024 2025	40	32	8	0	0	20
Michelios 3	2024 2025	13	13	0	0	0	0
Michelios 4 SAS	2024 2025	19	9	10	0	0	52,63
Atol Conseils et Développements	2024 2025	262	206	56	0	0	21,37
Amexio Portugal	2024 2025	33	28	5	0	0	15,15
Amexio Switzerland SA	2024 2025	14	12	2	0	0	14,29
Amexio Belgique srl	2024 2025	4	4	0	0	0	0
Amexio Belgium NV	2024 2025	104	82	22	0	0	21,15
Amexio Luxembourg	2024 2025	53	42	11	0	0	20,75
Amexio Deutschland GmbH	2024 2025	5	3	2	0	0	40
Amexio Netherlands B.V.	2024 2025	68	54	14	0	0	20,59
Groupe Amexio Canada Inc.	2024 2025	21	14	7	0	0	33,33
Amexio Inc	2024 2025	3	2	1	0	0	33,33
Group consolidated total	2024 2025	822	631	191	0	0	23,24



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Entities	Year	Permanent workforce at 31/12	Permanent workforce / woman	Permanent workforce / man	Permanent workforce / other	Permanent workforce / not declared	Share of women in workforce (%)
Amexio SAS	2024 2025	109	32	77	0	0	29,36
AmeXio Paris	2024 2025						
AmeXio Montpellier	2024 2025						
Amexio Ouest	2024 2025	32	5	27	0	0	15,63
Amexio Nantes SAS	2024 2025	19	5	14	0	0	26,32
Amexio Nord	2024 2025	37	8	29	0	0	21,62
Michelios 3	2024 2025	13	0	13	0	0	0
Michelios 4 SAS	2024 2025	19	10	9	0	0	52,63
Atol Conseils et Développements	2024 2025	244	50	194	0	0	20,49
Amexio Portugal	2024 2025	33	5	28	0	0	15,15
Amexio Switzerland SA	2024 2025	14	2	12	0	0	14,29
Amexio Belgique srl	2024 2025	4	0	4	0	0	0
Amexio Belgium NV	2024 2025	104	22	82	0	0	21,15
Amexio Luxembourg	2024 2025	53	11	42	0	0	20,75
Amexio Deutschland GmbH	2024 2025	5	2	3	0	0	40
Amexio Netherlands B.V.	2024 2025	68	14	54	0	0	20,59
Groupe Amexio Canada Inc.	2024 2025	20	7	13	0	0	35
Amexio Inc	2024 2025	3	1	2	0	0	33,33
Group consolidated total	2024 2025	777	174	603	0	0	22,39



Workforce (by contract and gender) 2/3

Entities	Year	Non- permanent workforce at 31/12	Non- permanent workforce / woman	Non- permanent workforce / man	Non- permanent workforce / other	Non- permanent workforce / not declared	Share of women in non- permanent workforce (%)
Amexio SAS	2024 2025	16	8	8	0	0	50
AmeXio Paris	2024 2025						
AmeXio Montpellier	2024 2025						
Amexio Ouest	2024 2025	6	3	3	0	0	50
Amexio Nantes SAS	2024 2025	1	0	1	0	0	0
Amexio Nord	2024 2025	3	0	3	0	0	0
Michelios 3	2024 2025	0	0	0	0	0	NA
Michelios 4 SAS	2024 2025	0	0	0	0	0	NA
Atol Conseils et Développements	2024 2025	18	6	12	0	0	33,33
Amexio Portugal	2024 2025	0	0	0	0	0	NA
Amexio Switzerland SA	2024 2025	0	0	0	0	0	NA
Amexio Belgique srl	2024 2025	0	0	0	0	0	NA
Amexio Belgium NV	2024 2025	0	0	0	0	0	NA
Amexio Luxembourg	2024 2025	0	0	0	0	0	NA
Amexio Deutschland GmbH	2024 2025	0	0	0	0	0	NA
Amexio Netherlands B.V.	2024 2025	0	0	0	0	0	NA
Groupe Amexio Canada Inc.	2024 2025	1	0	1	0	0	NA
Amexio Inc	2024 2025	0	0	0	0	0	NA
Group consolidated total	2024 2025	45	17	28	0	0	37,78



Workforce (by contract and gender) 3/3

Entities	Year	Total workforce at 31/12	Number of non-guaranteed hours / woman	Number of non-guaranteed hours / man	Number of hours not guaranteed / other	Number of hours not guaranteed / not declared
Amexio SAS	2024 2025	125	40	85	0	0
AmeXio Paris	2024 2025					
AmeXio Montpellier	2024 2025					
Amexio Ouest	2024 2025	38	0	5	0	0
Amexio Nantes SAS	2024 2025	20	5	15	0	0
Amexio Nord	2024 2025	40	32	8	0	0
Michelios 3	2024 2025	13	0	13	0	0
Michelios 4 SAS	2024 2025	19	2	5	0	0
Atol Conseils et Développements	2024 2025	262	0	0	0	0
Amexio Portugal	2024 2025	33	0	0	0	0
Amexio Switzerland SA	2024 2025	14	NA	NA	NA	NA
Amexio Belgique srl	2024 2025	4	0	0	0	0
Amexio Belgium NV	2024 2025	104	0	0	0	0
Amexio Luxembourg	2024 2025	53	0	0	0	0
Amexio Deutschland GmbH	2024 2025	5	2	3	0	0
Amexio Netherlands B.V.	2024 2025	68	0	0	0	0
Groupe Amexio Canada Inc.	2024 2025	21	0	0	0	0
Amexio Inc	2024 2025	3	0	0	0	0
Group consolidated total	2024 2025	822	81	134	0	0



Managerial and non-managerial staff

Entities	Year	Number of managers at 31/12	Number of non-managers at 31/12	Number of female managers at 31/12	Number of female non-executives at 31/12	Percentage of managerial staff (%)	Share of female managers (%)
Amexio SAS	2024 2025	125	0	40	0	100	32
AmeXio Paris	2024 2025						
AmeXio Montpellier	2024 2025						
Amexio Ouest	2024 2025	30	8	8	0	78,95	26,67
Amexio Nantes SAS	2024 2025	20	0	5	0	100	25
Amexio Nord	2024 2025	39	1	7	1	97,5	17,95
Michelios 3	2024 2025	13	0	0	0	100	NA
Michelios 4 SAS	2024 2025	18	1	9	1	94,74	50
Atol Conseils et Développements	2024 2025	227	35	50	6	86,64	22,03
Amexio Portugal	2024 2025	NA	NA	NA	NA	NA	NA
Amexio Switzerland SA	2024 2025	NA	NA	NA	NA	NA	NA
Amexio Belgique srl	2024 2025	NA	NA	NA	NA	NA	NA
Amexio Belgium NV	2024 2025	NA	NA	NA	NA	NA	NA
Amexio Luxembourg	2024 2025	NA	NA	NA	NA	NA	NA
Amexio Deutschland GmbH	2024 2025	5	0	2	0	100	40
Amexio Netherlands B.V.	2024 2025	NA	NA	NA	NA	NA	NA
Groupe Amexio Canada Inc.	2024 2025	1	20	0	7	4,76	0
Amexio Inc	2024 2025	1	2	0	1	33,33	0
Group consolidated total	2024 2025	479	67	121	16	58,27	25,26



Total workforce by age group

Entities	Year	Total workforce at 31/12	under 30	30 to 50 years old	Over 50
Amexio SAS	2024 2025	125	46	64	15
AmeXio Paris	2024 2025				
AmeXio Montpellier	2024 2025				
Amexio Ouest	2024 2025	38	15	22	1
Amexio Nantes SAS	2024 2025	20	1	14	5
Amexio Nord	2024 2025	40	10	20	10
Michelios 3	2024 2025	13	0	7	6
Michelios 4 SAS	2024 2025	19	1	15	3
Atol Conseils et Développements	2024 2025	262	100	141	21
Amexio Portugal	2024 2025	33	5	26	2
Amexio Switzerland SA	2024 2025	14	0	11	3
Amexio Belgique srl	2024 2025	4	0	3	1
Amexio Belgium NV	2024 2025	104	31	67	6
Amexio Luxembourg	2024 2025	53	10	38	5
Amexio Deutschland GmbH	2024 2025	5	1	3	1
Amexio Netherlands B.V.	2024 2025	68	14	46	8
Groupe Amexio Canada Inc.	2024 2025	21	5	10	6
Amexio Inc	2024 2025	3	0	0	3
Group consolidated total	2024 2025	822	239	487	96



Non-employees

Entities	Year	number of subcontractors at 31/12	subcontracting rate
Amexio SAS	2024 2025	22	20
AmeXio Paris	2024 2025		
AmeXio Montpellier	2024 2025		
Amexio Ouest	2024 2025	0	0
Amexio Nantes SAS	2024 2025	10	52,63
Amexio Nord	2024 2025	0	0
Michelios 3	2024 2025	0	0
Michelios 4 SAS	2024 2025	0	0
Atol Conseils et Développements	2024 2025	15	6,15
Amexio Portugal	2024 2025	1	3,03
Amexio Switzerland SA	2024 2025	0	0
Amexio Belgique srl	2024 2025	0	0
Amexio Belgium NV	2024 2025	8	7,69
Amexio Luxembourg	2024 2025	9	16,98
Amexio Deutschland GmbH	2024 2025	1	20
Amexio Netherlands B.V.	2024 2025	9	13,24
Groupe Amexio Canada Inc.	2024 2025	5	25
Amexio Inc	2024 2025	0	0
Group consolidated total	2024 2025	80	10,3



7.2.2 STAFF MOBILITY

New hires

Entities	Year	Total number of new hires	Number of permanent hires	Number of non-permanent hires	Number of new recruits undergoing professional retraining	Number of new hires for professional integration	Number of internships and work-study contracts converted to open-ended contracts
Amexio SAS	2024 2025	24	11	13	0	0	3
AmeXio Paris	2024 2025						
AmeXio Montpellier	2024 2025						
Amexio Ouest	2024 2025	7	2	5	0	0	2
Amexio Nantes SAS	2024 2025	1	0	1	0	0	0
Amexio Nord	2024 2025	5	2	3	0	0	0
Michelios 3	2024 2025	1	1	0	0	0	0
Michelios 4 SAS	2024 2025	4	4	0	0	0	0
Atol Conseils et Développements	2024 2025	33	23	10	1	0	6
Amexio Portugal	2024 2025	7	5	2	0	0	0
Amexio Switzerland SA	2024 2025	2	2	0	0	0	0
Amexio Belgique srl	2024 2025	1	1	0	0	0	0
Amexio Belgium NV	2024 2025	9	9	0	0	0	0
Amexio Luxembourg	2024 2025	13	13	0	0	0	0
Amexio Deutschland GmbH	2024 2025	0	0	0	0	0	0
Amexio Netherlands B.V.	2024 2025	7	7	0	0	0	2
Groupe Amexio Canada Inc.	2024 2025	7	7	0	0	0	0
Amexio Inc	2024 2025	1	1	0	0	0	0
Group consolidated total	2024 2025	122	88	34	1	0	13



New hires by gender

Entities	Year	Total number of new hires	Number of permanent hires / women	Number of non-permanent hires / women	Number of new recruits undergoing professional retraining / women	Number of new hires for professional integration / women	Number of internships and work-study contracts converted to open-ended contracts / women
Amexio SAS	2024 2025	24	4	6	0	0	1
AmeXio Paris	2024 2025						
AmeXio Montpellier	2024 2025						
Amexio Ouest	2024 2025	7	1	2	0	0	1
Amexio Nantes SAS	2024 2025	1	0	0	0	0	0
Amexio Nord	2024 2025	5	0	0	0	0	0
Michelios 3	2024 2025	1	0	0	0	0	0
Michelios 4 SAS	2024 2025	4	1	0	0	0	0
Atol Conseils et Développements	2024 2025	33	6	4	0	0	0
Amexio Portugal	2024 2025	7	1	0	0	0	0
Amexio Switzerland SA	2024 2025	2	0	0	0	0	0
Amexio Belgique srl	2024 2025	1	1	0	0	0	0
Amexio Belgium NV	2024 2025	9	1	0	0	0	0
Amexio Luxembourg	2024 2025	13	2	0	0	0	0
Amexio Deutschland GmbH	2024 2025	0	0	0	0	0	0
Amexio Netherlands B.V.	2024 2025	7	2	0	0	0	0
Groupe Amexio Canada Inc.	2024 2025	7	4	0	0	0	0
Amexio Inc	2024 2025	1	0	0	0	0	0
Group consolidated total	2024 2025	122	23	12	0	0	2



Departures

Entities	Year	Total number of departures	Number of permanent staff leaving	Non-permanent staff departures	Number of departures at the employee's initiative	Number of departures initiated by the employer
Amexio SAS	2024 2025	26	16	10	9	7
AmeXio Paris	2024 2025					
AmeXio Montpellier	2024 2025					
Amexio Ouest	2024 2025	4	2	2	0	4
Amexio Nantes SAS	2024 2025	1	0	1	0	0
Amexio Nord	2024 2025	4	4	0	2	2
Michelios 3	2024 2025	0	0	0	0	0
Michelios 4 SAS	2024 2025	1	1	0	0	1
Atol Conseils et Développements	2024 2025	26	18	8	11	7
Amexio Portugal	2024 2025	9	9	0	8	1
Amexio Switzerland SA	2024 2025	1	1	0	0	1
Amexio Belgique srl	2024 2025	1	1	0	1	0
Amexio Belgium NV	2024 2025	14	14	0	9	5
Amexio Luxembourg	2024 2025	12	11	1	7	5
Amexio Deutschland GmbH	2024 2025	0	0	0	0	0
Amexio Netherlands B.V.	2024 2025	5	4	1	5	0
Groupe Amexio Canada Inc.	2024 2025	3	3	0	2	1
Amexio Inc	2024 2025	0	0	0	0	0
Group consolidated total	2024 2025	107	84	23	54	34



Departures by reason

Entities	Year	Number of departures due to redundancy	Number of departures due to the end of an employer's trial period	Number of departures due to end of employee trial period	Number leaving due to resignation	Number of departures due to retirement	Number of other departures (contractual termination, death, etc.)
Amexio SAS	2024 2025	1	3	2	8	0	2
AmeXio Paris	2024 2025						
AmeXio Montpellier	2024 2025						
Amexio Ouest	2024 2025	0	0	0	2	0	2
Amexio Nantes SAS	2024 2025	0	0	0	0	0	1
Amexio Nord	2024 2025	0	0	0	2	0	2
Michelios 3	2024 2025	0	0	0	0	0	0
Michelios 4 SAS	2024 2025	0	1	0	0	0	0
Atol Conseils et Développements	2024 2025	0	2	3	8	0	5
Amexio Portugal	2024 2025	1	0	0	8	0	0
Amexio Switzerland SA	2024 2025	1	0	0	0	0	0
Amexio Belgique srl	2024 2025	1	1	0	0	0	0
Amexio Belgium NV	2024 2025	5	0	0	9	0	0
Amexio Luxembourg	2024 2025	5	0	0	6	1	0
Amexio Deutschland GmbH	2024 2025	0	0	0	0	0	0
Amexio Netherlands B.V.	2024 2025	0	0	0	0	0	1
Groupe Amexio Canada Inc.	2024 2025	1	0	0	2	0	0
Amexio Inc	2024 2025	0	0	0	0	0	0
Group consolidated total	2024 2025	15	7	5	45	1	13



Job creation and turnover

Entities	Year	Net job creation out of total workforce	Turnover rate (%)
Amexio SAS	2024 2025	-2	14,68
AmeXio Paris	2024 2025		
AmeXio Montpellier	2024 2025		
Amexio Ouest	2024 2025	3	12,5
Amexio Nantes SAS	2024 2025	0	5,26
Amexio Nord	2024 2025	1	10,81
Michelios 3	2024 2025	1	0
Michelios 4 SAS	2024 2025	3	5,26
Atol Conseils et Développements	2024 2025	7	10,66
Amexio Portugal	2024 2025	-2	27,27
Amexio Switzerland SA	2024 2025	1	7,14
Amexio Belgique srl	2024 2025	0	25
Amexio Belgium NV	2024 2025	-5	13,46
Amexio Luxembourg	2024 2025	1	22,64
Amexio Deutschland GmbH	2024 2025	0	0
Amexio Netherlands B.V.	2024 2025	2	7,35
Groupe Amexio Canada Inc.	2024 2025	4	15
Amexio Inc	2024 2025	1	0
Group consolidated total	2024 2025	15	13,77



Internal mobility

Entities	Year	Number of employees with geographical mobility	Number of employees who have moved horizontally	Number of employees who have moved vertically
Amexio SAS	2024 2025	0	0	0
AmeXio Paris	2024 2025			
AmeXio Montpellier	2024 2025			
Amexio Ouest	2024 2025	0	0	0
Amexio Nantes SAS	2024 2025	0	0	0
Amexio Nord	2024 2025	0	0	0
Michelios 3	2024 2025	0	0	1
Michelios 4 SAS	2024 2025	1	0	1
Atol Conseils et Développements	2024 2025	6	3	0
Amexio Portugal	2024 2025	0	0	0
Amexio Switzerland SA	2024 2025	0	0	1
Amexio Belgique srl	2024 2025	0	0	0
Amexio Belgium NV	2024 2025	0	2	1
Amexio Luxembourg	2024 2025	0	0	0
Amexio Deutschland GmbH	2024 2025	0	0	0
Amexio Netherlands B.V.	2024 2025	0	4	2
Groupe Amexio Canada Inc.	2024 2025	0	0	0
Amexio Inc	2024 2025	0	0	0
Group consolidated total	2024 2025	7	9	6



7.2.3 TRAINING AND SKILLS DEVELOPMENT

Training

Entities	Year	Employees trained at least 1 time	Percentage of employees having received at least one training course during the year (%)	Total hours of training	Number of hours of training per employee trained
Amexio SAS	2024 2025	127	100	1 468,26	11,56
AmeXio Paris	2024 2025				
AmeXio Montpellier	2024 2025				
Amexio Ouest	2024 2025	38	100	769,13	20,24
Amexio Nantes SAS	2024 2025	0	0	0,00	0,00
Amexio Nord	2024 2025	23	57,5	400,75	17,42
Michelios 3	2024 2025	4	30,77	8,75	2,19
Michelios 4 SAS	2024 2025	1	5,26	1,75	1,75
Atol Conseils et Développements	2024 2025	141	53,82	2 438,50	17,29
Amexio Portugal	2024 2025	44	100	108,50	2,47
Amexio Switzerland SA	2024 2025	20	100	28,00	1,40
Amexio Belgique srl	2024 2025	0	0	0,00	0,00
Amexio Belgium NV	2024 2025	103	99,00	6 441,25	62,54
Amexio Luxembourg	2024 2025	19	35,85	35,84	1,89
Amexio Deutschland GmbH	2024 2025	0	0	0,00	0,00
Amexio Netherlands B.V.	2024 2025	31	45,59	181,00	5,84
Groupe Amexio Canada Inc.	2024 2025	1	4,76	18,00	18,00
Amexio Inc	2024 2025	0	0	0,00	0,00
Cumul consolidé groupe	2024 2025	552	67,15	11 899,73	21,56



Regular performance and career
development reviews

Entities	Year	Number of annual appraisals	of employees having an annual appraisal
Amexio SAS	2024 2025	106	97,25
AmeXio Paris	2024 2025		
AmeXio Montpellier	2024 2025		
Amexio Ouest	2024 2025	30	93,75
Amexio Nantes SAS	2024 2025	19	100
Amexio Nord	2024 2025	37	100
Michelios 3	2024 2025	7	53,85
Michelios 4 SAS	2024 2025	10	52,63
Atol Conseils et Développements	2024 2025	NM	NM
Amexio Portugal	2024 2025	23	69,7
Amexio Switzerland SA	2024 2025	14	100
Amexio Belgique srl	2024 2025	NM	NM
Amexio Belgium NV	2024 2025	NM	NM
Amexio Luxembourg	2024 2025	NM	NM
Amexio Deutschland GmbH	2024 2025	5	100
Amexio Netherlands B.V.	2024 2025	59	86,76
Groupe Amexio Canada Inc.	2024 2025	20	100
Amexio Inc	2024 2025	0	0
Cumul consolidé groupe	2024 2025	330	79,5



7.2.4 HEALTH AND SAFETY

Number of hours worked

Entities	Year	Number of working days in the year	Hours worked per day	Number of hours worked per year	Theoretical annual hours worked
Amexio SAS	2024 2025	252	8	2016	252000
AmeXio Paris	2024 2025				
AmeXio Montpellier	2024 2025				
Amexio Ouest	2024 2025	252	8	2016	76608
Amexio Nantes SAS	2024 2025	252	8	2016	40320
Amexio Nord	2024 2025	252	8	2016	80640
Michelios 3	2024 2025	218	8	1744	22672
Michelios 4 SAS	2024 2025	227	8	1816	34504
Atol Conseils et Développements	2024 2025	253	7	1771	464002
Amexio Portugal	2024 2025	253	8	2024	66792
Amexio Switzerland SA	2024 2025	253	8	2024	28336
Amexio Belgique srl	2024 2025	219	8	1752	7 008
Amexio Belgium NV	2024 2025	219	8	1752	182208
Amexio Luxembourg	2024 2025	253	8	2024	107 272
Amexio Deutschland GmbH	2024 2025	240	8	1783	8915
Amexio Netherlands B.V.	2024 2025	256	8	2048	139264
Groupe Amexio Canada Inc.	2024 2025	253	8	2024	42504
Amexio Inc	2024 2025	253	8	2024	6072
Cumul consolidé groupe	2024 2025	244	8	1928,13	1559117



Accidents at work

Entities	Year	Number of lost-time accidents	Accident rate (%)	Number of days lost as a result of an accident at work	Lost-time accident frequency rate (%)	Severity rate (%)
Amexio SAS	2024 2025	2	1,83	64	9,1	0,29
AmeXio Paris	2024 2025					
AmeXio Montpellier	2024 2025					
Amexio Ouest	2024 2025	0	0	0	0	0
Amexio Nantes SAS	2024 2025	0	0	0	0	0
Amexio Nord	2024 2025	0	0	0	0	0
Michelios 3	2024 2025	0	0	0	0	NA
Michelios 4 SAS	2024 2025	0	0	0	0	0
Atol Conseils et Développements	2024 2025	0	0	0	0	0
Amexio Portugal	2024 2025	0	0	0	0	0
Amexio Switzerland SA	2024 2025	0	0	0	0	0
Amexio Belgique srl	2024 2025	0	0	0	0	0
Amexio Belgium NV	2024 2025	0	0	0	0	0
Amexio Luxembourg	2024 2025	0	0	0	0	0
Amexio Deutschland GmbH	2024 2025	0	0	0	0	0
Amexio Netherlands B.V.	2024 2025	0	0	0	0	0
Groupe Amexio Canada Inc.	2024 2025	1	4,8	29	4,76	4,76
Amexio Inc	2024 2025	0	0	0	0	0
Cumul consolidé groupe	2024 2025	3	6,63	93	2	0,004



Commuting accidents

Entities	Year	Number of commuting accidents	Number of commuting accidents resulting in time off work
Amexio SAS	2024 2025	1	1
AmeXio Paris	2024 2025		
AmeXio Montpellier	2024 2025		
Amexio Ouest	2024 2025	0	0
Amexio Nantes SAS	2024 2025	0	0
Amexio Nord	2024 2025	0	0
Michelios 3	2024 2025	0	0
Michelios 4 SAS	2024 2025	0	0
Atol Conseils et Développements	2024 2025	2	0
Amexio Portugal	2024 2025	0	0
Amexio Switzerland SA	2024 2025	0	0
Amexio Belgique srl	2024 2025	0	0
Amexio Belgium NV	2024 2025	NM	NM
Amexio Luxembourg	2024 2025	3	0
Amexio Deutschland GmbH	2024 2025	0	0
Amexio Netherlands B.V.	2024 2025	0	0
Groupe Amexio Canada Inc.	2024 2025	0	0
Amexio Inc	2024 2025	0	0
Cumul consolidé groupe	2024 2025	6	1



Absences

Entities	Year	Number of hours absent due to maternity/paternity leave	Number of hours of absence due to an accident at work	Number of hours absent due to illness	Number of hours absent for other reasons	Number of occupational illnesses reported	Total hours of absence	Absenteeism rate (%)
Amexio SAS	2024 2025	1288	512	7312	1328	0	9152	4,16
AmeXio Paris	2024 2025							
AmeXio Montpellier	2024 2025							
Amexio Ouest	2024 2025	1416	0	1048	96	0	1144	1,49
Amexio Nantes SAS	2024 2025	0	0	175,5	0	0	175,5	0,44
Amexio Nord	2024 2025	0	0	1144	1336	0	2480	3,08
Michelios 3	2024 2025	0	0	112	0	0	112	0,49
Michelios 4 SAS	2024 2025	192	0	2064	0	0	2064	5,98
Atol Conseils et Développements	2024 2025	2828	0	10517,5	2183	0	12700,5	2,74
Amexio Portugal	2024 2025	152	0	80	224	0	304	0,46
Amexio Switzerland SA	2024 2025	262,4	0	1242,3	0	0	1242,3	0,04
Amexio Belgique srl	2024 2025	0	0	204	0	0	204	2,91
Amexio Belgium NV	2024 2025	2648	0	11 175,00	4780	0	15 955,00	8,76
Amexio Luxembourg	2024 2025	1 588	0	2 880	264	0	3 144	2,93
Amexio Deutschland GmbH	2024 2025	0	0	0	0	0	0	0
Amexio Netherlands B.V.	2024 2025	912	0	6683	NM	0	6683	4,8
Groupe Amexio Canada Inc.	2024 2025	0	232	654,5	79	0	965,5	2,27
Amexio Inc	2024 2025	0	0	0	0	0	0	0
Cumul consolidé groupe	2024 2025	9698,4	744	45291,8	10290	0	56325,8	3,61



Parental leave

Entities	Year	Total number of employees eligible for parental leave	Total number of employees taking parental leave	Rate of parental leave taken (%)
Amexio SAS	2024 2025	5	0	0
AmeXio Paris	2024 2025			
AmeXio Montpellier	2024 2025			
Amexio Ouest	2024 2025	3	0	0
Amexio Nantes SAS	2024 2025	0	0	0
Amexio Nord	2024 2025	1	1	100
Michelios 3	2024 2025	0	0	NA
Michelios 4 SAS	2024 2025	0	0	NA
Atol Conseils et Développements	2024 2025	12	0	0
Amexio Portugal	2024 2025	NA	NA	NA
Amexio Switzerland SA	2024 2025	NA	NA	NA
Amexio Belgique srl	2024 2025	0	0	0
Amexio Belgium NV	2024 2025	NM	21	NM
Amexio Luxembourg	2024 2025	13	5	38,46
Amexio Deutschland GmbH	2024 2025	0	0	0
Amexio Netherlands B.V.	2024 2025	68	3	4,4
Groupe Amexio Canada Inc.	2024 2025	21	0	0
Amexio Inc	2024 2025	3	0	0
Cumul consolidé groupe	2024 2025	126	9	7,14



Fatalities and occupational illnesses

Entities	Year	Number of deaths due to occupational accidents and diseases	Number of recordable occupational illnesses (subject to legal restrictions on data collection)
Amexio SAS	2024 2025	0	0
AmeXio Paris	2024 2025		
AmeXio Montpellier	2024 2025		
Amexio Ouest	2024 2025	0	0
Amexio Nantes SAS	2024 2025	0	0
Amexio Nord	2024 2025	0	0
Michelios 3	2024 2025	0	0
Michelios 4 SAS	2024 2025	0	0
Atol Conseils et Développements	2024 2025	0	0
Amexio Portugal	2024 2025	0	0
Amexio Switzerland SA	2024 2025	0	0
Amexio Belgique srl	2024 2025	0	0
Amexio Belgium NV	2024 2025	0	0
Amexio Luxembourg	2024 2025	0	0
Amexio Deutschland GmbH	2024 2025	0	0
Amexio Netherlands B.V.	2024 2025	0	0
Groupe Amexio Canada Inc.	2024 2025	0	0
Amexio Inc	2024 2025	0	0
Cumul consolidé groupe	2024 2025	0	0



Health and safety management
system

Entities	Year	Percentage of employees covered by a health and safety management system (%)
Amexio SAS	2024 2025	100
AmeXio Paris	2024 2025	
AmeXio Montpellier	2024 2025	
Amexio Ouest	2024 2025	100
Amexio Nantes SAS	2024 2025	100
Amexio Nord	2024 2025	100
Michelios 3	2024 2025	100
Michelios 4 SAS	2024 2025	100
Atol Conseils et Développements	2024 2025	100
Amexio Portugal	2024 2025	100
Amexio Switzerland SA	2024 2025	100
Amexio Belgique srl	2024 2025	100
Amexio Belgium NV	2024 2025	100
Amexio Luxembourg	2024 2025	100
Amexio Deutschland GmbH	2024 2025	100
Amexio Netherlands B.V.	2024 2025	100
Groupe Amexio Canada Inc.	2024 2025	100
Amexio Inc	2024 2025	100
Cumul consolidé groupe	2024 2025	100



Work-life balance

Entities	Year	Number of employees questioned on respect for work-life balance	Number of employees indicating that the balance is respected	Number of employees indicating that the balance is not respected	Satisfaction rate with work-life balance (%)
Amexio SAS	2024 2025	106	105	1	99,06
AmeXio Paris	2024 2025				
AmeXio Montpellier	2024 2025				
Amexio Ouest	2024 2025	30	30	0	100
Amexio Nantes SAS	2024 2025	NM	NM	NM	NM
Amexio Nord	2024 2025	NM	NM	NM	NM
Michelios 3	2024 2025	NM	NM	NM	NM
Michelios 4 SAS	2024 2025	10	10	0	100
Atol Conseils et Développements	2024 2025	NM	NM	NM	NM
Amexio Portugal	2024 2025	NM	NM	NM	NM
Amexio Switzerland SA	2024 2025	NM	NM	NM	NM
Amexio Belgique srl	2024 2025	NM	NM	NM	NM
Amexio Belgium NV	2024 2025	NM	NM	NM	NM
Amexio Luxembourg	2024 2025	NM	NM	NM	NM
Amexio Deutschland GmbH	2024 2025	NM	NM	NM	NM
Amexio Netherlands B.V.	2024 2025	NM	NM	NM	NM
Groupe Amexio Canada Inc.	2024 2025	NM	NM	NM	NM
Amexio Inc	2024 2025	NM	NM	NM	NM
Cumul consolidé groupe	2024 2025	146	145	1	99,69



7.2.5 DIVERSITY AND INCLUSION

Gender equality (1/4)

Entities	Year	Gender equality in the workplace index
Amexio SAS	2023	87/100
	2024	88/100
	2025	
AmeXio Paris	2024	
	2025	
AmeXio Montpellier	2024	
	2025	
Amexio Ouest	2024	NA
	2025	
Amexio Nantes SAS	2024	NA
	2025	
Amexio Nord	2024	NA
	2025	
Michelios 3	2024	NA
	2025	
Michelios 4 SAS	2024	NA
	2025	
Atol Conseils et Développements	2023	78/100
	2024	92/100
	2025	
Amexio Portugal	2024	NA
	2025	
Amexio Switzerland SA	2024	NA
	2025	
Amexio Belgique srl	2024	NA
	2025	
Amexio Belgium NV	2024	NA
	2025	
Amexio Luxembourg	2024	NA
	2025	
Amexio Deutschland GmbH	2024	NA
	2025	
Amexio Netherlands B.V.	2024	NA
	2025	
Groupe Amexio Canada Inc.	2024	NA
	2025	
Amexio Inc	2024	NA
	2025	
Cumul consolidé groupe	2023	80,94/100
	2024	90,76/100
	2025	



Gender equality (2/4)

Entities	Year	Number of managers	Number of male managers	Number of female managers	Share of female managers (%)
Amexio SAS	2024 2025	16	14	2	12,50
AmeXio Paris	2024 2025				
AmeXio Montpellier	2024 2025				
Amexio Ouest	2024 2025	5	5	0	0
Amexio Nantes SAS	2024 2025	4	4	0	0
Amexio Nord	2024 2025	0	0	0	0
Michelios 3	2024 2025	9	9	0	0
Michelios 4 SAS	2024 2025	6	4	2	33,33
Atol Conseils et Développements	2024 2025	23	18	5	21,74
Amexio Portugal	2024 2025	2	1	1	50,00
Amexio Switzerland SA	2024 2025	1	1	0	0
Amexio Belgique srl	2024 2025	0	0	0	0
Amexio Belgium NV	2024 2025	3	2	1	33,33
Amexio Luxembourg	2024 2025	4	4	0	0,00
Amexio Deutschland GmbH	2024 2025	1	0	1	100,00
Amexio Netherlands B.V.	2024 2025	10	7	3	30,00
Groupe Amexio Canada Inc.	2024 2025	1	1	0	0
Amexio Inc	2024 2025	1	1	0	0
Cumul consolidé groupe	2024 2025	86	71	15	17,44



Gender equality (3/4)

Entities	Year	Average hourly pay for men (€)	Average hourly pay for women (€)	Unadjusted gender pay gap (%)	Average annual pay for men (€)	Average annual pay for women (€)	Unadjusted gender pay gap (on annual pay) (%)
Amexio SAS	2024 2025	24,10	20,57	14,64	33 452,27	25 746,48	23,04
AmeXio Paris	2024 2025						
AmeXio Montpellier	2024 2025						
Amexio Ouest	2024 2025	35,51	21,49	39,48	36 441,91	24 735,48	32,12
Amexio Nantes SAS	2024 2025	31,48	23,61	25,00	54 363,73	40 598,43	25,32
Amexio Nord	2024 2025	24,05	21,51	10,56	37 330,00	34 169,00	8,47
Michelios 3	2024 2025	46,44	NA	NA	80 988,64	NA	NA
Michelios 4 SAS	2024 2025	47,45	27,18	42,72	76 367,95	43 682,34	42,80
Atol Conseils et Développements	2024 2025	21,93	22,12	-0,84	39 916,00	40 253,00	-0,84
Amexio Portugal	2024 2025	14,98	13,44	10,28	36 228,41	34 559,16	4,61
Amexio Switzerland SA	2024 2025	63,24	37,75	40,31	134 834,74	80 488,03	40,31
Amexio Belgique srl	2024 2025	29,43	NA	NA	51 561,36	NA	NA
Amexio Belgium NV	2024 2025	26,12	24,68	5,51	62 908,93	59 441,63	5,51
Amexio Luxembourg	2024 2025	35,82	29,34	18,09	72 499,07	59 374,44	18,10
Amexio Deutschland GmbH	2024 2025	45,15	43,72	3,17	80 500,00	77 955,00	3,16
Amexio Netherlands B.V.	2024 2025	26,70	24,46	8,38	60 354,25	57 839,73	4,17
Groupe Amexio Canada Inc.	2024 2025	31,45	25,22	19,80	64 227,48	53 889,43	16,09
Amexio Inc	2024 2025	79,90	39,46	50,61	96 904,50	66 614,00	31,26
Cumul consolidé groupe	2024 2025	36,48	26,75	26,67	63 679,95	49 953,30	21,55



Gender equality (4/4)

Entities	Year	Number of women among the top 10 earners	Women as % of top 10 earners	Number of women among the 10 lowest-paid employees	% of women in the 10 lowest-paid employees
Amexio SAS	2024 2025	1	10	4	40
AmeXio Paris	2024 2025				
AmeXio Montpellier	2024 2025				
Amexio Ouest	2024 2025	0	0	6	60
Amexio Nantes SAS	2024 2025	1	10	4	40
Amexio Nord	2024 2025	0	0	3	30
Michelios 3	2024 2025	NA	NA	NA	NA
Michelios 4 SAS	2024 2025	3	30	8	80
Atol Conseils et Développements	2024 2025	2	20	0	0
Amexio Portugal	2024 2025	1	10	2	20
Amexio Switzerland SA	2024 2025	0	0	2	20
Amexio Belgique srl	2024 2025	NA	NA	NA	NA
Amexio Belgium NV	2024 2025	2	20	4	40
Amexio Luxembourg	2024 2025	0	0	0	0
Amexio Deutschland GmbH	2024 2025	NA	NA	NA	NA
Amexio Netherlands B.V.	2024 2025	2	20	1	10
Groupe Amexio Canada Inc.	2024 2025	3	30	4	40
Amexio Inc	2024 2025	NA	NA	NA	NA
Cumul consolidé groupe	2024 2025	1,25	12,5	3,16	31,6



Minimum pay (living wage)

Entities	Year	Gross annual salary for the lowest status in the workforce (€)	Gross annual legal minimum wage (= living wage index) (€)	Percentage of employees earning less than the living wage index (%)	Ratio of total annual remuneration of the highest paid person to the median total annual remuneration of all employees (%)
Amexio SAS	2024 2025	13422	24396	9,17	1,89
AmeXio Paris	2024 2025				
AmeXio Montpellier	2024 2025				
Amexio Ouest	2024 2025	15857,4	24396	21,05	4,51
Amexio Nantes SAS	2024 2025	18479,97	24396	5	0,16
Amexio Nord	2024 2025	13416	24396	8,11	1,39
Michelios 3	2024 2025	61994,12	24396	0	1,24
Michelios 4 SAS	2024 2025	33839,23	24396	0	0,18
Atol Conseils et Développements	2024 2025	24000	23652	0	2,19
Amexio Portugal	2024 2025	25512,8	14124	0	0,07
Amexio Switzerland SA	2024 2025	79026,01	NA	NA	1,34
Amexio Belgique srl	2024 2025	42713,76	24845,76	0	1,16
Amexio Belgium NV	2024 2025	37584	29489,24	0	1,67
Amexio Luxembourg	2024 2025	25 973	37021,32	0	NS
Amexio Deutschland GmbH	2024 2025	60000	26652	0	1,38
Amexio Netherlands B.V.	2024 2025	33812,12	28454,4	0	2,36
Groupe Amexio Canada Inc.	2024 2025	36619	21119,18	0	1,56
Amexio Inc	2024 2025	NA	NA	NA	NA
Cumul consolidé groupe	2024 2025	34816,61	25123,85	3,1	1,51



People with disabilities

Entities	Year	Number of disabled employees	Percentage of disabled employees (%)
Amexio SAS	2024 2025	1	0,92
AmeXio Paris	2024 2025		
AmeXio Montpellier	2024 2025		
Amexio Ouest	2024 2025	0	0
Amexio Nantes SAS	2024 2025	0	0
Amexio Nord	2024 2025	1	2,5
Michelios 3	2024 2025	0	0
Michelios 4 SAS	2024 2025	0	0
Atol Conseils et Développements	2024 2025	6	2,46
Amexio Portugal	2024 2025	0	0
Amexio Switzerland SA	2024 2025	0	0
Amexio Belgique srl	2024 2025	0	0
Amexio Belgium NV	2024 2025	0	0
Amexio Luxembourg	2024 2025	0	0
Amexio Deutschland GmbH	2024 2025	2	40
Amexio Netherlands B.V.	2024 2025	0	0
Groupe Amexio Canada Inc.	2024 2025	0	0
Amexio Inc	2024 2025	0	0
Cumul consolidé groupe	2024 2025	10	1,29



Minority and/or vulnerable groups

Entities	Year	Number of foreign employees	Percentage of foreign employees (%)	Number of employees from minority and/or vulnerable groups in management positions	Percentage of employees from minority and/or vulnerable groups in management positions (%)
Amexio SAS	2024 2025	25	22,94	0	0
AmeXio Paris	2024 2025				
AmeXio Montpellier	2024 2025				
Amexio Ouest	2024 2025	2	6,25	0	0
Amexio Nantes SAS	2024 2025	1	5,26	0	0
Amexio Nord	2024 2025	1	2,7	0	0
Michelios 3	2024 2025	0	0	0	0
Michelios 4 SAS	2024 2025	1	5,26	0	0
Atol Conseils et Développements	2024 2025	4	1,64	0	0
Amexio Portugal	2024 2025	0	0	0	0
Amexio Switzerland SA	2024 2025	0	0	0	0
Amexio Belgique srl	2024 2025	0	0	0	0
Amexio Belgium NV	2024 2025	0	0	0	0
Amexio Luxembourg	2024 2025	6	11,32	0	0
Amexio Deutschland GmbH	2024 2025	0	0	0	0
Amexio Netherlands B.V.	2024 2025	3	4,41	0	0
Groupe Amexio Canada Inc.	2024 2025	5	25	0	0
Amexio Inc	2024 2025	0	0	0	0
Cumul consolidé groupe	2024 2025	48	6,18	0	0



Training

Entities	Year	Number of employees trained/aware of employee health and safety issues	Number of employees trained/aware of discrimination and harassment issues
Amexio SAS	2024 2025	0	0
AmeXio Paris	2024 2025	0	0
AmeXio Montpellier	2024 2025	0	0
Amexio Ouest	2024 2025	0	0
Amexio Nantes SAS	2024 2025	0	0
Amexio Nord	2024 2025	0	0
Michelios 3	2024 2025	0	0
Michelios 4 SAS	2024 2025	0	0
Atol Conseils et Développements	2024 2025	NM	NM
Amexio Portugal	2024 2025	0	0
Amexio Switzerland SA	2024 2025	0	0
Amexio Belgique srl	2024 2025	0	0
Amexio Belgium NV	2024 2025	0	0
Amexio Luxembourg	2024 2025	4	NA
Amexio Deutschland GmbH	2024 2025	0	0
Amexio Netherlands B.V.	2024 2025	5	0
Groupe Amexio Canada Inc.	2024 2025	0	0
Amexio Inc	2024 2025	0	0
Cumul consolidé groupe	2024 2025	9	0



Value sharing

Entities	Year	Number of corporate officers forming part of the management (Codir, Comex) who were company shareholders at 31/12	Percentage of capital held by corporate officers at 31/12 (%)	Percentage of capital held by directors of subsidiaries at 31/12 (%)	Number of employees excluding corporate officers and management (Codir, Comex) who were shareholders in the company at 31/12	Percentage of capital held by employees at 31/12 (%)	Percentage of group employees (excluding ATOL) holding a share of the group's capital at 31/12 (%)
Cumul consolidé groupe	2024 2025	2	22,19	4,59	67	20,8	12,54



Social dialogue and collective bargaining coverage

Entities	Year	Number of agreements signed with social partners during the year	Number of labour disputes in progress	Employees covered by a collective agreement (%)	Employees represented in the workplace by staff representatives (%)	Existence of an agreement for representation by a works council (OK / KO)	Number of bilateral communication sessions between employees and management
Amexio SAS	2024 2025	0	0	100	0	KO	1
AmeXio Paris	2024 2025						1
AmeXio Montpellier	2024 2025						1
Amexio Ouest	2024 2025	0	0	100	0	KO	1
Amexio Nantes SAS	2024 2025	0	0	100	100	OK	1
Amexio Nord	2024 2025	0	0	100	0	KO	1
Michelios 3	2024 2025	0	0	100	0	KO	1
Michelios 4 SAS	2024 2025	0	0	100	0	KO	1
Atol Conseils et Développements	2024 2025	0	0	100	100	OK	10
Amexio Portugal	2024 2025	NA	0	100	NA	KO	0
Amexio Switzerland SA	2024 2025	0	0	NA	NA	KO	1
Amexio Belgique srl	2024 2025	0	0	NA	NA	KO	1
Amexio Belgium NV	2024 2025	0	0	100	0	KO	8
Amexio Luxembourg	2024 2025	0	0	NA	100	KO	1
Amexio Deutschland GmbH	2024 2025	0	0	100	NA	KO	0
Amexio Netherlands B.V.	2024 2025	0	0	NA	NA	KO	12
Groupe Amexio Canada Inc.	2024 2025	NA	NA	NA	NA	NA	NA
Amexio Inc	2024 2025	NA	NA	NA	NA	NA	NA
Cumul consolidé groupe	2024 2025	0	0	100	33,33		30



Social protection

Entities	Year	Employees covered in the event of sickness (%)	Employees covered in the event of unemployment (%) (from the moment the employee starts working for the company)'.	Employees covered for accidents at work and acquired disabilities (%)	Employees covered in the event of parental leave (%)	Employees covered in the event of retirement (%)
Amexio SAS	2024 2025	100	100	100	100	100
AmeXio Paris	2024 2025					
AmeXio Montpellier	2024 2025					
Amexio Ouest	2024 2025	100	100	100	100	100
Amexio Nantes SAS	2024 2025	100	100	100	100	100
Amexio Nord	2024 2025	100	100	100	100	100
Michelios 3	2024 2025	100	100	100	100	100
Michelios 4 SAS	2024 2025	100	100	100	100	100
Atol Conseils et Développements	2024 2025	100	100	100	100	100
Amexio Portugal	2024 2025	100	100	100	NA	100
Amexio Switzerland SA	2024 2025	100	100	100	NA	100
Amexio Belgique srl	2024 2025	100	100	100	100	100
Amexio Belgium NV	2024 2025	100	100	100	100	100
Amexio Luxembourg	2024 2025	100	100	100	100	100
Amexio Deutschland GmbH	2024 2025	100	100	100	100	100
Amexio Netherlands B.V.	2024 2025	100	100	100	100	100
Groupe Amexio Canada Inc.	2024 2025	100	100	100	100	100
Amexio Inc	2024 2025	100	100	100	100	100
Cumul consolidé groupe	2024 2025	100	100	100	100	100



Cases, complaints and serious impacts on human rights

Entities	Year	Number of reported incidents of discrimination, including harassment	Number of complaints filed through reporting channels	Number of serious human rights incidents (non-compliance with UN guidelines, OECD, ILO declaration)	Total amount of fines, penalties and compensation for damages resulting from incidents and complaints (€)
Amexio SAS	2024 2025	0	0	0	0
Michelios 4 SAS	2024 2025	1	1	0	0
Atol Conseils et Développements	2024 2025	0	0	0	0
Amexio Portugal	2024 2025	0	0	0	0
Amexio Switzerland SA	2024 2025	0	0	0	0
Amexio Belgique srl	2024 2025	0	0	0	0
Amexio Belgium NV	2024 2025	0	0	0	0
Amexio Luxembourg	2024 2025	0	0	0	0
Amexio Deutschland GmbH	2024 2025	0	0	0	0
Amexio Netherlands B.V.	2024 2025	0	0	0	0
Groupe Amexio Canada Inc.	2024 2025	0	0	0	0
Amexio Inc	2024 2025	0	0	0	0
Cumul consolidé groupe	2024 2025	1	1	0	0



Social barometer

Entities	Year	Implementatio n of an internal survey (OK / KO)	Employee satisfaction measured by internal survey (%)	Implementatio n of an external survey (OK / KO)	Employee satisfaction measured by external survey (%)
Amexio SAS	2024 2025				
AmeXio Paris	2024 2025	KO	NA	OK	67
AmeXio Montpellier	2024 2025	KO	NA	OK	86
Amexio Ouest	2024 2025	KO	NA	OK	64
Amexio Nantes SAS	2024 2025	KO	NA	OK	65
Amexio Nord	2024 2025	KO	NA	OK	70
Michelios 3	2024 2025	KO	NA	OK	67
Michelios 4 SAS	2024 2025	KO	NA	OK	67
Atol Conseils et Développements	2024 2025	KO	NA	KO	NA
Amexio Portugal	2024 2025	KO	NA	OK	90
Amexio Switzerland SA	2024 2025	KO	NA	OK	82
Amexio Belgique srl	2024 2025	KO	NA	OK	71
Amexio Belgium NV	2024 2025	KO	NA	OK	84
Amexio Luxembourg	2024 2025	KO	NA	OK	71
Amexio Deutschland GmbH	2024 2025	KO	NA	OK	77
Amexio Netherlands B.V.	2024 2025	KO	NA	OK	81
Groupe Amexio Canada Inc.	2024 2025	KO	NA	OK	85
Amexio Inc	2024 2025	KO	NA	OK	NA
Cumul consolidé groupe	2024 2025	KO	NA	OK	76



7.3 GOVERNANCE, ETHICS AND BUSINESS CONDUCT INDICATORS, RESPONSIBLE PURCHASING

7.3.1 GOVERNANCE

Group Executive Committee

Entities	Year	Number of members at 31/12	Number of male members	Number of women members	Number of members Other	Number of members Not declared	Women on the Executive Committee (%)	Men in CODIR (%)	Other in CODIR (%)	Not declared in CODIR (%)
Cumul consolidé groupe	2024 2025	3	2	1	0	0	33	67	0	0

Group Surveillance Committee

Entities	Year	Number of members at 31/12	Number of executive members	Number of non-executive members	Number of employees	Number of women	Number of independent directors	Percentage of independent directors (%)	Percentage of women directors (%)
Cumul consolidé groupe	2024 2025	5	2	3	0	1	1	20	20

Group Executive Committee

Entities	Year	Nombre de membres du COMITE EXECUTIF au 31/12	Nombre de membre du COMITE EXECUTIF / Hommes	Nombre de membre du COMITE EXECUTIF / Femmes	Femmes dans le COMITE EXECUTIF (%)	Hommes dans le COMITE EXECUTIF (%)
Cumul consolidé groupe	2024 2025	8	6	2	25	75



7.3.2 ETHICS AND BUSINESS CONDUCT

Political commitments and lobbying activities

Entities	Year	Political funding provided (in thousands of €)	Name of funding recipient	Name of funding recipient
Amexio SAS	2024 2025	0	NA	NA
AmeXio Paris	2024 2025			
AmeXio Montpellier	2024 2025			
Amexio Ouest	2024 2025	0	NA	NA
Amexio Nantes SAS	2024 2025	0	NA	NA
Amexio Nord	2024 2025	0	NA	NA
Michelios 3	2024 2025	0	NA	NA
Michelios 4 SAS	2024 2025	0	NA	NA
Atol Conseils et Développements	2024 2025	0	NA	NA
Amexio Portugal	2024 2025	0	NA	NA
Amexio Switzerland SA	2024 2025	0	NA	NA
Amexio Belgique srl	2024 2025	0	NA	NA
Amexio Belgium NV	2024 2025	0	NA	NA
Amexio Luxembourg	2024 2025	0	NA	NA
Amexio Deutschland GmbH	2024 2025	0	NA	NA
Amexio Netherlands B.V.	2024 2025	0	NA	NA
Groupe Amexio Canada Inc.	2024 2025	0	NA	NA
Amexio Inc	2024 2025	0	NA	NA
Cumul consolidé groupe	2024 2025	0	NA	NA



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Prevention and detection of
corruption (1/2)

Entities	Year	Number of members of GOVERNANCE trained in the fight against corruption	Percentage of GOVERNANCE members trained in anti-corruption (%)	Number of FUNCTIONS AT RISK trained in the fight against corruption	Percentage of FUNCTIONS AT RISK that have received anti- corruption training (%)	Number of employees trained in the fight against corruption	Percentage of employees who have received anti-corruption training (%)
Amexio SAS	2023	0	0	1	100	0	0
	2024	0	0	2	100	0	0
	2025						
AmeXio Paris	2023	0	0	0	0	0	0
	2024	0	0	2	100	0	0
	2025	1		1		0	
AmeXio Montpellier	2023	0	0	1	100	0	0
	2024	0	0	0	0	0	0
	2025	0		0		0	
Amexio Ouest	2023	0	0	2	100	0	0
	2024	0	0	0	0	0	0
	2025	0		0		0	
Amexio Nantes SAS	2023	NA	NA	NA	NA	NA	NA
	2024	0	0	1	100	0	0
	2025	0		0		0	
Amexio Nord	2023	0	0	7	100	0	0
	2024	0	0	1	100	0	0
	2025	0		0		0	
Michelios 3	2023	0	0	0	0	0	0
	2024	0	0	0	0	0	0
	2025	0		0		0	
Michelios 4 SAS	2023	0	0	27	100	0	0
	2024	0	0	0	0	0	0
	2025	0		0		0	
Atol Conseils et Développements	2023	NA	NA	NA	NA	NA	NA
	2024	5	100	14	67	0	0
	2025						
Amexio Portugal	2023	0	0	1	100	0	0
	2024	0	0	0	0	0	0
	2025	0		1		0	
Amexio Switzerland SA	2023	0	0	1	100	0	0
	2024	0	0	1	100	0	0
	2025	0		2		0	
Amexio Belgique srl	2023	0	0	0	0	0	0
	2024	0	0	0	0	0	0
	2025	0		0		0	
Amexio Belgium NV	2023	NA	NA	NA	NA	NA	NA
	2024	0	0	4	100	0	0
	2025	0		0		0	
Amexio Luxembourg	2023	0	0	8	100	0	0
	2024	0	0	0	0	0	0
	2025	0		4		0	
Amexio Deutschland GmbH	2023	NA	NA	NA	NA	NA	NA
	2024	0	0	1	100	0	0
	2025	0		0		0	
Amexio Netherlands B.V.	2023	NA	NA	NA	NA	NA	NA
	2024	0	0	6	100	0	0
	2025	0		1		0	
Groupe Amexio Canada Inc.	2023	NA	NA	NA	NA	NA	NA
	2024	0	0	1	100	0	0
	2025	0		1		0	
Amexio Inc	2023	NA	NA	NA	NA	NA	NA
	2024	0	0	0	0	0	0
	2025	0		0		0	
Cumul consolidé groupe	2023	0	0	47	100	0	0
	2024	5	100	31	96,7	0	0
	2025						



Preventing and detecting corruption
(2/2)

Entities	Year	Duration of anti-corruption training (in Hours)	Anti-corruption training format (E-Learning OR On-Site)	Frequency of training (Monthly, Semi-Annually, Annually)	Number of training sessions
Amexio SAS	2024 2025	2	E-Learning	Annuel	1
AmeXio Paris	2024 2025				
AmeXio Montpellier	2024 2025				
Amexio Ouest	2024 2025	2	E-Learning	Annuel	1
Amexio Nantes SAS	2024 2025	2	E-Learning	Annuel	1
Amexio Nord	2024 2025	2	E-Learning	Annuel	1
Michelios 3	2024 2025	2	E-Learning	Annuel	1
Michelios 4 SAS	2024 2025	2	E-Learning	Annuel	1
Atol Conseils et Développements	2024 2025	0,5	E-Learning	Annuel	1
Amexio Portugal	2024 2025	2	E-Learning	Annuel	1
Amexio Switzerland SA	2024 2025	2	E-Learning	Annuel	1
Amexio Belgique srl	2024 2025	2	E-Learning	Annuel	1
Amexio Belgium NV	2024 2025	2	E-Learning	Annuel	1
Amexio Luxembourg	2024 2025	2	E-Learning	Annuel	1
Amexio Deutschland GmbH	2024 2025	2	E-Learning	Annuel	1
Amexio Netherlands B.V.	2024 2025	2	E-Learning	Annuel	1
Groupe Amexio Canada Inc.	2024 2025	2	E-Learning	Annuel	1
Amexio Inc	2024 2025	2	E-Learning	Annuel	1
Cumul consolidé groupe	2024 2025	2	E-Learning	Annuel	1



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Cases of corruption or bribery /
Offences related to corruption or
bribery

Entities	Year	Number of convictions for breaches of anti-corruption and bribery legislation	Amount of fines for breaches of anti-corruption and bribery legislation (€)	Total number of proven cases of corruption or payment of bribes	Number of proven cases leading to dismissal or sanction of employees	Number of confirmed cases of contracts with business partners terminated or not renewed	Number of cases opened (during the reporting year) in progress	Number of cases opened in previous years where the outcome was not known until the reporting period
Amexio SAS	2024 2025	0	0	0	0	0	0	0
AmeXio Paris	2024 2025							
AmeXio Montpellier	2024 2025							
Amexio Ouest	2024 2025	0	0	0	0	0	0	0
Amexio Nantes SAS	2024 2025	0	0	0	0	0	0	0
Amexio Nord	2024 2025	0	0	0	0	0	0	0
Michelios 3	2024 2025	0	0	0	0	0	0	0
Michelios 4 SAS	2024 2025	0	0	0	0	0	0	0
Atol Conseils et Développements	2024 2025	0	0	0	0	0	0	0
Amexio Portugal	2024 2025	0	0	0	0	0	0	0
Amexio Switzerland SA	2024 2025	0	0	0	0	0	0	0
Amexio Belgique srl	2024 2025	0	0	0	0	0	0	0
Amexio Belgium NV	2024 2025	0	0	0	0	0	0	0
Amexio Luxembourg	2024 2025	0	0	0	0	0	0	0
Amexio Deutschland GmbH	2024 2025	0	0	0	0	0	0	0
Amexio Netherlands B.V.	2024 2025	0	0	0	0	0	0	0
Groupe Amexio Canada Inc.	2024 2025	0	0	0	0	0	0	0
Amexio Inc	2024 2025	0	0	0	0	0	0	0
Cumul consolidé groupe	2024 2025	0	0	0	0	0	0	0



Transparency & Communication

Entities	Year	Number of policies and procedures in place to ensure ethical conduct	Number of sustainability or CSR reports published, including information on ethical practices
Amexio SAS	2024 2025	4	2
AmeXio Paris	2024 2025		
AmeXio Montpellier	2024 2025		
Amexio Ouest	2024 2025	4	2
Amexio Nantes SAS	2024 2025	4	2
Amexio Nord	2024 2025	4	2
Michelios 3	2024 2025	4	2
Michelios 4 SAS	2024 2025	4	2
Atol Conseils et Développements	2024 2025	1	1
Amexio Portugal	2024 2025	4	2
Amexio Switzerland SA	2024 2025	4	2
Amexio Belgique srl	2024 2025	4	2
Amexio Belgium NV	2024 2025	4	2
Amexio Luxembourg	2024 2025	4	2
Amexio Deutschland GmbH	2024 2025	4	2
Amexio Netherlands B.V.	2024 2025	4	2
Groupe Amexio Canada Inc.	2024 2025	4	2
Amexio Inc	2024 2025	4	2
Cumul consolidé groupe	2024 2025	5	3



7.3.3 SUPPLIERS AND RESPONSIBLE PURCHASING

General information

Entities	Year	Total number of suppliers	Number of new suppliers on 31/12	Number of suppliers based in France	Number of suppliers headquartered in Europe	Number of suppliers headquartered outside Europe	Number of suppliers headquartered in high-risk areas
Amexio SAS	2024 2025	250	38	237	0	13	0
AmeXio Paris	2024 2025						
AmeXio Montpellier	2024 2025						
Amexio Ouest	2024 2025	50	3	47	0	3	0
Amexio Nantes SAS	2024 2025	58	11	39	16	3	0
Amexio Nord	2024 2025	95	4	90	0	5	0
Michelios 3	2024 2025	60	2	57	0	3	0
Michelios 4 SAS	2024 2025	84	34	80	0	4	0
Atol Conseils et Développements	2024 2025	329	116	274	29	25	1
Amexio Portugal	2024 2025	NS	NS	NS	NS	NS	NS
Amexio Switzerland SA	2024 2025	NS	NS	NS	NS	NS	NS
Amexio Belgique srl	2024 2025	16	16	4	11	1	0
Amexio Belgium NV	2024 2025	195	NS	5	182	8	0
Amexio Luxembourg	2024 2025	62	62	7	49	5	1
Amexio Deutschland GmbH	2024 2025	5	0	0	5	0	0
Amexio Netherlands B.V.	2024 2025	211	NM	NM	NM	NM	NM
Groupe Amexio Canada Inc.	2024 2025	98	0	10	5	83	0
Amexio Inc	2024 2025	19	0	3	1	15	0
Cumul consolidé groupe	2024 2025	1532	286	853	298	168	2



CSR approach of suppliers (Based on a panel of suppliers)

Entities	Year	Number of suppliers on the panel	Number of suppliers that are very small companies OR small and medium-sized companies	Number of suppliers with labels and/or certifications (CSR or other)	Number of suppliers with CSR clauses in their contracts	Number of suppliers headed by women
Amexio SAS	2024 2025	59	30	42	27	4
AmeXio Paris	2024 2025	59	30	42	27	4
AmeXio Montpellier	2024 2025	0	0	0	0	0
Amexio Ouest	2024 2025	0	0	0	0	0
Amexio Nantes SAS	2024 2025	0	0	0	0	0
Amexio Nord	2024 2025	0	0	0	0	0
Michelios 3	2024 2025	0	0	0	0	0
Michelios 4 SAS	2024 2025	0	0	0	0	0
Atol Conseils et Développements	2024 2025	NM	NM	NM	NM	NM
Amexio Portugal	2024 2025	NM	NM	NM	NM	NM
Amexio Switzerland SA	2024 2025	NM	NM	NM	NM	NM
Amexio Belgique srl	2024 2025	0	0	0	0	0
Amexio Belgium NV	2024 2025	NM	NM	NM	NM	NM
Amexio Luxembourg	2024 2025	45	10	20	19	2
Amexio Deutschland GmbH	2024 2025	5	1	NM	NM	2
Amexio Netherlands B.V.	2024 2025	NM	NM	NM	NM	NM
Groupe Amexio Canada Inc.	2024 2025	NM	NM	NM	NM	NM
Amexio Inc	2024 2025	19	4	8	8	0
Cumul consolidé groupe	2024 2025	128	45	70	54	8



Evaluation of suppliers

Entities	Year	Number of suppliers targeted by an evaluation questionnaire	Percentage of suppliers who responded to an evaluation questionnaire (%)	Number of suppliers targeted by an on-site audit	Number of audited/evaluated suppliers committed to an improvement plan
Amexio SAS	2024 2025	16	100	0	0
AmeXio Paris	2024 2025	16	100	0	0
AmeXio Montpellier	2024 2025	0	NA	0	0
Amexio Ouest	2024 2025	0	NA	0	0
Amexio Nantes SAS	2024 2025	0	NA	0	0
Amexio Nord	2024 2025	0	NA	0	0
Michelios 3	2024 2025	0	NA	0	0
Michelios 4 SAS	2024 2025	0	NA	0	0
Atol Conseils et Développements	2024 2025	NA	NA	NA	NA
Amexio Portugal	2024 2025	NM	NM	NM	NM
Amexio Switzerland SA	2024 2025	NM	NM	NM	NM
Amexio Belgique srl	2024 2025	NM	NM	NM	NM
Amexio Belgium NV	2024 2025	NM	NM	NM	NM
Amexio Luxembourg	2024 2025	NM	NM	NM	NM
Amexio Deutschland GmbH	2024 2025	NM	NM	NM	NM
Amexio Netherlands B.V.	2024 2025	NM	NM	NM	NM
Groupe Amexio Canada Inc.	2024 2025	NA	NA	NA	NA
Amexio Inc	2024 2025	NA	NA	NA	NA
Cumul consolidé groupe	2024 2025	16	100	0	0



Signature of the Amexio
Responsible Purchasing Charter

Entities	Year	Number of suppliers targeted for signature	Number of suppliers who have signed the Responsible Purchasing Charter	Percentage of suppliers who have signed the Responsible Purchasing Charter (%)
Amexio SAS	2024 2025	63	40	63,5
AmeXio Paris	2024 2025	63	40	63,5
AmeXio Montpellier	2024 2025	0	0	NA
Amexio Ouest	2024 2025	0	0	NA
Amexio Nantes SAS	2024 2025	0	0	NA
Amexio Nord	2024 2025	0	0	NA
Michelios 3	2024 2025	0	0	NA
Michelios 4 SAS	2024 2025	0	0	NA
Atol Conseils et Développements	2024 2025	NM	NM	NM
Amexio Portugal	2024 2025	NM	NM	NM
Amexio Switzerland SA	2024 2025	NM	NM	NM
Amexio Belgique srl	2024 2025	0	0	NA
Amexio Belgium NV	2024 2025	NM	NM	NM
Amexio Luxembourg	2024 2025	53	17	32,08
Amexio Deutschland GmbH	2024 2025	NM	NM	NM
Amexio Netherlands B.V.	2024 2025	NM	NM	NM
Groupe Amexio Canada Inc.	2024 2025	NM	NM	NM
Amexio Inc	2024 2025	NM	NM	NM
Cumul consolidé groupe	2024 2025	116	57	49,13



Best practices in responsible purchasing

Entities	Year	Number of employees identified as 'buyers'	Percentage of staff identified as 'buyers' trained or made aware of responsible purchasing (%)	Percentage of staff identified as 'buyers' who have an objective view of their responsible purchasing approach (%)	Number of employees trained in collaboration and dialogue with suppliers	'Number of players that the organisation supports locally (schools, universities, associations, etc.)
Amexio SAS	2024 2025	1	100	0	0	17
AmeXio Paris	2024 2025	1	100	0	0	17
AmeXio Montpellier	2024 2025	NA	NA	NA	NA	0
Amexio Ouest	2024 2025	NA	NA	NA	NA	0
Amexio Nantes SAS	2024 2025	NA	NA	NA	NA	0
Amexio Nord	2024 2025	NA	NA	NA	NA	0
Michelios 3	2024 2025	NA	NA	NA	NA	0
Michelios 4 SAS	2024 2025	1	100	0	0	0
Atol Conseils et Développements	2024 2025	7	71	0	0	17
Amexio Portugal	2024 2025	NA	NA	NA	NA	NM
Amexio Switzerland SA	2024 2025	NA	NA	NA	NA	NM
Amexio Belgique srl	2024 2025	4	0	0	0	0
Amexio Belgium NV	2024 2025	1	0	0	0	NM
Amexio Luxembourg	2024 2025	4	0	0	0	NM
Amexio Deutschland GmbH	2024 2025	NA	NA	NA	NA	NM
Amexio Netherlands B.V.	2024 2025	1	100	0	0	0
Groupe Amexio Canada Inc.	2024 2025	1	0	0	0	0
Amexio Inc	2024 2025	1	0	0	0	0
Cumul consolidé groupe	2024 2025	21	41,22	0	0	34



7.4 IT SECURITY & RESPONSIBLE DIGITAL INDICATORS

Information systems security

Entities	Year	Number of confirmed IT security incidents	Number of data leakage declarations made to the CNIL and country equivalents	Number of disputes in progress relating to the use or protection of personal data	Number of security attack simulation campaigns
Amexio SAS	2024 2025	0	0	0	1
AmeXio Paris	2024 2025	0	0	0	1
AmeXio Montpellier	2024 2025	0	0	0	1
Amexio Ouest	2024 2025	0	0	0	1
Amexio Nantes SAS	2024 2025	0	0	0	1
Amexio Nord	2024 2025	0	0	0	1
Michelios 3	2024 2025	0	0	0	1
Michelios 4 SAS	2024 2025	0	0	0	1
Atol Conseils et Développements	2024 2025	0	0	0	1
Amexio Portugal	2024 2025	0	0	0	1
Amexio Switzerland SA	2024 2025	0	0	0	1
Amexio Belgique srl	2024 2025	0	0	0	1
Amexio Belgium NV	2024 2025	0	0	0	1
Amexio Luxembourg	2024 2025	0	0	0	1
Amexio Deutschland GmbH	2024 2025	0	0	0	1
Amexio Netherlands B.V.	2024 2025	0	0	0	1
Groupe Amexio Canada Inc.	2024 2025	1	0	0	1
Amexio Inc	2024 2025	0	0	0	1
Cumul consolidé groupe	2024 2025	1	0	0	1



Prevention and Training Actions

Entities	Year	Number of employees technically trained in cybersecurity	Number of employees made aware of cybersecurity	Number of employees tested for simulated security attacks
Amexio SAS	2023	6	21	0
	2024	0	30	125
	2025			
AmeXio Paris	2023	5	18	0
	2024	0	25	
	2025			
AmeXio Montpellier	2023	1	3	0
	2024	0	5	
	2025			
Amexio Ouest	2023	0	4	0
	2024	0	7	38
	2025			
Amexio Nantes SAS	2023	0	0	0
	2024	0	20	20
	2025			
Amexio Nord	2023	0	4	0
	2024	0	6	40
	2025			
Michelios 3	2023	0	0	0
	2024	0	0	13
	2025			
Michelios 4 SAS	2023	0	0	0
	2024	0	2	19
	2025			
Atol Conseils et Développements	2023	0	37	0
	2024	0	29	262
	2025			
Amexio Portugal	2023	0	0	0
	2024	0	32	34
	2025			
Amexio Switzerland SA	2023	0	0	0
	2024	0	14	15
	2025			
Amexio Belgique srl	2023	0	0	0
	2024	0	0	4
	2025			
Amexio Belgium NV	2023	0	0	0
	2024	0	0	104
	2025			
Amexio Luxembourg	2023	1	0	0
	2024	2	0	49
	2025			
Amexio Deutschland GmbH	2023	0	0	0
	2024	0	5	5
	2025			
Amexio Netherlands B.V.	2023	0	0	0
	2024	0	0	68
	2025			
Groupe Amexio Canada Inc.	2023	0	21	0
	2024	0	20	20
	2025			
Amexio Inc	2023	0	0	0
	2024	0	3	3
	2025			
Cumul consolidé groupe	2023	7	87	0
	2024	2	168	819
	2025			



Responsible Digital Practices

Entities	Year	Number of employees who attended a module on IT eco-design	Number of employees who attended a module on digital accessibility	Number of employees who participated in a Climate Fresk / Digital Fresk workshop	Number of "Digital Clean Up Week" operations
Amexio SAS	2023	121	0	3	0
	2024	13	0	0	1
	2025				
AmeXio Paris	2023	104	0	2	0
	2024	11	0	0	1
	2025				
AmeXio Montpellier	2023	17	0	1	0
	2024	2	0	0	1
	2025				
Amexio Ouest	2023	0	0	0	0
	2024	35	0	0	1
	2025				
Amexio Nantes SAS	2023	0	0	0	0
	2024	18	0	0	1
	2025				
Amexio Nord	2023	37	0	0	0
	2024	2	0	0	1
	2025				
Michelios 3	2023	11	0	6	0
	2024	0	0	0	1
	2025				
Michelios 4 SAS	2023	0	0	4	0
	2024	0	0	0	1
	2025				
Atol Conseils et Développements	2023	0	0	0	0
	2024	1	1	24	0
	2025				
Amexio Portugal	2023	37	0	0	0
	2024	4	0	0	1
	2025				
Amexio Switzerland SA	2023	15	0	1	0
	2024	0	0	0	1
	2025				
Amexio Belgique srl	2023	0	0	0	0
	2024	0	0	0	1
	2025				
Amexio Belgium NV	2023	0	0	0	0
	2024	78	0	0	1
	2025				
Amexio Luxembourg	2023	45	0	2	0
	2024	10	0	0	1
	2025				
Amexio Deutschland GmbH	2023	0	0	0	0
	2024	4	0	0	1
	2025				
Amexio Netherlands B.V.	2023	0	0	0	0
	2024	52	0	0	1
	2025				
Groupe Amexio Canada Inc.	2023	0	0	0	0
	2024	7	0	0	1
	2025				
Amexio Inc	2023	0	0	0	0
	2024	0	0	0	1
	2025				
Cumul consolidé groupe	2023	266	0	19	0
	2024	237	1	24	1
	2025				



7.5 ENVIRONMENTAL INDICATORS

7.5.1 MOBILITY

Leased company vehicles

Entities	Year	Total number of company vehicles	Number of internal combustion company vehicles	Number of hybrid / electric company vehicles	Percentage of company vehicles that are hybrid / electric (%)	Average duration of amortisation contract in years
Amexio SAS	2024 2025	3	2	1	33,33	3
AmeXio Paris	2024 2025	2	1	1	50,00	3
AmeXio Montpellier	2024 2025	1	1	0	0,00	3
Amexio Ouest	2024 2025	2	2	0	0,00	3
Amexio Nantes SAS	2024 2025	2	1	1	50,00	3
Amexio Nord	2024 2025	2	2	0	0,00	3
Michelios 3	2024 2025	2	2	0	0,00	3
Michelios 4 SAS	2024 2025	2	2	0	0,00	3
Atol Conseils et Développements	2024 2025	7	5	2	28,57	4
Amexio Portugal	2024 2025	0	0	0	NA	NA
Amexio Switzerland SA	2024 2025	0	0	0	NA	NA
Amexio Belgique srl	2024 2025	1	0	1	100,00	4
Amexio Belgium NV	2024 2025	98	74	24	24,49	5
Amexio Luxembourg	2024 2025	40	33	7	17,50	4
Amexio Deutschland GmbH	2024 2025	2	1	1	50,00	3
Amexio Netherlands B.V.	2024 2025	42	16	26	61,90	4
Groupe Amexio Canada Inc.	2024 2025	0	0	0	NA	NA
Amexio Inc	2024 2025	0	0	0	NA	NA
Cumul consolidé groupe	2024 2025	203	140	63	29,70	3,00



Bicycle park facilities

Entities	Year	Number of sites concerned by a bike park	Number of sites equipped with a bike park	Percentage of sites equipped with a bike park (%)
Amexio SAS	2024 2025	2	2	100
AmeXio Paris	2024 2025	1	1	100
AmeXio Montpellier	2024 2025	1	1	100
Amexio Ouest	2024 2025	1	1	100
Amexio Nantes SAS	2024 2025	1	1	100
Amexio Nord	2024 2025	1	1	100
Michelios 3	2024 2025	NA	NA	NA
Michelios 4 SAS	2024 2025	NA	NA	NA
Atol Conseils et Développements	2024 2025	4	4	100
Amexio Portugal	2024 2025	1	1	100
Amexio Switzerland SA	2024 2025	1	0	0
Amexio Belgique srl	2024 2025	NA	NA	NA
Amexio Belgium NV	2024 2025	1	1	100
Amexio Luxembourg	2024 2025	1	1	100
Amexio Deutschland GmbH	2024 2025	NA	NA	NA
Amexio Netherlands B.V.	2024 2025	1	1	100
Groupe Amexio Canada Inc.	2024 2025	NA	NA	NA
Amexio Inc	2024 2025	NA	NA	NA
Cumul consolidé groupe	2024 2025	14	13	90,90



Equipment with charging stations
for hybrid / electric vehicles

Entities	Year	Number of sites concerned by a charging points	Number of sites equipped with charging points	Percentage of sites equipped with charging points (%)
Amexio SAS	2024 2025	2	0	0
AmeXio Paris	2024 2025	1	0	0
AmeXio Montpellier	2024 2025	1	0	0
Amexio Ouest	2024 2025	1	0	0
Amexio Nantes SAS	2024 2025	1	0	0
Amexio Nord	2024 2025	1	0	0
Michelios 3	2024 2025	NA	NA	NA
Michelios 4 SAS	2024 2025	NA	NA	NA
Atol Conseils et Développements	2024 2025	4	1	25
Amexio Portugal	2024 2025	NA	NA	NA
Amexio Switzerland SA	2024 2025	1	0	0
Amexio Belgique srl	2024 2025	NA	NA	NA
Amexio Belgium NV	2024 2025	1	1	100
Amexio Luxembourg	2024 2025	1	0	0
Amexio Deutschland GmbH	2024 2025	NA	NA	NA
Amexio Netherlands B.V.	2024 2025	1	1	100
Groupe Amexio Canada Inc.	2024 2025	NA	NA	NA
Amexio Inc	2024 2025	NA	NA	NA
Cumul consolidé groupe	2024 2025	13	3	22,50



Fuel consumption

Entities	Year	Fuel consumption in litres	Petrol consumption in litres	Diesel consumption in litres
Amexio SAS	2024 2025	13 300,17	13 300,17	0,00
AmeXio Paris	2024 2025			
AmeXio Montpellier	2024 2025			
Amexio Ouest	2024 2025	4 373,81	4 373,81	0,00
Amexio Nantes SAS	2024 2025	623,33	623,33	0,00
Amexio Nord	2024 2025	17 194,97	17 194,97	0,00
Michelios 3	2024 2025	5 824,59	5 824,59	0,00
Michelios 4 SAS	2024 2025	23 642,25	23 642,25	0,00
Atol Conseils et Développements	2024 2025	53 012,22	53 012,22	0,00
Amexio Portugal	2024 2025	50 926,97	50 926,97	0,00
Amexio Switzerland SA	2024 2025	2 975,82	2 975,82	0,00
Amexio Belgique srl	2024 2025	4 800,00	4 800,00	0,00
Amexio Belgium NV	2024 2025	98 392,32	98 392,32	0,00
Amexio Luxembourg	2024 2025	NC	NC	NC
Amexio Deutschland GmbH	2024 2025	242,70	242,70	0,00
Amexio Netherlands B.V.	2024 2025	45 362,94	45 362,94	0,00
Groupe Amexio Canada Inc.	2024 2025	14,99	14,99	0,00
Amexio Inc	2024 2025	49,69	49,69	0,00
Cumul consolidé groupe	2024 2025	320 736,78	320 736,78	0,00



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Emissions linked to business travel

Entities	Year	Total expenses	Fuel expenses	Train & plane expenses	Train expenses	Plane expenses	Hosting expenses	Catering expenses
Amexio SAS	2024 2025	319 800,47	23 940,30	44 553,93	NC	NC	21 349,57	35 081,60
AmeXio Paris	2024 2025							
AmeXio Montpellier	2024 2025							
Amexio Ouest	2024 2025	12 916,92	7 872,85	1 064,70	NC	NC	0,00	3 979,37
Amexio Nantes SAS	2024 2025	14 036,80	1 122,00	6 163,60	NC	NC	3 889,20	2 862,00
Amexio Nord	2024 2025	88 014,93	30 950,94	15 879,86	NC	NC	33 822,66	7 361,47
Michelios 3	2024 2025	29 582,18	10 484,27	6 867,03	NC	NC	2 861,63	9 369,25
Michelios 4 SAS	2024 2025	60 153,06	42 556,05	96,91	NC	NC	478,43	17 021,67
Atol Conseils et Développements	2024 2025	380 269,00	95 422,00	74 562,00	NC	NC	72 592,00	137 693,00
Amexio Portugal	2024 2025	95 988,97	91 668,55	1 347,70	NC	NC	843,79	2 128,93
Amexio Switzerland SA	2024 2025	54 142,62	5 356,47	12 011,09	NC	NC	13 002,35	23 772,71
Amexio Belgique srl	2024 2025	11 124,87	8 640,00	260,33	NC	NC	0,00	2 224,54
Amexio Belgium NV	2024 2025	281 065,29	177 106,18	5 205,65	NC	NC	70 050,31	28 703,15
Amexio Luxembourg	2024 2025	72 984,22	NC	NC	NC	NC	NC	NC
Amexio Deutschland GmbH	2024 2025	436,86	436,86	0,00	NC	NC	0,00	0,00
Amexio Netherlands B.V.	2024 2025	215 489,45	81 653,30	40 876,70	NC	NC	69 944,61	23 014,84
Groupe Amexio Canada Inc.	2024 2025	6 210,41	26,98	897,39	NC	NC	3 345,44	1 940,60
Amexio Inc	2024 2025	9 444,02	89,44	2 647,55	NC	NC	6 707,03	0,00
Cumul consolidé groupe	2024 2025	1 651 660,07	577 326,19	212 434,44	0,00	0,00	298 887,02	295 153,13



Emissions linked to employee commuting

Entities	Year	Total workforce at 31/12	Public transport: total distances travelled in km	Private car: total distances travelled in Km	Other (cycling, walking, car-pooling): total distances travelled in Km
Amexio SAS	2024 2025		NM	NM	NM
AmeXio Paris	2024 2025		NM	NM	NM
AmeXio Montpellier	2024 2025		NM	NM	NM
Amexio Ouest	2024 2025		NM	NM	NM
Amexio Nantes SAS	2024 2025		NM	NM	NM
Amexio Nord	2024 2025		NM	NM	NM
Michelios 3	2024 2025		NM	NM	NM
Michelios 4 SAS	2024 2025		NM	NM	NM
Atol Conseils et Développements	2024 2025	262	359478	998512	225993
Amexio Portugal	2024 2025		NM	NM	NM
Amexio Switzerland SA	2024 2025		NM	NM	NM
Amexio Belgique srl	2024 2025		NM	NM	NM
Amexio Belgium NV	2024 2025		NM	NM	NM
Amexio Luxembourg	2024 2025		NM	NM	NM
Amexio Deutschland GmbH	2024 2025		NM	NM	NM
Amexio Netherlands B.V.	2024 2025		NM	NM	NM
Groupe Amexio Canada Inc.	2024 2025		NM	NM	NM
Amexio Inc	2024 2025		NM	NM	NM
Cumul consolidé groupe	2024 2025	262	359478	998512	225993



7.5.2 CONSUMABLES, WASTE AND RECYCLING

Recycling of toners and printer cartridges

Entities	Year	Number of sites concerned by the collection and recycling process	Number of sites equipped with the collection and recycling process	Percentage of sites equipped for collection and recycling (%)
Amexio SAS	2024 2025	1	1	100
AmeXio Paris	2024 2025	1	1	100
AmeXio Montpellier	2024 2025	0	0	100
Amexio Ouest	2024 2025	0	0	100
Amexio Nantes SAS	2024 2025	0	0	100
Amexio Nord	2024 2025	1	1	100
Michelios 3	2024 2025	NA	NA	NA
Michelios 4 SAS	2024 2025	NA	NA	NA
Atol Conseils et Développements	2024 2025	4	4	100
Amexio Portugal	2024 2025	NA	NA	NA
Amexio Switzerland SA	2024 2025	NA	NA	NA
Amexio Belgique srl	2024 2025	NA	NA	NA
Amexio Belgium NV	2024 2025	1	0	0
Amexio Luxembourg	2024 2025	1	1	100
Amexio Deutschland GmbH	2024 2025	NA	NA	NA
Amexio Netherlands B.V.	2024 2025	1	1	100
Groupe Amexio Canada Inc.	2024 2025	1	1	100
Amexio Inc	2024 2025	NA	NA	NA
Cumul consolidé groupe	2024 2025	10	9	90



Recycling computer equipment
(WEEE)

Entities	Year	Number of sites concerned by the collection and recycling process	Number of sites equipped with the collection and recycling process	Percentage of sites equipped for collection and recycling (%)
Amexio SAS	2024 2025	1	1	100
AmeXio Paris	2024 2025	1	1	100
AmeXio Montpellier	2024 2025	NA	NA	NA
Amexio Ouest	2024 2025	1	1	100
Amexio Nantes SAS	2024 2025	1	0	0
Amexio Nord	2024 2025	1	1	100
Michelios 3	2024 2025	NA	NA	NA
Michelios 4 SAS	2024 2025	NA	NA	NA
Atol Conseils et Développements	2024 2025	4	4	100
Amexio Portugal	2024 2025	NA	NA	NA
Amexio Switzerland SA	2024 2025	NA	NA	NA
Amexio Belgique srl	2024 2025	NA	NA	NA
Amexio Belgium NV	2024 2025	1	0	0
Amexio Luxembourg	2024 2025	1	0	0
Amexio Deutschland GmbH	2024 2025	NA	NA	NA
Amexio Netherlands B.V.	2024 2025	1	1	100
Groupe Amexio Canada Inc.	2024 2025	NA	NA	NA
Amexio Inc	2024 2025	NA	NA	NA
Cumul consolidé groupe	2024 2025	11	8	62,50



Management of waste generated

Entities	Year	Quantity of non-dangerous waste (empty printer toners/cartridges) in tonnes	Quantity of dangerous waste (WEEE IT equipment) in tonnes	Quantity of dangerous waste (WEEE IT equipment) recycled in tonnes	Quantity of dangerous waste (WEEE IT equipment) reconditioned and reused in tonnes
Amexio SAS	2024 2025				
AmeXio Paris	2024 2025	0,0016	0,18	0,0108	0,1692
AmeXio Montpellier	2024 2025	0,0002	0	0	0
Amexio Ouest	2024 2025	0,0002	0	0	0
Amexio Nantes SAS	2024 2025	0,0004	0	0	0
Amexio Nord	2024 2025	0,0012	0	0	0
Michelios 3	2024 2025	NA	NA	NA	NA
Michelios 4 SAS	2024 2025	NA	NA	NA	NA
Atol Conseils et Développements	2024 2025	0,008	0,313	NA	NA
Amexio Portugal	2024 2025	NA	NA	NA	NA
Amexio Switzerland SA	2024 2025	NA	NA	NA	NA
Amexio Belgique srl	2024 2025	NA	NA	NA	NA
Amexio Belgium NV	2024 2025	0,0032	0	0	0
Amexio Luxembourg	2024 2025	0,0008	0	0	0
Amexio Deutschland GmbH	2024 2025	NA	NA	NA	NA
Amexio Netherlands B.V.	2024 2025	0,0004	0	0	0
Groupe Amexio Canada Inc.	2024 2025	0,0004	0	0	0
Amexio Inc	2024 2025	NA	NA	NA	NA
Cumul consolidé groupe	2024 2025	0,0164	0,493	0,0108	0,1692



Paper consumption

Entities	Year	Average annual paper consumption (Kg)	Percentage of recycled or certified paper bought (%)
Amexio SAS	2024 2025	97,5	100
AmeXio Paris	2024 2025	90	100
AmeXio Montpellier	2024 2025	7,5	100
Amexio Ouest	2024 2025	7,5	100
Amexio Nantes SAS	2024 2025	0,5	100
Amexio Nord	2024 2025	45	100
Michelios 3	2024 2025	NA	NA
Michelios 4 SAS	2024 2025	NA	NA
Atol Conseils et Développements	2024 2025	NC	NC
Amexio Portugal	2024 2025	0	NA
Amexio Switzerland SA	2024 2025	0	NA
Amexio Belgique srl	2024 2025	0	NA
Amexio Belgium NV	2024 2025	20	90
Amexio Luxembourg	2024 2025	45	100
Amexio Deutschland GmbH	2024 2025	NA	NA
Amexio Netherlands B.V.	2024 2025	5	90
Groupe Amexio Canada Inc.	2024 2025	2,5	90
Amexio Inc	2024 2025	NA	NA
Cumul consolidé groupe	2024 2025	223	96,66



8. CORRESPONDENCE EXTERNAL REFERENCES

8.1 SOCIAL INDICATORS

Indicators	Units	GRI	SASB2018	ODD	CSRD
WORKFORCE					
Workforce					
Workforce Fixed-term contract	#	2-7		8	
Permanent contract workforce	#				
Work-study contracts	#				
Other (trainees, VIE, temporary worker)	#				
Permanent workforce	#				ESRS S1-6
Non-permanent workforce	#				
Total workforce					
Total workforce at 31/12	#	2-7		8	ESRS S1-6
Average workforce (FTE)	#				
Permanent workforce (%)	%				
Non-permanent workforce (%)	%				
Total payroll (€)	EUR	201-1		8	
Total workforce by gender					
Total workforce at 31/12	#				
Male	#				
Female	#	405-1	TC-SI-330a.3	5	ESRS S1-6
Other	#				
Not declared	#				
Share of women in workforce (%)	%	405-1	TC-SI-330a.3	5	
Workforce (by contract and gender) 1/3					
Permanent workforce at 31/12	#	2-7		8	ESRS S1-6
Permanent workforce / woman	#				
Permanent workforce / man	#				
Permanent workforce / other	#				
Permanent workforce / not declared	#				
Share of women in workforce (%)	%	405-1	TC-SI-330a.3	5	
Workforce (by contract and gender) 2/3					
Non-permanent workforce at 31/12	#	2-7		8	ESRS S1-6
Non-permanent workforce / woman	#				
Non-permanent workforce / man	#				
Non-permanent workforce / other	#				
Non-permanent workforce / not declared	#				
Share of women in workforce (%)	%	405-1	TC-SI-330a.3	5	
Workforce (by contract and gender) 3/3					
Total workforce at 31/12	#	2-7		8	ESRS S1-6
Number of non-guaranteed hours / woman	#				
Number of non-guaranteed hours / man	#				
Number of hours not guaranteed / other	#				
Number of hours not guaranteed / not declared	#				
Managerial and non-managerial staff					
Number of managers at 31/12	#	405-1	TC-SI-330a.3	5, 10	
Number of non-managers at 31/12	#				
Number of female managers at 31/12	#				
Number of female non-executives at 31/12	#				
Percentage of managerial staff (%)	%				
Share of female managers (%)	%				
Total workforce by age group					
Total workforce at 31/12	#	405-1			ESRS S1-9
under 30	#				
30 to 50 years old	#				
Over 50	#				
Billable / non-billable workforce					
Permanent workforce at 31/12	#				
number of billable employees	#				
number of non-billable employees	#				
Non-employees					
number of subcontractors at 31/12	#				ESRS S1-7
subcontracting rate	%				



Indicators	Units	GRI	SASB2018	ODD	CSRD
STAFF MOVEMENTS					
New hires					
Total number of new hires	#	401-1		8	
Number of permanent hires	#				
Number of non-permanent hires	#				
Number of new recruits undergoing professional retraining	#				
Number of new hires for professional integration	#				
Number of internships and work-study contracts converted to open-ended contracts	#				
New hires by gender					
Total number of new hires	#	401-1		8	
Number of permanent hires / women	#				
Number of non-permanent hires / women	#				
Number of new recruits undergoing professional retraining / women	#				
Number of new hires for professional integration / women	#				
Number of internships and work-study contracts converted to open-ended contracts / women	#				
Departures					
Total number of departures	#	401-1		8	
Number of permanent staff leaving	#				
Non-permanent staff departures	#				
Number of departures at the employee's initiative	#				
Number of departures initiated by the employer	#				
Departures by reason		401-1		8	
Number of departures due to redundancy	#				
Number of departures due to the end of an employer's trial period	#				
Number of departures due to end of employee trial period	#				
Number leaving due to resignation	#				
Number of departures due to retirement	#				
Number of other departures (contractual termination, death, etc.)	#				
Job creation and turnover					
Net job creation out of total workforce	#	401-1		8	
Turnover rate (%)	%	401-1			
Internal mobility					
Number of employees with geographical mobility	#				
Number of employees who have moved horizontally	#				
Number of employees who have moved vertically	#				



Indicators	Units	GRI	SASB2018	ODD	CSRD
TRAINING AND SKILLS DEVELOPMENT					
Training					
Employees trained at least 1 time	#	404-1		4	ESRS S1-13
Percentage of employees having received at least one training course during the year (%)	%				
Total hours of training	H				
Number of hours of training per employee trained	H				
Training costs					
Total expenditure on employee training (€)	EUR			4	
Average training expenditure per employee (€)	EUR				
% of payroll devoted to training	%				
Regular performance and career development reviews					
Number of annual appraisals	#	404-3			ESRS S1-13
of employees having an annual appraisal	%				ESRS S1-13
HEALTH & SAFETY					
Number of hours worked					
Number of working days in the year	#	403-9		8	
Hours worked per day	H				
Number of hours worked per year	H				
Theoretical annual hours worked	H				
Number of overtime hours paid	H				
Overtime rate (%)	%				
Accidents at work					
Number of lost-time accidents	#	403-9		3, 8	ESRS S1-14
Accident rate (%)	%				ESRS S1-14
Number of days lost as a result of an accident at work	#				
Lost-time accident frequency rate (%)	%				ESRS S1-14
Severity rate (%)	%				ESRS S1-14
Commuting accidents					
Number of commuting accidents	#	403-9		3, 8	
Number of commuting accidents resulting in time off work	#				
Absences					
Number of hours absent due to maternity/paternity leave	H	401-3		3, 8	
Number of hours of absence due to an accident at work	H				
Number of hours absent due to illness	H	403-10			
Number of hours absent for other reasons	H				
Number of occupational illnesses reported	#	403-10			
Total hours of absence	H				
Absenteeism rate (%)	%				ESRS S1-14
Parental leave					
Total number of employees eligible for parental leave	#	401-3			
Total number of employees taking parental leave	#				
Rate of parental leave taken (%)	%				
Fatalities and occupational illnesses					
Number of deaths due to occupational accidents and diseases	#				ESRS S1-14
Number of recordable occupational illnesses (subject to legal restrictions on data collection)	#				ESRS S1-14
Health and safety management system					
Percentage of employees covered by a health and safety management system (%)	%				ESRS S1-14
Work-life balance					
Number of employees questioned on respect for work-life balance	#				
Number of employees indicating that the balance is respected	#				
Number of employees indicating that the balance is not respected	#				
Satisfaction rate with work-life balance (%)	%				ESRS S1-15



Indicators	Units	GRI	SASB2018	ODD	CSRD
DIVERSITY AND INCLUSION					
Gender equality (1/4)					
Gender equality in the workplace index	#	405-2	TC-SI-330a.3.	5, 10	
Gender equality (2/4)					
Number of managers	#	405-1	TC-SI-330a.3.	5, 10	ESRS S1-9
Number of male managers	#				
Number of female managers	#				
Share of female managers (%)	%				
Gender equality (3/4)					
Average hourly pay for men (€)	EUR	405-2	TC-SI-330a.3.	5, 10	ESRS S1-16
Average hourly pay for women (€)	EUR				
Unadjusted gender pay gap (%)	%				
Average annual pay for men (€)	EUR				
Average annual pay for women (€)	EUR				
Unadjusted gender pay gap (on annual pay) (%)	%				
Gender equality (4/4)					
Number of women among the top 10 earners	#	405-2	TC-SI-330a.3.	5, 10	
Women as % of top 10 earners	%				
Number of women among the 10 lowest-paid employees	#				
of women in the 10 lowest-paid employees	%				
Minimum pay (living wage)					
Gross annual salary for the lowest status in the workforce (€)	EUR	202-1		10	ESRS S1-10
Gross annual legal minimum wage (= living wage index) (€)	EUR				
Percentage of employees earning less than the living wage index (%)	%				ESRS S1-16
Ratio of total annual remuneration of the highest paid person to the median total annual remuneration of all employees (%)	%				
People with disabilities					
Number of disabled employees	#	405-1		8, 10	ESRS S1-12
Percentage of disabled employees (%)	%				
Minority and/or vulnerable groups					
Number of foreign employees	#	405-1		10	
Percentage of foreign employees (%)	%				
Number of employees from minority and/or vulnerable groups in management positions	#				
Percentage of employees from minority and/or vulnerable groups in management positions (%)	%				
Training					
Number of employees trained/aware of employee health and safety issues	#	405-1		10	
Number of employees trained/aware of discrimination and harassment issues	#				
Value sharing					
Number of corporate officers forming part of the management (Codir, Comex) who were company shareholders at 31/12	#				
Percentage of capital held by corporate officers at 31/12 (%)	%				
Percentage of capital held by directors of subsidiaries at 31/12 (%)	%				
Number of employees excluding corporate officers and management (Codir / Comex) who were shareholders in the company at 31/12	#				
Percentage of capital held by employees at 31/12 (%)	%				
Percentage of Group employees (excluding ATOL) holding a share of the Group's capital at 31/12 (%)	%				
Social dialogue and collective bargaining coverage					
Number of agreements signed with social partners during the year	#	406-1			ESRS S1-8
Number of labour disputes in progress	#				
Employees covered by a collective agreement (%)	%				
Employees represented in the workplace by staff representatives (%)	%				
Existence of an agreement for representation by a works council (OK / KO)	OK / KO				ESRS S1-8
Number of bilateral communication sessions between employees and management	#				
Social protection					
Employees covered in the event of sickness (%)	%	401-2	EN-IB-330a.1	1, 3, 8	ESRS S1-11
Employees covered in the event of unemployment (%)	%				
Employees covered for accidents at work and acquired disabilities (%)	%				
Employees covered in the event of parental leave (%)	%				
Employees covered in the event of retirement (%)	%				
Cases, complaints and serious impacts on human rights					
Number of reported incidents of discrimination, including harassment	#	405-2	TC-SI-330a.3.	5, 10	ESRS S1-17
Number of complaints filed through reporting channels	#				
Number of serious human rights incidents (non-compliance with UN guidelines, OECD, ILO declaration)	#				
Total amount of fines, penalties and compensation for damages resulting from incidents and complaints (€)	EUR				
Social barometer					
Implementation of an internal survey (OK / KO)	OK / KO	403-6	CG-MR-310a.1	8	
Employee satisfaction measured by internal survey (%)	%				
Implementation of an external survey (OK / KO)	OK / KO				
Employee satisfaction measured by external survey (%)	%				



8.2 GOVERNANCE, ETHICS & BUSINESS CONDUCT INDICATORS, RESPONSIBLE PURCHASING

Indicators	Units	GRI	SASB2018	ODD	CSRD
GOVERNANCE					
Executive Committee					
Number of members at 31/12	#	2-9	TC SI 330a.3	5	ESRS S1-9
Number of male members	#				
Number of women members	#				
Number of members Other	#				
Number of members Not declared	#				
Women on the Executive Committee (%)	%				
Men in CODIR (%)	%				
Other in CODIR (%)	%				
Not declared in CODIR (%)	%				
Surveillance Committee					
Number of members at 31/12	#	2-9	TC SI 330a.3		ESRS 2 GOV-1
Number of executive members	#				
Number of non-executive members	#				
Number of employees	#				
Number of women	#				
Number of independent directors	#				
Percentage of independent directors (%)	%				
Percentage of women directors (%)	%				
Executive Committee					
Number of EXECUTIVE COMMITTEE members at 31/12	#	2-9	TC SI 330a.3	5	ESRS S1-9
Number of EXECUTIVE COMMITTEE members / Men	#				
Number of EXECUTIVE COMMITTEE members / Women	#				
Women on the EXECUTIVE COMMITTEE (%)	%				
Men on the EXECUTIVE COMMITTEE (%)	%				



Indicators	Units	GRI	SASB2018	ODD	CSRD
ETHICS AND BUSINESS CONDUCT					
Political commitments and lobbying activities					
Political funding provided (in thousands of €)	EUR				ESRS G1-5
Name of funding recipient	TXT				
Name of funding recipient	TXT				
Prevention and detection of corruption (1/2)					
Number of members of GOVERNANCE trained in the fight against corruption	#	205-2			ESRS G1-3
Percentage of GOVERNANCE members trained in anti-corruption (%)	%				
Number of FUNCTIONS AT RISK trained in the fight against corruption	#				
Percentage of FUNCTIONS AT RISK that have received anti-corruption training (%)	%				
Number of employees trained in the fight against corruption	#				
Percentage of employees who have received anti-corruption training (%)	%				
Preventing and detecting corruption (2/2)					
Duration of anti-corruption training (in Hours)	H	205-2			ESRS G1-3
Anti-corruption training format (E-Learning OR On-Site)	E-learning /				
Frequency of training (Monthly, Semi-Annually, Annually)	Mensual,				
Number of training sessions	#				
Cases of corruption or bribery / Offences related to corruption or bribery					
Number of convictions for breaches of anti-corruption and bribery legislation	#	417-2	SI-220a.3.		ESRS G1-4
Amount of fines for breaches of anti-corruption and bribery legislation (€)	EUR	417-2	SI-220a.3.		
Total number of proven cases of corruption or payment of bribes	#	205-3			
Number of proven cases leading to dismissal or sanction of employees	#	205-3			
Number of confirmed cases of contracts with business partners terminated or not renewed	#	205-3			
Number of cases opened (during the reporting year) in progress	#	417-2	SI-220a.3.		
Number of cases opened in previous years where the outcome was not known until the reporting period	#	417-2	SI-220a.3.		
Transparency & Communication					
Number of policies and procedures in place to ensure ethical conduct	#	417-2	SI-220a.3.		
Number of sustainability or CSR reports published, including information on ethical practices	#	417-2	SI-220a.3.		

Indicators	Units	GRI	SASB2018	ODD	CSRD
SUPPLIERS AND RESPONSIBLE PURCHASING					
Payment practices - General information					
Average payment period from the due date on the invoice (in DAYS)	#	204			ESRS G1-6
Percentage of invoices paid within standard payment terms (%)	%				
Number of legal proceedings in progress for late payment	#				
Payment practices - By major supplier category					
Standard payment terms for EDITING PARTNERS suppliers (in DAYS)	#	204			ESRS G1-6
Standard payment terms for SUBCONTRACTING suppliers (in DAYS)	#				
Standard payment terms for OTHER EXTERNAL suppliers (in DAYS)	#				
General information					
Total number of suppliers	#				
Number of new suppliers	#				
Total amount of purchases (€)	EUR				
Number of suppliers based in France	#				
Number of suppliers headquartered in Europe	#				
Number of suppliers headquartered outside Europe	#				
Number of suppliers headquartered in high-risk areas	#				
CSR approach of suppliers (carried out on a panel of suppliers)					
Number of suppliers of the panel	#				
Number of suppliers that are very small companies OR small and medium-sized companies	#	308-2 414-1		12, 17	ESRS G1-2
Number of suppliers with labels and/or certifications (CSR or other)	#				
Number of suppliers with CSR clauses in their contracts	#				
Number of suppliers headed by women	#				
Evaluation of suppliers					
Number of suppliers targeted by an evaluation questionnaire	#	308-2		12, 17	ESRS G1-2
Percentage of suppliers who responded to an evaluation questionnaire (%)	%				
Number of suppliers targeted by an on-site audit	#				
Number of audited/evaluated suppliers committed to an improvement plan	#				
Signature of the Amexio Responsible Purchasing Charter					
Number of suppliers targeted for signature	#	308-2		12, 17	
Number of suppliers who have signed the Responsible Purchasing Charter	#				
Percentage of suppliers who have signed the Responsible Purchasing	%				
Best practices in responsible purchasing					
Number of employees identified as ‘buyers	#	308-2		12, 17	ESRS G1-2
Percentage of staff identified as ‘buyers’ trained or made aware of responsible purchasing (%)	%				
Percentage of staff identified as ‘buyers’ who have an objective view of their responsible purchasing approach (%)	%				
Number of employees trained in collaboration and dialogue with suppliers	#				
‘Number of players that the organisation supports locally (schools, universities, associations, etc.)	#				

8.3 IT SECURITY & RESPONSIBLE DIGITAL INDICATORS

Indicators	Units	GRI	SASB2018	ODD	CSRD
Information systems security					
Number of confirmed IT security incidents	#	418-1	TC-SI-230a.1 TC-SI-220a.3 TC-SI-220a.4	16	ESRS sectoriel
Number of data leakage declarations made to the CNIL and country equivalents	#				
Number of disputes in progress relating to the use or protection of personal data	#				
Number of security attack simulation campaigns	#				
Prevention and Training Actions					
Number of employees technically trained in cybersecurity	#	404-2	TC-SI-230a.1	4	ESRS sectoriel
Number of employees made aware of cybersecurity	#				
Number of employees tested for simulated security attacks	#				
Responsible Digital Practices					
Number of employees who attended a module on IT eco-design	#	404-2	TC-SI-230a.1	4	ESRS sectoriel
Number of employees who attended a module on digital accessibility	#				
Number of employees who participated in a Climate Fresk / Digital Fresk workshop	#				
Number of "Digital Clean Up Week" operations	#				

8.4 ENVIRONMENTAL INDICATORS

Indicators	Units	GRI	SASB2018	ODD	CSRD
MOBILITY					
Leased company vehicles					
Total number of company vehicles	#	305-1	CG-MR-410a.1	11, 12, 13	ESRS E1-2
Number of internal combustion company vehicles	#				
Number of hybrid / electric company vehicles	#				
Percentage of company vehicles that are hybrid / electric (%)	%				
Average duration of amortisation contract in years OR year of purchase	#				
Bicycle park facilities					
Number of sites concerned by a bike park	#		IF-TR-110a.1	11, 12, 13	ESRS E1-2
Number of sites equipped with a bike park	#				
Percentage of sites equipped with a bike park (%)	%				
Equipment with charging stations for hybrid / electric vehicles					
Number of sites concerned by a charging points	#	305-1	CG-MR-410a.1	11, 12, 13	ESRS E1-2
Number of sites equipped with charging points	#				
Percentage of sites equipped with charging points (%)	%				
Fuel consumption					
Fuel consumption in litres	L	302-1	TC-SI-130a.1	12	ESRS E1-5
Petrol consumption in litres	L				
Diesel consumption in litres	L				
Emissions linked to business travel					
Total expenses	€	305-3	TC-SI-130a.1	11, 12, 13	ESRS E1-6
Fuel expenses	€				
Train expenses	€				
Plane expenses	€				
Hosting expenses	€				
Catering expenses	€				
Emissions linked to employee commuting					
Total workforce at 31/12	#	305-3	TC-SI-130a.1	11, 12, 13	ESRS E1-6
Public transport: total distances travelled in km	Km				
Private car: total distances travelled in Km	Km				
Other (cycling, walking, car-pooling): total distances travelled in Km	Km				



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Indicators	Units	GRI	SASB2018	ODD	CSRD
CONSUMABLES, WASTE AND RECYCLING					
Recycling of toners and printer cartridges					
Number of sites concerned by the collection and recycling process	#			✓	
Number of sites equipped with the collection and recycling process	#		IF-TR-110a.1	11, 12, 13	ESRS E1-2
Percentage of sites equipped for collection and recycling (%)	%				
Recycling computer equipment (WEEE)					
Number of sites concerned by the collection and recycling process	#			✓	
Number of sites equipped with the collection and recycling process	#		IF-TR-110a.1	11, 12, 13	ESRS E1-2
Percentage of sites equipped for collection and recycling (%)	%				
Management of waste generated					
Quantity of non-dangerous waste (empty printer toners/cartridges) in tonnes	T	306-2			
Quantity of dangerous waste (WEEE IT equipment) in tonnes	T	306-3			
Quantity of dangerous waste (WEEE IT equipment) recycled in tonnes	T	306-4	CG-EC-410a.2	12	ESRS E1-2
Quantity of dangerous waste (WEEE IT equipment) reconditioned and reused in tonnes	T	306-5			
Paper consumption					
Average annual paper consumption (Kg)	Kg	306-2			
Percentage of recycled or certified paper bought (%)	%	306-3		12	ESRS E1-2
EMISSIONS FROM INFORMATION SYSTEMS					
Emissions linked to IT services					
Purchases of IT licences for resale to customers (in € excluding VAT)	EUR	305-1		✓	
Purchases of IT hosting for internal use and for resale to customers (in € excluding VAT)	EUR	305-2	TC-SI-130a.1	9, 12, 13	ESRS sectoriel
Purchases of IT equipment: computers (in € excluding VAT)	EUR	305-3			
Emissions linked to server fixed assets					
Number of servers owned at 31/12	#	305-1		✓	
Average purchase price of servers (in € excl. VAT)	EUR	305-2	TC-SI-130a.1	9, 12, 13	ESRS sectoriel
Year of purchase of servers (if known)	Année	305-3			
ENERGY CONSUMPTION					
Energy consumption (electricity, water, gas)					
Comparative data (in years)	Année			✓	
Total electricity consumption	MWh				
Electricity consumption excluding renewable energy	MWh				
Electricity consumption from renewable sources	MWh				
Total electricity expenditure	€				
Total water consumption	M3	306-1			
Total water consumption	MWh	306-2	TC-SI-130a.1	7, 12, 13	ESRS E1-5
Total water consumption	€	306-3			
Total gas consumption	MWh				
Total gas consumption	€				
Total energy consumption	MWh				
Share of renewable electricity consumption (%)	%				
Share of gas consumption (%)	%				
Total expenditure on all energies	€				
Energy consumption and mix					
Comparative data (in years)	Année			✓	
1 - Fuel consumption from coal and coal-based products (in MWh)	MWh				
2 - Fuel consumption from crude oil and petroleum products (in MWh)	MWh				
3 - Fuel consumption from natural gas (in MWh)	MWh				
4 - Consumption of fuel from other fossil sources (in MWh)	MWh				
5 - Consumption of electricity, heat and cooling purchased or acquired from fossil sources (in MWh)	MWh				
Total fossil fuel energy consumption (in MWh)	MWh	306-1			
7 - Consumption from nuclear sources (in MWh)	MWh	306-2	TC-SI-130a.1	7, 12, 13	ESRS E1-5
8 - Consumption of fuel from renewable sources (in MWh)	MWh	306-3			
9 - Consumption of electricity, heat, steam and cooling purchased or acquired from renewable sources (in MWh)	MWh				
10 - Self-generated non-combustible renewable energy consumption (in MWh)	MWh				
Total consumption of renewable energy (in MWh)	MWh				
Total energy consumption (in MWh)	MWh				
Share of fossil energy in total energy consumption (%)	%				
Share of consumption from nuclear sources in total energy consumption (in %)	%				
Share of renewable sources in total energy consumption (in %)	%				
Energy intensity by net sales					
Comparative data (in years)	Année			✓	
Evolution	%	306-1			
Total energy consumption (in MWh)	MWh	306-2	TC-SI-130a.1	7, 12, 13	ESRS E1-5
Net sales of activities (in €)	€	306-3			
Energy intensity by net sales	MWh/€				



Indicators	Units	GRI	SASB2018	ODD	CSRD
GHG REPORT					
GHG Report					
Retrospective data					
Reference year	Année				
Comparative data	Année				
Year N	Année				
Evolution	%				
Milestones and target years every 5 years	Année				
Annual target in	%				
Gross Scope 1 GHG emissions (teqCO2)	teqCO2	305-1			
Gross Scope 2 GHG emissions based on location (in teqCO2)	teqCO2	305-2			
Gross Scope 2 GHG emissions based on market (teqCO2)	teqCO2	305-2			
Total gross indirect Scope 3 GHG emissions (teqCO2)	teqCO2				
1 - Goods and services purchased	teqCO2				
Sub-category: Cloud computing and data centre services	teqCO2				
2 - Capital goods	teqCO2				
3 - Fuel and energy sector activities (not included in scopes 1 and 2)	teqCO2			13	ESRS E1-6
4 - Upstream transport and distribution	teqCO2				
5 - Waste generated during operations	teqCO2				
6 - Business travel	teqCO2				
7 - Employee commuting	teqCO2	305-3			
8 - Upstream leased assets	teqCO2				
9 - Downstream transport	teqCO2				
10 - Transformation of products sold	teqCO2				
11 - Use of products sold	teqCO2				
12 - End-of-life treatment of products sold	teqCO2				
13 - Downstream leased assets	teqCO2				
14 - Franchises	teqCO2				
15 - Capital expenditure	teqCO2				
Total GHG emissions (in teqCO2)	teqCO2				
Total GHG emissions based on location (in teqCO2)	teqCO2				
Total GHG emissions based on market (in teqCO2)	teqCO2				
GHG intensity based on net sales					
Comparative data (in years)	Année				
Year N	Année				
Evolution	%				
Total GHG emissions (in teqCO2)	teqCO2	306-1	TC-SI-130a.1.	7, 12, 13	ESRS E1-6
Net sales (in €)	€	306-2			
GHG intensity per net turnover	teqCO2/€	306-3			
GHG intensity per employee					
Comparative data (in years)	Année				
Year N	Année				
Evolution	%				
Total GHG emissions (in teqCO2)	teqCO2	306-1	TC-SI-130a.1.	7, 12, 13	ESRS E1-6
Permanent workforce at 31/12	#	306-2			
GHG intensity per employee	teqCO2/ETP	306-3			

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