

REFERENCE
VERSION
DOCUMENT STATUS

RAP108
6.0
APPROVED

CSR REPORT FISCAL YEAR 2025 & PROGRESS PLAN TO HORIZON 2028

COMMUNICATION
ON PROGRESS



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

We welcome feedback on its contents.



REVIEW

Version	Date	Author(s) SURNAME Name	Comments
1.0	03/01/2022	BGE	Initial version
2.0	30/04/2022	BGE	Global Compact COP Update
3.1	28/02/2023	BGE	Annual update
4.0	13/05/2024	BGE	Annual update
5.0	27/03/2025	BGE	Annual update
6.0	T4 2025 – T1 2026	JQA - BGE	Annual update

VALIDATION CIRCUIT

Date	SURNAME Name	Title	Role (author, reviewer, approver)
30/04/2022	XMO	General Management	Approver
02/03/2023	XMO	General Management	Approver
15/04/2024	XMO	General Management	Approver
12/03/2025	ASJ	Financial Management	Approver
23/03/2026	BGE	CSR Management	Approver



TABLE OF CONTENTS

REVIEW	2
VALIDATION CIRCUIT	2
TABLE OF CONTENTS	3
1. GENERAL INFORMATION	5
1.1 ABOUT THIS DOCUMENT	5
1.2 DECLARATION OF SUPPORT FOR THE GLOBAL COMPACT	5
1.3 OUR CONTRIBUTION TO THE SDGS	6
1.4 OUR CONTRIBUTION TO R&D	6
1.5 PRESENTATION OF THE AMEXIO GROUP	7
1.6 OUR CRS APPROACH	9
1.7 CSR GOVERNANCE	9
1.8 INTERNAL AND EXTERNAL STAKEHOLDERS	10
1.9 RESULTS OF THE DUAL MATERIALITY MATRIX ASSESSMENT	11
1.10 CSR RISK ANALYSIS	12
1.11 ESG AUDITS AND EVALUATIONS	13
1.12 ROADMAP AND PROGRESS PLAN TO HORIZON 2028	13
1.13 MEMBERSHIP TO CSR INITIATIVES	17
1.14 LABELS AND CERTIFICATIONS	19
2. SOCIAL & HUMAN RIGHTS	20
2.1 GENERAL POLICY	20
2.2 WORKING CONDITIONS AND LIFE OF THE EMPLOYEE	20
2.3 CAREER MANAGEMENT & TRAINING	21
2.4 DIVERSITY, EQUITY & INCLUSION	22
2.5 EMPLOYEES HEALTH AND SAFETY	26
2.6 EMPLOYEE RELATIONS	27
3. ETHICS	28
3.1 ETHICAL POLICY	28
3.2 ETHIC AND FAIR BUSINESS PRACTICES	29
3.3 INFORMATION SECURITY	29
3.4 INFORMATION SECURITY ASSESSMENT	30
4. RESPONSIBLE PURCHASING	31
4.1 RESPONSIBLE PURCHASING POLICY	31



4.2	RFAR CHARTER SIGNATORY	31
4.3	INTERNAL PURCHASING PROCESS	32
4.4	CSR RISK ANALYSIS AND SUPPLIER ASSESSMENT	33
5.	ENVIRONMENT	34
5.1	ENVIRONMENTAL POLICY	34
5.2	WASTE PREVENTION, REDUCTION AND RECYCLING	34
5.3	ENERGY SAVINGS AND REDUCTION OF OUR GHG EMISSIONS	35
5.4	COMMITMENT TO RESPONSIBLE DIGITAL TECHNOLOGY	36
5.5	ENERGY CONSUMPTION AND MIX	39
5.6	CARBON AUDIT	42
5.7	TRANSITION AND ACTION PLAN FOR CLIMATE CHANGE MITIGATION	44
6.	METHODOLOGICAL NOTE	47
6.1	SCOPE OF CONSOLIDATION	47
6.2	REPORTING PERIOD	47
6.3	ORIGIN OF INFORMATION	47
6.4	EXTERNAL CONTROL	48
7.	INDICATORS	49
7.1	EXPLANATORY NOTE	49
7.2	SOCIAL INDICATORS	50
7.3	GOVERNANCE, ETHICS AND BUSINESS CONDUCT INDICATORS, RESPONSIBLE PURCHASING	83
7.4	IT SECURITY & RESPONSIBLE DIGITAL INDICATORS	91
7.5	ENVIRONMENTAL INDICATORS	94
8.	CORRESPONDENCE EXTERNAL REFERENCES	103
8.1	SOCIAL INDICATORS	103
8.2	GOVERNANCE, ETHICS & BUSINESS CONDUCT INDICATORS, RESPONSIBLE PURCHASING	107
8.3	IT SECURITY & RESPONSIBLE DIGITAL INDICATORS	110
8.4	ENVIRONMENTAL INDICATORS	110



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:

<p>At the Business Model Level</p> 	<p>In terms of CSR practices</p>  
---	--

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).



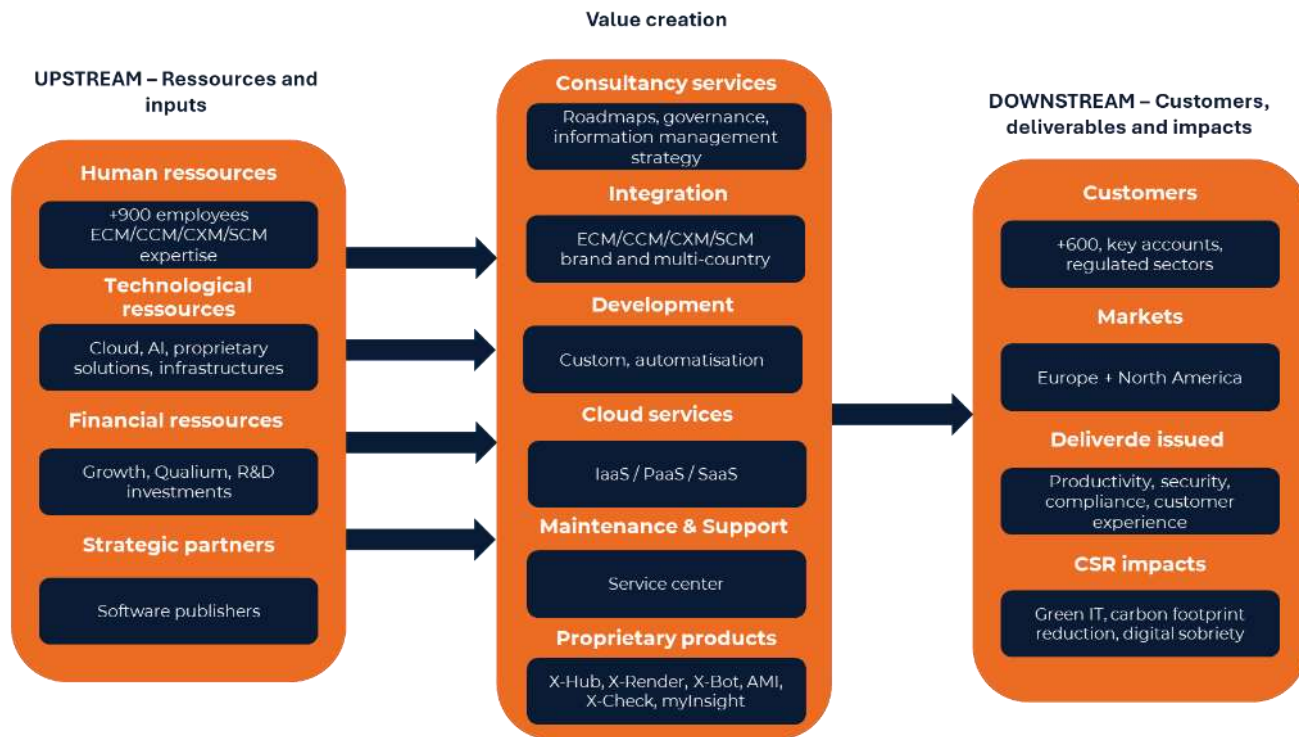
1.5.1 THE GROUP'S BUSINESS MODEL

The AMEXIO Group's strategy is based on sustainable growth and a clear commitment to establishing itself as a leading European player in the field of information management and digital transformation.



1.5.2 VALUE CHAIN

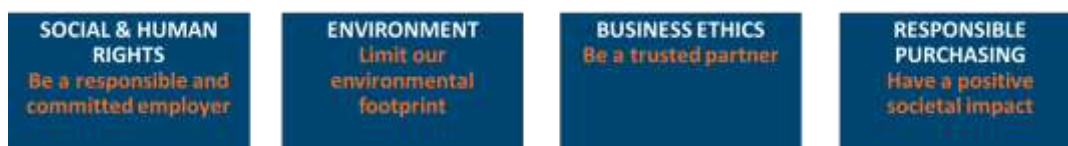
Amexio Group value chain



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 2025, AMEXIO's commitment was rewarded by EcoVadis with **PLATINIUM status and a score of 85/100**.



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).

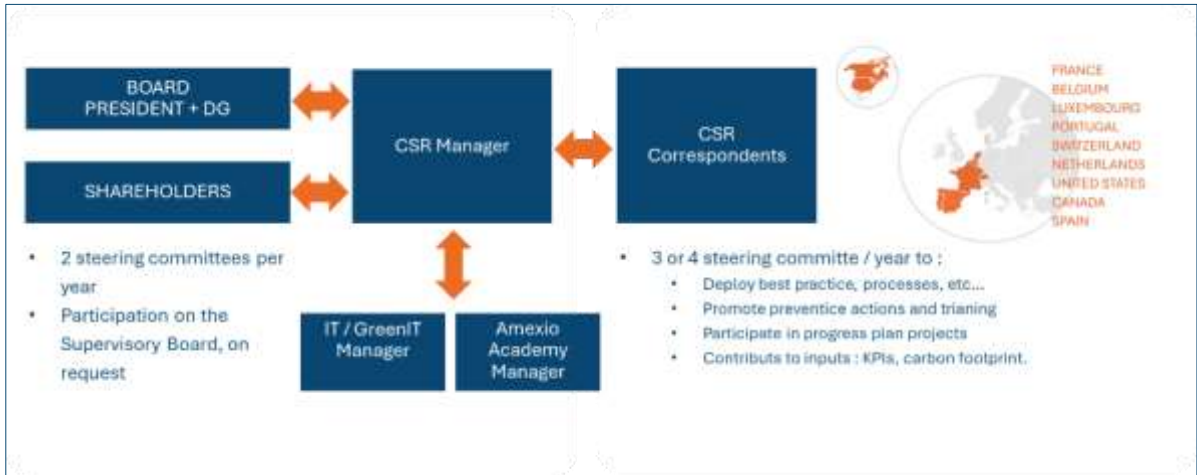
1.7 CSR GOVERNANCE

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.

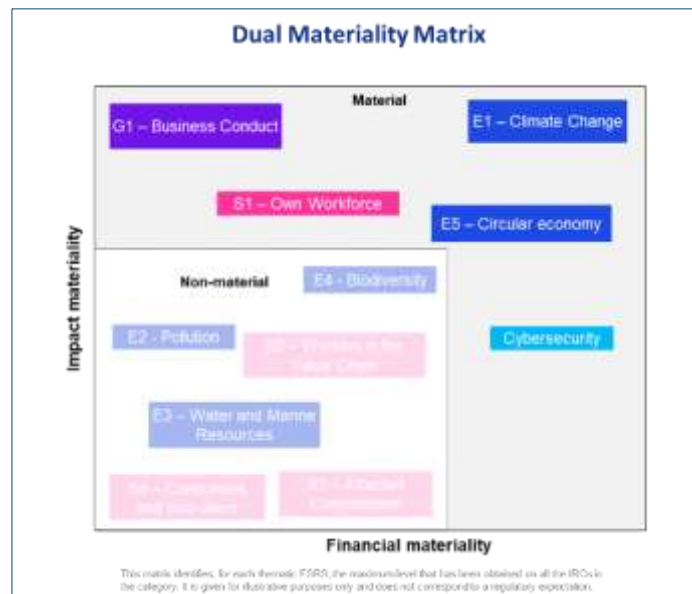


1.9 RESULTS OF THE DUAL MATERIALITY MATRIX ASSESSMENT

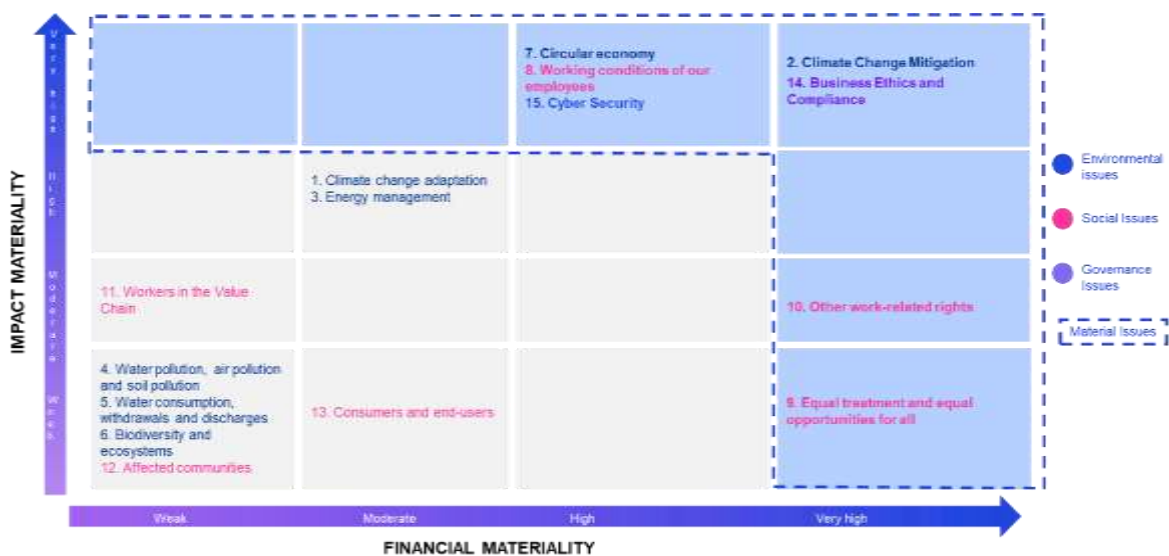
The analysis and scoring of impacts, risks and opportunities enabled AMEXIO to identify five material ESRS and fifteen material issues, as shown in the dual materiality matrix below.

The results of this exercise, which complies with CSRD requirements, are aligned with the CSR risk identification exercise conducted by the Group. Consequently, the Remediation Plan and the Progress Plan for 2028, which have already been formalised, incorporate the material ESRS into AMEXIO’s current CSR approach.

Dual materiality matrix by theme:



Dual materiality matrix by issue:



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
SOCIETAL	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
LEGAL	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**: Ethifinance and Reporting 21.

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

Ethifinance assessment for Muzinich & Co concerning the 2024 financial year:

	2023	2024	Trend	Benchmark	Appreciation
GOVERNANCE	77	77	0	51	●
Composition of governance bodies	63	63	0	53	●
Business ethics and risk management	92	94	+2	45	●
CSR policy	70	70	0	45	●
Relations with suppliers	100	100	0	58	●
Responsibility of products	75	75	0	45	●
ENVIRONMENT	71	73	+2	47	●
Environmental policy and management system	25	33	+8	43	●
Energy and GHG emissions	95	85	-10	59	●
Water, air, soil, and waste	88	100	12	88	●
SOCIAL	73	66	-7	52	●
Working conditions	100	92	-8	54	●
Training - Skills development	100	94	-6	46	●
Equal opportunities	50	33	-17	47	●
Health and safety	63	75	+12	54	●
GLOBAL SCORE	73	71	-2	47	●

Legend:
 ● favorable (score > benchmark average)
 ● neutral (score +/-10 pts = benchmark average)
 ● unfavorable (score < benchmark average)

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 PROGRESS PLAN : 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 25%	up to 25%	up to 28%	up to 28%	Diversity and inclusion	Quantity	Group
SOCIAL	Increase the AVERAGE grade in the gender equality index for the involved companies of more than 80/100	> 80/100	> 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	Implementation		Tools and procedures optimization	Quality	Group
SOCIAL	Formalize a training catalog and implement its application Group-wide			Catalog	Implementation	Implementation		Skills management	Quality	Group
SOCIAL	Raise awareness among employees about the prevention of musculoskeletal disorders (MSDs)				up to 80%	up to 80%	up to 80%	Health and safety	Quantity	France



1.12.2 PROGRESS PLAN : 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	Quality	Group
ENVIRONMENT	Standardize computer stations layout for new hires according to eco-responsible regulations allowing for a lesser impact of batteries, brightness, printer managing, across all our sites		up to 50%	up to 75%	up to 75%	up to 100%	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 PROGRESS PLAN : 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 and implement it across all entities for application		Implementation	Evolution	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 PROGRESS PLAN : RESPONSIBLE PURCHASING


THEME	Progress objectives	2023	2024	2025	2026	2027	2028	Categories	Objective type (quality / quantity)	Scope
PURCHASING	Map strategic suppliers (software partners) and make them sign the Responsible Purchasing Charter			up to 40%	up to 40%	up to 45%	up to 50%	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	Implementation	Implementation	Implementation	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 DIVERSITE (DIVERSITY CHARTER) since 2021.</p>
<p>MANIFESTE #ReconversionFemmesNum</p>	<p>Since 2021, AMEXIO has been a signatory of the Manifeste #ReconversionFemNum 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 NUMERIQUE 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 CHARTE 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

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>Verify Certificate SGS</p>	<p>In 2024, AMEXIO obtained ISO 9001 certification, confirming the Group's commitment to quality, customer satisfaction and continuous improvement. This international standard recognises the implementation of a structured, effective quality management system focused on customer needs. The certification covers the Group's main activities in several countries, thereby strengthening its credibility, operational efficiency and stakeholder confidence.</p>
	<p>Our subsidiary ATOL CD is already ISO 27001 certified. AMEXIO is currently undergoing certification for its other entities.</p>



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.



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 Opcvo**, 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.



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-raising and prevention initiatives are organised to combat stereotypes and support vulnerable groups:

To raise awareness among our employees, we adapt our approach to suit the occasion: breakfasts and afternoon snacks with entertainment, fun quizzes, discussion workshops, webinars, photo shoots, internal displays, event sponsorship

We systematically communicate on **social media to raise awareness among our network** about our main commitments:

- **International Women's Rights Day**
- **Pink October and Movember**
- **International Day Against Homophobia, Transphobia and Biphobia**
- **AMEXIO is a partner of the National Adaptive Tennis Tournament**, which welcomes the best French tennis players with mental or psychological disabilities.



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:**

- Training on **‘Cybersecurity Essentials’** for all new arrivals.
- 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.
- **First Aid and Rescue Training** for a specific category of staff.
- **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)**.
- In order to acquire the skills necessary for occupational risk prevention and emergency management in the workplace, we have integrated **training for a number of key personnel to become Workplace First Aid Responders**.
- 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, **information sessions are organised** by management with staff.
- Minutes are systematically taken during the session and signed by management, **describing the topics presented, any questions asked and the answers given**.

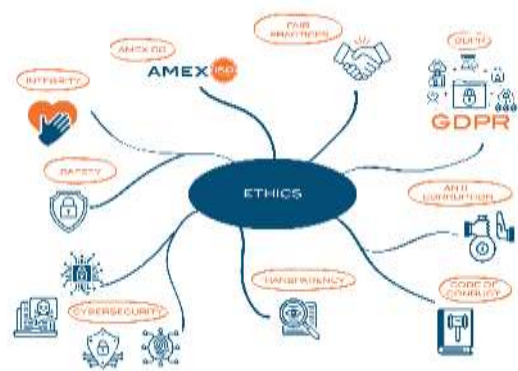


3. ETHICS

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’ in the fight against corruption,
- **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
- The deployment of an **ERP (Enterprise Resource Planning) system** allows for the **centralisation and automation of business processes** in a single tool: finance, purchasing, sales, human resources, sensitive transactions related to expenses and invitations.
- 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 overall framework provided by our **ISO 9001 certification** confirms the implementation of a **structured, effective quality management system focused on customer needs**.
- The application of **regulations applicable to our business, such as the General Data Protection Regulation (RGPD)**.



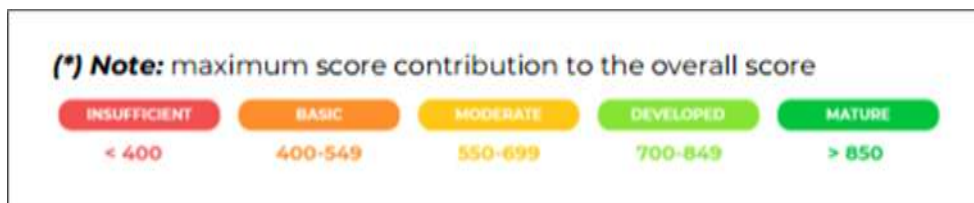
Our **Data Protection Officer (DPO)** ensures the deployment and maintenance of the **General Data Protection Regulation compliance system**.

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).



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.
- Implementation of a **policy to replace our IT equipment at least every five years**. We prioritise repairs and encourage the use of equipment until the end of its life.
- **Collection and re-use of our IT products** by an association that employs **disabled people on integration schemes**.
- Annual purchases of services from **Adapted Companies (AC) and Work Assistance Establishments or Services (WAES)** for translation and promotional item production services, as well as in the context of our consulting activities.



4.4 CSR RISK ANALYSIS AND SUPPLIER ASSESSMENT

In 2025, given our external growth, we revised our CSR risk analysis and responsible purchasing approach to refocus it on our strategic suppliers.

To **assess these strategic suppliers**, we chose to use the **ECOVADIS impact indicator**, which allows us to:

- Gather accurate information on their **Ecovadis rating**.
- Obtain factual information on **social and environmental factors** at these suppliers.
- Strengthen **trust and collaboration** with these strategic suppliers.
- **Strengthen our actions in favour of sustainable practices** within our supply chain by having them **sign our Responsible Purchasing Charter**.

This new mapping enables us to establish the following average indicator levels:

- More than 60% of strategic suppliers have an ECOVADIS impact indicator
- Of which, on average, 70% are Bronze, 15% Silver, 10% Gold and 5% Platinum
- More than 30% of strategic suppliers have signed the Purchasing Charter



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 **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** 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 waste electrical and electronic equipment (WEEE)**.
- **Batteries are regularly collected and deposited** in collection bins.

5.3 ENERGY SAVINGS AND REDUCTION OF 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.
- **Over 70% of our sites are “100% renewable energy” electricity contract**, sourced from hydro, wind, biomass, solar and nuclear sources.
- 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:

- In June 2021, AMEXIO signed an agreement setting out the conditions for remote working at AMEXIO. Since then, this agreement has allowed all employees to work remotely one day per week, significantly reducing 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 face-to-face meetings and thus reduce travel and the associated greenhouse gas emissions.
 - In October 2024, our subsidiary ATOL CD subscribed to and deployed a business travel booking and management platform in order to better measure and control the GHG emissions generated by their business travel.

5.4 COMMITMENT TO RESPONSIBLE DIGITAL TECHNOLOGY

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 Advisor was appointed** and defined a **policy to reduce the Group's digital environmental footprint** based on four commitments:

AMEXIO GREEN IT

Our Commitments

- Eco-Friendly Design
- Environmental Awareness
- IT Digitalisation & Optimisation
- Responsible IT Management



CLIMATE NEUTRAL DATA CENTER

Eco-Friendly Design & Environmental Awareness

- Training all our consultants in IT eco-design
- Raising awareness among middle and top management
- Carrying out a carbon footprint report every year

IT Digitalisation & Optimisation

- Migrating our infrastructures and centralising our data centers via AmexioCloud
- Pooling tools and eliminating duplicate applications

Responsible IT Management

- Reducing impact by standardising the configuration of IT workstations
- Deploying the WEEE (Waste Electrical and Electronic Equipment) collecting and recycling process at all our sites

As a leader in our domain of expertise and a provider of cloud solutions, Amexio is committed to adopting a **strong eco-responsible approach** that translates into concrete actions.

Our responsibility is to set an example, through our partners, employees, suppliers, in the establishment of our value chain.



Signatory to the Responsible Digital Charter:

AMEXIO has been a member of the **Responsible Digital Charter network** since 2024 (<https://charter.isit-europe.org/signataires-charte-nr/>). By signing this charter, AMEXIO affirms its commitment to resolutely adopting a 'Responsible Digital' approach for its organisation.



Certain objectives have been part of our roadmap for several years.

Awareness and training:

- Raising awareness of climate issues among senior and middle management through a **Fresque du Climat workshop**.
- Over 97% of employees responsible for designing offers are **trained in IT eco-design**.
- 100% of employees are **aware of the essentials of cybersecurity**.
- Organisation of an annual '**Digital Clean Up Week**' campaign.
- Organisation of **phishing campaigns** twice a year to test employee awareness.

Eco-responsible IT management:

- **Extending the lifespan of our IT equipment** (5 years on average) by repairing it or giving it a second life. We use GLPI software to manage our IT equipment. This management system is gradually being rolled out across all Group entities.
- **Standardisation of the configuration of new employees' IT workstations** with eco-responsible rules to reduce the impact of batteries, brightness and printer management. Currently, 50% of our sites are managed according to this standardisation.
- Rollout of the **waste electrical and electronic equipment (WEEE) recycling process** to all our entities. Currently, more than 72% of our sites are equipped with this process.

Optimised energy consumption of the information system:

- **Migration of infrastructure to newer server ranges**, thereby reducing the number of servers and enabling better resource sharing. This objective was 100% achieved by the end of the 2025 financial year.
- **Elimination of internal data centres** in favour of optimised centralisation via AMEXIOCloud. This objective was 100% achieved by the end of the 2025 financial year.
- **Pooling of tools and elimination of duplicate applications**. This objective was 70% achieved by the end of the 2025 financial year.



Selection of our cloud provider:

As a provider of PaaS and SaaS solutions for electronic document management (EDM), **AMEXIO's infrastructure is based on OVHcloud's physical servers.**

This architecture allows us to offer a 99.9% SLA, optimised backup thanks to deduplication, and reduced energy consumption.

We continuously monitor server technologies in order to select the most energy-efficient and environmentally friendly models, while meeting our performance and scalability requirements.

OVHCloud Sustainability Certifications and Initiatives:

- **ISO 14001 Certification**

The OVHcloud data centre in Gravelines has been ISO 14001 certified since November 2023, with plans to extend certification to all French data centres.

- **ISO 50001 Certification**

All OVH data centres have been certified since November 2021, providing guidelines for developing an energy management approach to continuously improve energy efficiency.

- **EU Code of Conduct for Data Centres**

OVHcloud participates in the European Commission's initiative to improve the energy efficiency of data centres.

- **Pact for Climate-Neutral Data Centres**

OVHcloud is a signatory to this pact, committing to climate-neutral operations by 2030.

- **100% of suppliers sign a Code of Conduct** in which they commit to complying with a responsible and comprehensive approach to compliance issues.

- **OVHCloud adheres to the various principles set out** in the United Nations Global Compact and the conventions of the International Labour Organisation.



5.5 ENERGY CONSUMPTION AND MIX

5.5.1 EQUIPMENT OF UNITS WITH ELECTRICITY CONTRACTS

Below is a **comprehensive list of the Group's entities and details of their electricity consumption contracts**. Some entities do not have premises or have their electricity consumption included in their expenses without a detailed breakdown.

	AmeXio SAS - Paris	AmeXio SAS - Montpellier	AmeXio Ouest	AmeXio Nantes SAS	AmeXio Nord	Michelios 3	Michelios 4	Atol CD - Gevrey-Chambertin	Atol CD - Dijon-Maret	Atol CD - Dijon-Carnot	Atol CD - Besançon	Atol CD - Dijon-Sembat
Contrat	Contrat énergie renouvelable	Contrat classique (jusqu'au 15/07/25) Contrat énergie renouvelable (à partir du 15/07/25)	Contrat classique	Pas d'indication, montant et conso indiqués dans le relevé de charge	Contrat classique (jusqu'au 09/10/25) Contrat énergie renouvelable (à partir du 09/10/25)	Pas de locaux	Pas de locaux	Pack Performance	Contrat flexible, option ENR	Contrat flexible, option ENR	Contrat flexible, option ENR	Pas d'indication, montant et conso indiqués dans le relevé de charges
Energie renouvelable	100%	4,7% (jusqu'au 15/07/25) 100% (à partir du 15/07/25)	4,70%	NM	21,69% (jusqu'au 09/10/25) 100% (à partir du 09/10/25)	NA	NA	7,20%	100%	100%	100%	NM

	AmeXio Portugal	AmeXio Switzerland SA	AmeXio Belgique SRL	AmeXio Belgium NV	Xenit Solutions	AmeXio Luxembourg	AmeXio Deutschland	AmeXio Netherlands B.V.	Groupe AmeXio Canada Inc.	AmeXio Inc. (USA)
Contrat	Contrat énergie renouvelable	Pas de détail, inclus dans le loyer	Pas d'indication, montant et conso indiqués dans le relevé de charge	Factures trimestrielles avec conso + montants	Pas d'indication sur la conso	Pas d'indication, montant et conso indiqués dans le relevé de charge	Pas de locaux	Contrat énergie renouvelable	Contrat énergie renouvelable	Pas de locaux
Energie renouvelable	100%	NM	NM	NM	NM	NM	NA	100%	100%	NA



5.5.2 ENERGY CONSUMPTION (ELECTRICITY, WATER, GAS)

		Comparative data			
		2023	2024	2024 revised	2025
Electricity	Unité / Unit				
Total consumption	MWh	207,44	333,91	333,04	402,34
	<i>Of which non-renewable energy consumption</i>	199,25	284,23	248,73	197,36
	<i>Of which renewable energy consumption</i>	8,19	49,69	84,31	204,98
Cost	€ - EUR	69 619,69	110 404,67	74 228,61	76 445,17
Water					
Total consumption	M3	1 899,80	2 315,80	2 322,85	2 259,27
Total consumption	MWh	61,74	75,26	75,49	73,41
Cost	€ - EUR	1 764,18	3 906,76	2 933,99	4 847,29
Gas					
Total consumption	MWh	398,68	498,42	125,13	101,35
Cost	€ - EUR	22 643,31	29 075,93	30 109,20	17 921,36
Totals					
Total energy consumption	MWh	667,86	907,24	533,66	577,10
Share of electricity consumption from renewable sources	%	1,23	5,47	15,80	35,52
Share of gas consumption	%	59,70	54,92	23,45	17,56
Total expenses for all energies	€ - EUR	94 027,18	143 387,37	107 271,80	99 213,82

Comparability between financial years:

The 2024 figures originally provided have been revised, revealing a smaller increase between 2023 and 2024. Comparability between 2024 and 2025 is of little significance.

5.5.3 ENERGY CONSUMPTION AND MIX

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

		Comparative data			
		2023	2024	2024 revised	2025
Fossil energy	Unité / Unit				
1 - Fuel consumption from coal and coal-based products	MWh	0	0	0	0
2 - Fuel consumption from crude oil and petroleum products	MWh	NC	2854,56	2854,56	2045,25
3 - Fuel consumption from natural gas	MWh	398,68	498,42	125,13	101,35
4 - Consumption of fuel from other fossil sources	MWh	0	0	0	0
5 - Consumption of electricity, heat and cooling purchased or acquired from fossil sources	MWh	199,25	284,23	248,73	197,36
Total fossil fuel energy consumption	MWh	597,93	3637,21	3228,42	2343,96
Nuclear energy					
7 - Consumption from nuclear sources	MWh	0	0	0	0
Renewable energy					
8 - Consumption of fuel from renewable sources	MWh	0	0	0	0
9 - Consumption of electricity, heat, steam and cooling purchased or acquired from renewable sources	MWh	8,19	49,69	84,31	204,98
10 - Self-generated non-combustible renewable energy consumption	MWh	0	0	0	0
Total consumption of renewable energy	MWh	8,19	49,69	84,31	204,98
Totals					
Total energy consumption	MWh	606,12	3686,90	3312,73	2548,94
Share of fossil energy in total energy consumption	%	98,65	98,65	97,45	91,96
Share of consumption from nuclear sources in total energy consumption	%	0	0	0	0
Share of renewable sources in total energy consumption	%	1,35	1,35	2,55	8,04



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 coming years will see these data adjusted and made more reliable thanks to the implementation of a Group ERP system.

		Comparative data				2025 / 2024 revised
		2023	2024	2024 <i>révisé</i>	2025	%N / N-1
	Unité / Unit					
Total energy consumption	MWh	606,12	3686,90	3312,73	2548,94	-23,06
Net sales of activities	€ - EUR	95938116	118000000	118000000	104000000	-11,86
Energy intensity by net sales	MWh / € - EUR	0,00000632	0,00003124	0,00002807	0,00002451	-12,70



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

	Unit	Retrospective data			
		2022	2023	2024	%N / N-1
Scope 1 GHG emissions					
Gross Scope 1 GHG emissions	teqCO2	22	11	802	7 190,91
Scope 2 GHG emissions					
Gross Scope 2 GHG emissions based on location	teqCO2	5	3	11	266,67
Gross Scope 2 GHG emissions based on market	teqCO2	0	0	0	0
Significant Scope 3 GHG emissions					
Total gross indirect Scope 3 GHG emissions	teqCO2	1293	2765	3247	17,43
Total GHG emissions					
Total GHG emissions based on location	teqCO2	1320	2779	4060	46,10
Total GHG emissions based on market	teqCO2	0	0	0	0



5.6.3 GHG INTENSITY BASED ON NET SALES

	Unité / Unit	Comparative data		
		2023	2024 revised	%N / N-1
Total GHG emissions	teqCO2	2780	4060	46,04
Net sales	€ - EUR	95 938 116	118 000 000	23,00
Total GHG emissions per net sales	teqCO2/€ - EUR	0,00002898	0,00003441	18,74

5.6.4 GHG INTENSITY BY EMPLOYEE

	Unit	Comparative data		
		2023	2024	%N / N-1
Total GHG emissions	teqCO2	2780	4060	46,04
Permanent workforce at 31/12	FTE	543	777	43,09
Total GHG emissions per employee	teqCO2/FTE	5,12	5,23	2,06

5.6.5 COMPARABILITY BETWEEN FISCAL YEARS 2023 AND 2024

The increase in carbon footprint is mainly due to an external growth factor (see the section entitled ‘Scope of consolidation’) and the inclusion of fuel consumption in our indicators for the 2024 financial year.



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**.

These targets are estimates at this stage.

A transition plan based on work related to the CSRD Directive will be implemented in the coming years.

5.7.1 GHG EMISSION REDUCTION TARGETS BY SCOPE

Reduction targets are expressed for the 2030 horizon and estimated in relation to the 2024 emissions.

	Unit	Retrospective data				Milestones and target years	
		2022	2023	2024	%N / N-1	2030	Annual target in % / year 2024
Scope 1 GHG emissions							
Gross Scope 1 GHG emissions	teqCO2	22	11	802	7 190,91	650	-4,0%
Scope 2 GHG emissions							
Gross Scope 2 GHG emissions based on location	teqCO2	5	3	11	266,67	8	-5,0%
Gross Scope 2 GHG emissions based on market	teqCO2	0	0	0	0	0	
Significant Scope 3 GHG emissions							
Total gross indirect Scope 3 GHG emissions	teqCO2	1293	2765	3247	17,43	3000	-1,5%
Total GHG emissions							
Total GHG emissions based on location	teqCO2	1320	2779	4060	46,10	3658	-2,0%
Total GHG emissions based on market	teqCO2	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 tCOEq/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

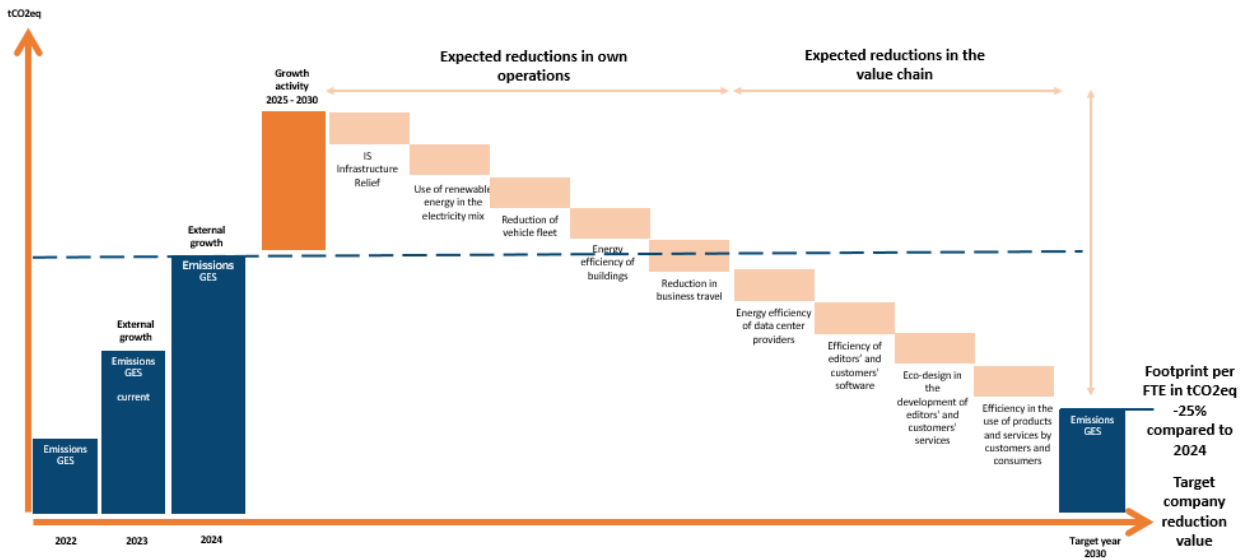


5.7.3 OUR DECARBONIZATION TRAJECTORY

The Group must constantly adapt in order to activate several decarbonisation levers. With this in mind, we have conducted discussions to identify levers and develop an initial draft decarbonisation roadmap. This initial work has enabled us to implement the **following actions to reduce our energy footprint and improve our environmental impact, both in our internal operations and across our entire value chain.**

This decarbonisation pathway is an estimate at this stage. A transition plan based on work related to the CSRD Directive will be implemented in the coming years.

Decarbonization trajectory



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 software from publishers and customers:

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

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

- 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	2023	2024	2025
Scope	Initial AMEXIO entities + Entities from the Acolad Digital acquisition	All Group entities Including subsidiary ATOL Conseils et Développements	All Group entities Including : <ul style="list-style-type: none"> • ATOL Conseils & Développements subsidiary • Xenit Solutions (consolidated as of 8 April 2025) consolidated figures for the full financial year
Social data consolidation	French entities only Including Acolad Digital Nantes		
Environmental data consolidation	Initial entities AMEXIO + Entities from the Acolad Digital acquisition		

For the 2025 financial year, we have excluded the following from the scope:

- AMEXIO Deutschland GmbH (closure at the end of Q1 2025)
- AMEXIO Espana S.L. (integration in Q4 2025)
- AMEXIO ERP (integration in Q4 2025)
- Arawa, acquisition by the subsidiary Atol CD (Q2 2025)

In the 2025 financial year, AMEXIO Nantes still existed as a legal entity. In October 2025, all AMEXIO Nantes employees were transferred to AMEXIO Ouest. Consequently, all the performance indicators for the two entities were consolidated under AMEXIO Ouest.

6.2 REPORTING PERIOD

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

6.3 ORIGIN OF INFORMATION

The Group is currently rolling out an ERP (Enterprise Resource Planning) system for all of its entities, including its subsidiary ATOL Conseils et Développements.

At this stage, **social, accounting and environmental indicators are sourced from various tools, such as:** Silae, Luca, Odoo, SAP, Sage

The indicators are collected from those responsible for the topics covered: CSR correspondents, human resources, administrative, financial and IT managers, AMEXIO Academy and energy suppliers.



6.4 EXTERNAL CONTROL

As part of the work related to the European CSRD (Corporate Sustainability Reporting Directive) aimed at strengthening and standardising non-financial (ESG) reporting by companies, a 'dry run' audit will be carried out by the statutory auditors in 2026 on the indicators provided in this document.



7. INDICATORS

7.1 EXPLANATORY NOTE

The indicators presented in this document are based on the **following key international frameworks and standards**:

- **GRI (Global Reporting Initiative):** a voluntary international standard for sustainability reporting, widely recognised and adopted worldwide.
- **SDGs (Sustainable Development Goals):** official framework established by the United Nations, defining indicators to measure progress towards 17 global goals.
- **CSRD (Corporate Sustainability Reporting Directive):** European regulatory framework based on the **European Sustainability Reporting Standards (ESRS)**, which set disclosure requirements for environmental, social and governance matters.

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

7.2.1.1 Workforce

Entities	Year	Workforce Fixed-term contract	Permanent contract workforce	Work-study contracts	Other (trainees, VIE)	Permanent workforce	Non-permanent workforce
Amexio SAS	2024	0	109	16	0	109	16
	2025	11	101	11	0	101	11
Amexio Ouest	2024	0	32	6	0	32	6
	2025	3	48	3	0	48	3
Amexio Nantes SAS	2024	0	19	1	0	19	1
	2025	NA	NA	NA	NA	NA	NA
Amexio Nord	2024	0	37	3	0	37	3
	2025	1	29	1	0	29	1
Amexio ERP	2025	NA	NA	NA	NA	NA	NA
Michelios 3	2024	0	13	0	0	13	0
	2025	0	11	0	0	11	0
Michelios 4 SAS	2024	0	19	0	0	19	0
	2025	0	18	0	0	18	0
Atol Conseils et Développements	2024	0	244	18	0	244	18
	2025	0	257	13	1	257	13
Amexio Portugal	2024	0	33	0	2	33	0
	2025	0	30	NA	0	30	0
Amexio Espana S.L.	2025	NA	NA	NA	NA	NA	NA
Amexio Switzerland SA	2024	0	14	0	0	14	0
	2025	0	14	0	0	14	0
Amexio Belgique srl	2024	0	4	0	0	4	0
	2025	0	3	0	0	3	0
Amexio Belgium NV	2024	0	104	0	1	104	0
	2025	0	92	0	0	92	0
Xenit Solutions	2025	0	20	0	0	20	0
Amexio Luxembourg	2024	0	53	0	0	53	0
	2025	0	47	1	0	47	1
Amexio Deutschland GmbH	2024	0	5	0	0	5	0
	2025	NA	NA	NA	NA	NA	NA
Amexio Netherlands B.V.	2024	0	68	0	9	68	0
	2025	0	66	0	9	66	0
Groupe Amexio Canada Inc.	2024	1	20	0	0	20	1
	2025	0	17	0	0	17	0
Amexio Inc	2024	0	3	0	0	3	0
	2025	0	4	0	0	4	0
Cumul consolidé groupe	2024	1	777	44	12	777	45
	2025	15	757	29	10	757	29



7.2.1.2 Total workforce

Entities	Year	Total workforce at 31/12	Average workforce (FTE)	Permanent workforce (%)	Non-permanent workforce (%)	Total payroll (€)
Cumul consolidé groupe	2024	822	817,75	94,52	5,48	41 962 523,45
	2025	786	783,15	96,31	3,69	42 734 277,44

Entities	Year	Total workforce at 31/12	Average workforce (FTE)	Permanent workforce (%)	Non-permanent workforce (%)
Amexio SAS	2024	125	125,00	87,20	12,8
	2025	112	117,30	90,17	9,82
Amexio Ouest	2024	38	38,00	84,21	15,79
	2025	51	51,00	94,12	5,88
Amexio Nantes SAS	2024	20	19,20	95,00	5
	2025	NA	NA	NA	NA
Amexio Nord	2024	40	39,80	92,50	7,50
	2025	30	29,00	96,67	3,33
Amexio ERP	2025	NA	NA	NA	NA
Michelios 3	2024	13	13,00	100,00	0
	2025	11	12,02	100,00	0
Michelios 4 SAS	2024	19	18,80	100,00	0
	2025	18	18,44	100,00	0
Atol Conseils et Développements	2024	262	259,00	93,13	6,87
	2025	270	267,80	95,19	4,81
Amexio Portugal	2024	33	33,00	100,00	0
	2025	30	30,00	100,00	0
Amexio Espana S.L.	2025	NA	NA	NA	NA
Amexio Switzerland SA	2024	14	13,20	100,00	0
	2025	14	12,23	100,00	0
Amexio Belgique srl	2024	4	4,00	100,00	0
	2025	3	3,30	100,00	0
Amexio Belgium NV	2024	104	105,70	100,00	0
	2025	92	91,38	100,00	0
Xenit Solutions	2025	20	18,78	100,00	0
Amexio Luxembourg	2024	53	54,25	100,00	0
	2025	48	47,40	97,91	2,08
Amexio Deutschland GmbH	2024	5	5,00	100,00	0
	2025	NA	NA	NA	NA
Amexio Netherlands B.V.	2024	68	65,80	100,00	0
	2025	66	63,50	100,00	0
Groupe Amexio Canada Inc.	2024	21	21,00	95,24	4,76
	2025	17	17,00	100,00	0
Amexio Inc	2024	3	3,00	100,00	0
	2025	4	4,00	100,00	0
Cumul consolidé groupe	2024	822	817,75	94,52	5,48
	2025	786	783,15	96,31	3,69



7.2.1.3 Total workforce by gender

Entities	Year	Total workforce at 31/12	Male	Female	Other	Not declared	Share of women in total workforce (%)
Amexio SAS	2024	125	85	40	0	0	32,00
	2025	112	77	35	0	0	31,25
Amexio Ouest	2024	38	30	8	0	0	21,05
	2025	51	41	10	0	0	19,60
Amexio Nantes SAS	2024	20	15	5	0	0	25,00
	2025	NA	NA	NA	NA	NA	NA
Amexio Nord	2024	40	32	8	0	0	20,00
	2025	30	24	6	0	0	20,00
Amexio ERP	2025	NA	NA	NA	NA	NA	NA
Michelios 3	2024	13	13	0	0	0	0
	2025	11	11	0	0	0	0
Michelios 4 SAS	2024	19	9	10	0	0	52,63
	2025	18	10	8	0	0	44,44
Atol Conseils et Développements	2024	262	206	56	0	0	21,37
	2025	270	211	59	0	0	21,85
Amexio Portugal	2024	33	28	5	0	0	15,15
	2025	30	26	4	0	0	13,33
Amexio Espana S.L.	2025	NA	NA	NA	NA	NA	NA
Amexio Switzerland SA	2024	14	12	2	0	0	14,29
	2025	14	12	2	0	0	14,28
Amexio Belgique srl	2024	4	4	0	0	0	0
	2025	3	3	0	0	0	0
Amexio Belgium NV	2024	104	82	22	0	0	21,15
	2025	92	72	20	0	0	21,74
Xenit Solutions	2025	20	18	2	0	0	10,00
Amexio Luxembourg	2024	53	42	11	0	0	20,75
	2025	48	39	9	0	0	18,75
Amexio Deutschland GmbH	2024	5	3	2	0	0	40,00
	2025	NA	NA	NA	NA	NA	NA
Amexio Netherlands B.V.	2024	68	54	14	0	0	20,59
	2025	66	51	15	0	0	22,73
Groupe Amexio Canada Inc.	2024	21	14	7	0	0	33,33
	2025	17	12	5	0	0	29,41
Amexio Inc	2024	3	2	1	0	0	33,33
	2025	4	4	0	0	0	0
Cumul consolidé groupe	2024	822	631	191	0	0	23,24
	2025	786	611	175	0	0	22,26



7.2.1.4 Workforce (by contract and gender) 1/3

Entities	Year	Permanent workforce at 31/12	Permanent workforce / woman	Permanent workforce / man	Permanent workforce / other	Permanent workforce / not declared	Share of women in permanent workforce (%)
Amexio SAS	2024	109	32	77	0	0	29,36
	2025	101	30	71	0	0	29,70
Amexio Ouest	2024	32	5	27	0	0	15,63
	2025	48	10	38	0	0	20,83
Amexio Nantes SAS	2024	19	5	14	0	0	26,32
	2025	NA	NA	NA	NA	NA	NA
Amexio Nord	2024	37	8	29	0	0	21,62
	2025	29	6	23	0	0	20,69
Amexio ERP	2025	NA	NA	NA	NA	NA	NA
Michelios 3	2024	13	0	13	0	0	0
	2025	11	0	11	0	0	0
Michelios 4 SAS	2024	19	10	9	0	0	52,63
	2025	18	10	8	0	0	55,56
Atol Conseils et Développements	2024	244	50	194	0	0	20,49
	2025	257	57	200	0	0	22,18
Amexio Portugal	2024	33	5	28	0	0	15,15
	2025	30	4	26	0	0	13,33
Amexio Espana S.L.	2025	NA	NA	NA	NA	NA	NA
Amexio Switzerland SA	2024	14	2	12	0	0	14,29
	2025	14	2	12	0	0	14,28
Amexio Belgique srl	2024	4	0	4	0	0	0
	2025	3	0	3	0	0	0
Amexio Belgium NV	2024	104	22	82	0	0	21,15
	2025	92	20	72	0	0	21,74
Xenit Solutions	2025	20	2	18	0	0	10,00
Amexio Luxembourg	2024	53	11	42	0	0	20,75
	2025	47	9	38	0	0	19,14
Amexio Deutschland GmbH	2024	5	2	3	0	0	40,00
	2025	NA	NA	NA	NA	NA	NA
Amexio Netherlands B.V.	2024	68	14	54	0	0	20,59
	2025	66	15	51	0	0	22,73
Groupe Amexio Canada Inc.	2024	20	7	13	0	0	35,00
	2025	17	5	12	0	0	29,41
Amexio Inc	2024	3	1	2	0	0	33,33
	2025	4	0	4	0	0	0
Cumul consolidé groupe	2024	777	174	603	0	0	22,39
	2025	757	170	587	0	0	22,46



7.2.1.5 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	16	8	8	0	0	50,00
	2025	11	5	6	0	0	45,45
Amexio Ouest	2024	6	3	3	0	0	50,00
	2025	3	0	3	0	0	0
Amexio Nantes SAS	2024	1	0	1	0	0	0
	2025	NA	NA	NA	NA	NA	NA
Amexio Nord	2024	3	0	3	0	0	0
	2025	1	0	1	0	0	0
Amexio ERP	2025	NA	NA	NA	NA	NA	NA
Michelios 3	2024	0	0	0	0	0	NA
	2025	0	0	0	0	0	NA
Michelios 4 SAS	2024	0	0	0	0	0	NA
	2025	0	0	0	0	0	NA
Atol Conseils et Développements	2024	18	6	12	0	0	33,33
	2025	13	2	11	0	0	15,38
Amexio Portugal	2024	0	0	0	0	0	NA
	2025	0	0	0	0	0	0
Amexio Espana S.L.	2025	NA	NA	NA	NA	NA	NA
Amexio Switzerland SA	2024	0	0	0	0	0	NA
	2025	0	0	0	0	0	NA
Amexio Belgique srl	2024	0	0	0	0	0	NA
	2025	0	0	0	0	0	NA
Amexio Belgium NV	2024	0	0	0	0	0	NA
	2025	0	0	0	0	0	NA
Xenit Solutions	2025	0	0	0	0	0	NA
Amexio Luxembourg	2024	0	0	0	0	0	NA
	2025	1	0	1	0	0	NA
Amexio Deutschland GmbH	2024	0	0	0	0	0	NA
	2025	NA	NA	NA	NA	NA	NA
Amexio Netherlands B.V.	2024	0	0	0	0	0	NA
	2025	0	0	0	0	0	NA
Groupe Amexio Canada Inc.	2024	1	0	1	0	0	NA
	2025	0	0	0	0	0	NA
Amexio Inc	2024	0	0	0	0	0	NA
	2025	0	0	0	0	0	NA
Cumul consolidé groupe	2024	45	17	28	0	0	37,78
	2025	29	7	22	0	0	24,14



7.2.1.6 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	125	0	0	0	0
	2025	112	0	0	0	0
Amexio Ouest	2024	38	0	0	0	0
	2025	51	0	0	0	0
Amexio Nantes SAS	2024	20	0	0	0	0
	2025	NA	NA	NA	NA	NA
Amexio Nord	2024	40	0	0	0	0
	2025	30	0	0	0	0
Amexio ERP	2025	NA	NA	NA	NA	NA
Michelios 3	2024	13	0	0	0	0
	2025	11	0	0	0	0
Michelios 4 SAS	2024	19	0	0	0	0
	2025	18	0	0	0	0
Atol Conseils et Développements	2024	262	0	0	0	0
	2025	270	0	0	0	0
Amexio Portugal	2024	33	0	0	0	0
	2025	30	0	0	0	0
Amexio Espana S.L.	2025	NA	NA	NA	NA	NA
Amexio Switzerland SA	2024	14	NA	NA	NA	NA
	2025	14	NA	NA	NA	NA
Amexio Belgique srl	2024	4	0	0	0	0
	2025	3	0	0	0	0
Amexio Belgium NV	2024	104	0	0	0	0
	2025	92	0	0	0	0
Xenit Solutions	2025	20	0	0	0	0
Amexio Luxembourg	2024	53	0	0	0	0
	2025	48	0	0	0	0
Amexio Deutschland GmbH	2024	5	0	0	0	0
	2025	NA	NA	NA	NA	NA
Amexio Netherlands B.V.	2024	68	0	0	0	0
	2025	66	0	0	0	0
Groupe Amexio Canada Inc.	2024	21	0	0	0	0
	2025	17	0	0	0	0
Amexio Inc	2024	3	0	0	0	0
	2025	4	0	0	0	0
Cumul consolidé groupe	2024	822	0	0	0	0
	2025	786	0	0	0	0



7.2.1.7 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	125	0	40	0	100	32,00
	2025	101	11	30	5	90,18	29,70
Amexio Ouest	2024	30	8	8	0	78,95	26,67
	2025	48	3	10	0	94,11	20,83
Amexio Nantes SAS	2024	20	0	5	0	100	25,00
	2025	NA	NA	NA	NA	NA	NA
Amexio Nord	2024	39	1	7	1	97,5	17,95
	2025	28	2	5	1	93,33	17,86
Amexio ERP	2025	NA	NA	NA	NA	NA	NA
Michelios 3	2024	13	0	0	0	100	NA
	2025	11	0	0	0	100	NA
Michelios 4 SAS	2024	18	1	9	1	94,74	50,00
	2025	17	1	9	1	94,44	52,94
Atol Conseils et Développements	2024	227	35	50	6	86,64	22,03
	2025	241	29	55	4	89,26	22,82
Amexio Portugal	2024	NA	NA	NA	NA	NA	NA
	2025	NA	NA	NA	NA	NA	NA
Amexio Espana S.L.	2025	NA	NA	NA	NA	NA	NA
Amexio Switzerland SA	2024	NA	NA	NA	NA	NA	NA
	2025	NA	NA	NA	NA	NA	NA
Amexio Belgique srl	2024	NA	NA	NA	NA	NA	NA
	2025	NA	NA	NA	NA	NA	NA
Amexio Belgium NV	2024	NA	NA	NA	NA	NA	NA
	2025	NA	NA	NA	NA	NA	NA
Xenit Solutions	2025	NA	NA	NA	NA	NA	NA
Amexio Luxembourg	2024	NA	NA	NA	NA	NA	NA
	2025	NA	NA	NA	NA	NA	NA
Amexio Deutschland GmbH	2024	5	0	2	0	100	40,00
	2025	NA	NA	NA	NA	NA	NA
Amexio Netherlands B.V.	2024	NA	NA	NA	NA	NA	NA
	2025	12	54	4	11	18,18	33,33
Groupe Amexio Canada Inc.	2024	1	20	0	7	4,76	0,00
	2025	1	17	0	5	5,88	0,00
Amexio Inc	2024	1	2	0	1	33,33	0,00
	2025	2	2	0	0	50,00	0,00
Cumul consolidé groupe	2024	479	67	121	16	58,27	25,26
	2025	461	119	113	27	58,65	24,51



7.2.1.8 Total workforce by age group

Entities	Year	Total workforce at 31/12	under 30	30 to 50 years old	Over 50
Amexio SAS	2024	125	46	64	15
	2025	112	37	61	14
Amexio Ouest	2024	38	15	22	1
	2025	51	14	30	7
Amexio Nantes SAS	2024	20	1	14	5
	2025	NA	NA	NA	NA
Amexio Nord	2024	40	10	20	10
	2025	30	3	20	7
Amexio ERP	2025	NA	NA	NA	NA
Michelios 3	2024	13	0	7	6
	2025	11	0	5	6
Michelios 4 SAS	2024	19	1	15	3
	2025	18	1	9	8
Atol Conseils et Développements	2024	262	100	141	21
	2025	270	96	155	19
Amexio Portugal	2024	33	5	26	2
	2025	30	5	24	1
Amexio Espana S.L.	2025	NA	NA	NA	NA
Amexio Switzerland SA	2024	14	0	11	3
	2025	14	1	10	3
Amexio Belgique srl	2024	4	0	3	1
	2025	3	0	2	1
Amexio Belgium NV	2024	104	31	67	6
	2025	92	25	60	7
Xenit Solutions	2025	20	8	9	3
Amexio Luxembourg	2024	53	10	38	5
	2025	48	13	29	6
Amexio Deutschland GmbH	2024	5	1	3	1
	2025	NA	NA	NA	NA
Amexio Netherlands B.V.	2024	68	14	46	8
	2025	66	8	41	17
Groupe Amexio Canada Inc.	2024	21	5	10	6
	2025	17	4	9	4
Amexio Inc	2024	3	0	0	3
	2025	4	0	1	3
Cumul consolidé groupe	2024	822	239	487	96
	2025	786	215	465	106



7.2.1.9 Non employees

Entities	Year	number of subcontractors at 31/12	subcontracting rate
Amexio SAS	2024	22	20,75
	2025	11	11,11
Amexio Ouest	2024	0	0
	2025	6	12,76
Amexio Nantes SAS	2024	10	55,55
	2025	NA	NA
Amexio Nord	2024	0	0
	2025	1	3,57
Amexio ERP	2025	NA	NA
Michelios 3	2024	0	0
	2025	0	0
Michelios 4 SAS	2024	0	0
	2025	1	0
Atol Conseils et Développements	2024	15	6,97
	2025	15	6,58
Amexio Portugal	2024	1	3,22
	2025	1	3,57
Amexio Espana S.L.	2025	NA	NA
Amexio Switzerland SA	2024	0	0
	2025	4	30,77
Amexio Belgique srl	2024	0	0
	2025	0	0
Amexio Belgium NV	2024	8	8,88
	2025	8	9,88
Xenit Solutions	2025	4	28,57
Amexio Luxembourg	2024	9	19,14
	2025	6	14,63
Amexio Deutschland GmbH	2024	1	20
	2025	NA	NA
Amexio Netherlands B.V.	2024	9	17,30
	2025	13	26,53
Groupe Amexio Canada Inc.	2024	5	26,31
	2025	6	40,00
Amexio Inc	2024	0	0
	2025	2	100,00
Cumul consolidé groupe	2024	80	11,79
	2025	78	11,85



7.2.2 STAFF MOBILITY

7.2.2.1 New hires

Entities	Year	Total number of new hires	Number of permanent hires	Number of non-permanent hires	Number of permanent hires / women	Number of non-permanent hires / women
Amexio SAS	2024	24	11	13	4	6
	2025	16	9	7	5	4
Amexio Ouest	2024	7	2	5	1	2
	2025	0	0	0	0	0
Amexio Nantes SAS	2024	1	0	1	0	0
	2025	NA	NA	NA	NA	NA
Amexio Nord	2024	5	2	3	0	0
	2025	0	0	0	0	0
Amexio ERP	2025	NA	NA	NA	NA	NA
Michelios 3	2024	1	1	0	0	0
	2025	1	1	0	0	0
Michelios 4 SAS	2024	4	4	0	1	0
	2025	5	5	0	4	0
Atol Conseils et Développements	2024	33	23	10	6	4
	2025	41	36	5	10	1
Amexio Portugal	2024	7	5	2	1	0
	2025	1	1	0	0	0
Amexio Espana S.L.	2025	NA	NA	NA	NA	NA
Amexio Switzerland SA	2024	2	2	0	0	0
	2025	2	2	0	1	0
Amexio Belgique srl	2024	1	1	0	1	0
	2025	0	0	0	0	0
Amexio Belgium NV	2024	9	9	0	1	0
	2025	10	10	0	2	0
Xenit Solutions	2025	3	3	0	0	0
Amexio Luxembourg	2024	13	13	0	2	0
	2025	9	8	1	0	0
Amexio Deutschland GmbH	2024	0	0	0	0	0
	2025	NA	NA	NA	NA	NA
Amexio Netherlands B.V.	2024	7	7	0	2	0
	2025	7	7	0	3	0
Groupe Amexio Canada Inc.	2024	7	7	0	4	0
	2025	5	5	0	3	0
Amexio Inc	2024	1	1	0	0	0
	2025	3	3	0	0	0
Cumul consolidé groupe	2024	122	88	34	23	12
	2025	103	90	13	28	5



7.2.2.2 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	26	16	10	9	7
	2025	29	17	12	12	0
Amexio Ouest	2024	4	2	2	0	4
	2025	5	3	2	2	0
Amexio Nantes SAS	2024	1	0	1	0	0
	2025	NA	NA	NA	NA	NA
Amexio Nord	2024	4	4	0	2	2
	2025	10	8	2	4	0
Amexio ERP	2025	NA	NA	NA	NA	NA
Michelios 3	2024	0	0	0	0	0
	2025	3	3	0	1	2
Michelios 4 SAS	2024	1	1	0	0	1
	2025	7	7	0	1	1
Atol Conseils et Développements	2024	26	18	8	11	7
	2025	34	30	4	21	9
Amexio Portugal	2024	9	9	0	8	1
	2025	6	4	2	4	0
Amexio Espana S.L.	2025	NA	NA	NA	NA	NA
Amexio Switzerland SA	2024	1	1	0	0	1
	2025	4	4	0	1	3
Amexio Belgique srl	2024	1	1	0	1	0
	2025	1	1	0	1	0
Amexio Belgium NV	2024	14	14	0	9	5
	2025	22	22	0	17	5
Xenit Solutions	2025	2	2	0	2	0
Amexio Luxembourg	2024	12	11	1	7	5
	2025	12	12	0	4	8
Amexio Deutschland GmbH	2024	0	0	0	0	0
	2025	NA	NA	NA	NA	NA
Amexio Netherlands B.V.	2024	5	4	1	5	0
	2025	9	9	0	2	7
Groupe Amexio Canada Inc.	2024	3	3	0	2	1
	2025	6	6	0	6	0
Amexio Inc	2024	0	0	0	0	0
	2025	1	1	0	1	0
Cumul consolidé groupe	2024	107	84	23	54	34
	2025	151	129	22	79	35



7.2.2.3 Job creation and turnover

Entities	Year	Net job creation out of total workforce	Turnover rate (%)
Amexio SAS	2024	-2	14,68
	2025	-13	28,71
Amexio Ouest	2024	3	12,50
	2025	-5	10,41
Amexio Nantes SAS	2024	0	5,26
	2025	NA	NA
Amexio Nord	2024	1	10,81
	2025	-10	34,48
Amexio ERP	2025	NA	NA
Michelios 3	2024	1	0
	2025	-2	27,27
Michelios 4 SAS	2024	3	5,26
	2025	-2	38,88
Atol Conseils et Développements	2024	7	10,66
	2025	7	13,23
Amexio Portugal	2024	-2	27,27
	2025	-5	20,00
Amexio Espana S.L.	2025	NA	NA
Amexio Switzerland SA	2024	1	7,14
	2025	-2	28,57
Amexio Belgique srl	2024	0	25
	2025	-1	33,33
Amexio Belgium NV	2024	-5	13,46
	2025	-12	23,91
Xenit Solutions	2025	1	10,00
Amexio Luxembourg	2024	1	22,64
	2025	-3	25,53
Amexio Deutschland GmbH	2024	0	0
	2025	NA	NA
Amexio Netherlands B.V.	2024	2	7,35
	2025	-2	13,63
Groupe Amexio Canada Inc.	2024	4	15
	2025	-1	35,29
Amexio Inc	2024	1	0
	2025	1	25,00
Cumul consolidé groupe	2024	15	13,77
	2025	-49	-6,47



7.2.3 TRAINING AND SKILLS DEVELOPMENT

7.2.3.1 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	127	100,00	1 468,26	11,56
	2025	57	56,43	19 160,00	336,14
Amexio Ouest	2024	38	100,00	769,13	20,24
	2025	21	43,75	9 216,00	438,85
Amexio Nantes SAS	2024	0	0,00	0,00	0,00
	2025	NA	NA	NA	NA
Amexio Nord	2024	23	57,50	400,75	17,42
	2025	10	34,48	3 784,00	378,40
Amexio ERP	2025	NA	NA	NA	NA
Michelios 3	2024	4	30,77	8,75	2,19
	2025	4	36,36	192,00	48,00
Michelios 4 SAS	2024	1	5,26	1,75	1,75
	2025	4	22,22	64,00	16,00
Atol Conseils et Développements	2024	141	53,82	2 438,50	17,29
	2025	137	53,31	1 533,50	11,19
Amexio Portugal	2024	44	100,00	108,50	2,47
	2025	10	33,33	100,00	50,00
Amexio Espana S.L.	2025	NA	NA	NA	NA
Amexio Switzerland SA	2024	20	100,00	28,00	1,40
	2025	12	85,71	3 112,00	259,33
Amexio Belgique srl	2024	0	0,00	0,00	0,00
	2025	2	66,66	756,00	378,00
Amexio Belgium NV	2024	103	99,00	6 441,25	62,54
	2025	92	100,00	5 948,33	64,66
Xenit Solutions	2025	NM	NM	NM	NM
Amexio Luxembourg	2024	19	35,85	35,84	1,89
	2025	25	53,19	1 700,00	68,00
Amexio Deutschland GmbH	2024	0	0,00	0,00	0,00
	2025	NA	NA	NA	NA
Amexio Netherlands B.V.	2024	31	45,59	181,00	5,84
	2025	35	53,03	552,00	15,77
Groupe Amexio Canada Inc.	2024	1	4,76	18,00	18,00
	2025	0	0,00	0,00	0,00
Amexio Inc	2024	0	0,00	0,00	0,00
	2025	0	0,00	0,00	0,00
Cumul consolidé groupe	2024	552	67,15	11 899,73	21,56
	2025	409	54,02	46 117,83	112,75



7.2.3.2 Regular performance and career development reviews

Entities	Year	Number of annual appraisals	of employees having an annual appraisal
Amexio SAS	2024	106	97,25
	2025	80	79,21
Amexio Ouest	2024	30	93,75
	2025	48	100,00
Amexio Nantes SAS	2024	19	100,00
	2025	NA	NA
Amexio Nord	2024	37	100,00
	2025	21	72,41
Amexio ERP	2025	NA	NA
Michelios 3	2024	7	53,85
	2025	4	36,36
Michelios 4 SAS	2024	10	52,63
	2025	8	44,44
Atol Conseils et Développements	2024	NM	NM
	2025	NM	NM
Amexio Portugal	2024	23	69,70
	2025	15	50,00
Amexio Espana S.L.	2025	NA	NA
Amexio Switzerland SA	2024	14	100,00
	2025	14	100,00
Amexio Belgique srl	2024	NM	NM
	2025	2	66,66
Amexio Belgium NV	2024	NM	NM
	2025	NM	NM
Xenit Solutions	2025	NM	NM
Amexio Luxembourg	2024	NM	NM
	2025	39	82,97
Amexio Deutschland GmbH	2024	5	100,00
	2025	NA	NA
Amexio Netherlands B.V.	2024	59	86,76
	2025	58	87,88
Groupe Amexio Canada Inc.	2024	20	100,00
	2025	17	100,00
Amexio Inc	2024	0	0,00
	2025	0	0,00
Cumul consolidé groupe	2024	330	79,50
	2025	306	68,32



7.2.4 HEALTH AND SAFETY

7.2.4.1 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	252	8	2016	252000
	2025	219	8	1752	176952
Amexio Ouest	2024	252	8	2016	76608
	2025	219	8	1752	84096
Amexio Nantes SAS	2024	252	8	2016	40320
	2025	NA	NA	NA	NA
Amexio Nord	2024	252	8	2016	80640
	2025	219	8	1752	50808
Amexio ERP	2025	NA	NA	NA	NA
Michelios 3	2024	218	8	1744	22672
	2025	219	8	1752	19272
Michelios 4 SAS	2024	227	8	1816	34504
	2025	219	8	1752	31536
Atol Conseils et Développements	2024	253	7	1771	464002
	2025	252	7	1764	453348
Amexio Portugal	2024	253	8	2024	66792
	2025	229	8	1832	54960
Amexio Espana S.L.	2025	NA	NA	NA	NA
Amexio Switzerland SA	2024	253	8	2024	28336
	2025	252	8	2016	28224
Amexio Belgique srl	2024	219	8	1752	7 008
	2025	219	8	1752	5 256
Amexio Belgium NV	2024	219	8	1752	182208
	2025	220	8	1760	161920
Xenit Solutions	2025	226	7,8	1762,80	35256
Amexio Luxembourg	2024	253	8	2024	107 272
	2025	219	8	1752	82344
Amexio Deutschland GmbH	2024	240	8	1783	8915
	2025	NA	NA	NA	NA
Amexio Netherlands B.V.	2024	256	8	2048	139264
	2025	253	8	2024	133584
Groupe Amexio Canada Inc.	2024	253	8	2024	42504
	2025	253	8	2024	34408
Amexio Inc	2024	253	8	2024	6072
	2025	253	8	2024	8096
Cumul consolidé groupe	2024	244,06	8,00	1928,13	1 559 117,00
	2025	231,40	7,92	1831,38	1 360 060,00



7.2.4.2 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	2	1,83	64	9,1	0,29
	2025	0	0	0	0	0
Amexio Ouest	2024	0	0	0	0	0
	2025	0	0	0	0	0
Amexio Nantes SAS	2024	0	0	0	0	0
	2025	NA	NA	NA	NA	NA
Amexio Nord	2024	0	0	0	0	0
	2025	0	0	0	0	0
Amexio ERP	2025	NA	NA	NA	NA	NA
Michelios 3	2024	0	0	0	0	NA
	2025	0	0	0	0	0
Michelios 4 SAS	2024	0	0	0	0	0
	2025	1	5,56	209	31,70	6,63
Atol Conseils et Développements	2024	0	0	0	0	0
	2025	0	0	0	0	0
Amexio Portugal	2024	0	0	0	0	0
	2025	0	0	0	0	0
Amexio Espana S.L.	2025	NA	NA	NA	NA	NA
Amexio Switzerland SA	2024	0	0	0	0	0
	2025	0	0	0	0	0
Amexio Belgique srl	2024	0	0	0	0	0
	2025	0	0	0	0	0
Amexio Belgium NV	2024	0	0	0	0	0
	2025	0	0	0	0	0
Xenit Solutions	2025	0	0	0	0	0
Amexio Luxembourg	2024	0	0	0	0	0
	2025	1	2,12	33	12,14	0,40
Amexio Deutschland GmbH	2024	0	0	0	0	0
	2025	NA	NA	NA	NA	NA
Amexio Netherlands B.V.	2024	0	0	0	0	0
	2025	0	0	0	0	0
Groupe Amexio Canada Inc.	2024	1	4,8	29	4,76	4,76
	2025	0	0	0	0	0
Amexio Inc	2024	0	0	0	0	0
	2025	0	0	0	0	0
Cumul consolidé groupe	2024	3	6,63	93	2	0,004
	2025	2	0,26	242	1,47	0,17



7.2.4.3 Commuting accidents

Entities	Year	Number of commuting accidents	Number of commuting accidents resulting in time off work
Amexio SAS	2024	1	1
	2025	1	0
Amexio Ouest	2024	0	0
	2025	0	0
Amexio Nantes SAS	2024	0	0
	2025	NA	NA
Amexio Nord	2024	0	0
	2025	2	2
Amexio ERP	2025	NA	NA
Michelios 3	2024	0	0
	2025	0	0
Michelios 4 SAS	2024	0	0
	2025	0	0
Atol Conseils et Développements	2024	2	0
	2025	4	1
Amexio Portugal	2024	0	0
	2025	0	0
Amexio Espana S.L.	2025	NA	NA
Amexio Switzerland SA	2024	0	0
	2025	0	0
Amexio Belgique srl	2024	0	0
	2025	0	0
Amexio Belgium NV	2024	NM	NM
	2025	NM	NM
Xenit Solutions	2025	0	0
Amexio Luxembourg	2024	3	0
	2025	0	0
Amexio Deutschland GmbH	2024	0	0
	2025	NA	NA
Amexio Netherlands B.V.	2024	0	0
	2025	0	0
Groupe Amexio Canada Inc.	2024	0	0
	2025	0	0
Amexio Inc	2024	0	0
	2025	0	0
Cumul consolidé groupe	2024	6	1
	2025	7	3



7.2.4.4 Absences

Entities	Year	Total hours of absence	Number of hours of absence due to an accident at work	Number of hours absent due to illness	Absenteeism rate (%)
Amexio SAS	2024	9152,00	512,00	7312,00	4,16
	2025	4875,52	0,00	4875,52	2,75
Amexio Ouest	2024	1144,00	0,00	1048,00	1,49
	2025	1954,64	0,00	1954,64	2,32
Amexio Nantes SAS	2024	175,50	0,00	175,50	0,44
	2025	NA	NA	NA	NA
Amexio Nord	2024	2480,00	0,00	1144,00	3,08
	2025	1010,48	16,00	994,48	1,99
Amexio ERP	2025	NA	NA	NA	NA
Michelios 3	2024	112,00	0,00	112,00	0,49
	2025	328,00	0,00	328,00	1,70
Michelios 4 SAS	2024	2064,00	0,00	2064,00	5,98
	2025	4104,00	1672,00	2256,00	13,01
Atol Conseils et Développements	2024	12700,50	0,00	10517,50	2,74
	2025	14937,86	0,00	11367,30	3,28
Amexio Portugal	2024	304,00	0,00	80,00	0,46
	2025	0,00	0,00	0,00	0,00
Amexio Espana S.L.	2025	NA	NA	NA	NA
Amexio Switzerland SA	2024	1242,30	0,00	1242,30	0,04
	2025	332,00	0,00	332,00	1,17
Amexio Belgique srl	2024	204,00	0,00	204,00	2,91
	2025	168,00	0,00	160,00	3,19
Amexio Belgium NV	2024	15955,00	0,00	11175,00	8,76
	2025	12717,00	0,00	8627,00	7,85
Xenit Solutions	2025	4106,80	0,00	3037,40	11,65
Amexio Luxembourg	2024	3144,00	0,00	2880,00	2,93
	2025	2747,00	0,00	2731,00	3,33
Amexio Deutschland GmbH	2024	0,00	0,00	0,00	0,00
	2025	NA	NA	NA	NA
Amexio Netherlands B.V.	2024	6683,00	0,00	6683,00	4,80
	2025	4520,00	0,00	4520,00	3,38
Groupe Amexio Canada Inc.	2024	965,50	0,00	654,50	2,27
	2025	1086,50	0,00	208,00	3,15
Amexio Inc	2024	0,00	0,00	0,00	0,00
	2025	39,25	0,00	0,00	0,48
Cumul consolidé groupe	2024	56325,80	744,00	45291,80	3,61
	2025	52927,05	1688,00	41391,34	3,89



7.2.4.5 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	5	0	0
	2025	7	1	14,28
Amexio Ouest	2024	3	0	0
	2025	0	0	0
Amexio Nantes SAS	2024	0	0	0
	2025	NA	NA	NA
Amexio Nord	2024	1	1	100
	2025	0	0	0
Amexio ERP	2025	NA	NA	NA
Michelios 3	2024	0	0	NA
	2025	0	0	0
Michelios 4 SAS	2024	0	0	NA
	2025	1	0	0
Atol Conseils et Développements	2024	12	0	0
	2025	7	3	42,85
Amexio Portugal	2024	NA	NA	NA
	2025	4	4	100
Amexio Espana S.L.	2025	NA	NA	NA
Amexio Switzerland SA	2024	NA	NA	NA
	2025	0	0	0
Amexio Belgique srl	2024	0	0	0
	2025	0	0	0
Amexio Belgium NV	2024	21	21	100
	2025	1	1	100
Xenit Solutions	2025	1	1	100
Amexio Luxembourg	2024	13	5	38,46
	2025	8	4	50,00
Amexio Deutschland GmbH	2024	0	0	0
	2025	NA	NA	NA
Amexio Netherlands B.V.	2024	3	3	100
	2025	6	6	100
Groupe Amexio Canada Inc.	2024	0	0	0
	2025	0	0	0
Amexio Inc	2024	0	0	0
	2025	0	0	0
Cumul consolidé groupe	2024	58	30	51,72
	2025	35	20	57,14



7.2.4.6 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	0	0
	2025	0	0
Amexio Ouest	2024	0	0
	2025	0	0
Amexio Nantes SAS	2024	0	0
	2025	NA	NA
Amexio Nord	2024	0	0
	2025	0	0
Amexio ERP	2025	NA	NA
Michelios 3	2024	0	0
	2025	0	0
Michelios 4 SAS	2024	0	0
	2025	0	0
Atol Conseils et Développements	2024	0	0
	2025	0	0
Amexio Portugal	2024	0	0
	2025	0	0
Amexio Espana S.L.	2025	NA	NA
Amexio Switzerland SA	2024	0	0
	2025	0	0
Amexio Belgique srl	2024	0	0
	2025	0	0
Amexio Belgium NV	2024	0	0
	2025	0	0
Xenit Solutions	2025	0	0
Amexio Luxembourg	2024	0	0
	2025	0	0
Amexio Deutschland GmbH	2024	0	0
	2025	NA	NA
Amexio Netherlands B.V.	2024	0	0
	2025	0	0
Groupe Amexio Canada Inc.	2024	0	0
	2025	0	0
Amexio Inc	2024	0	0
	2025	0	0
Cumul consolidé groupe	2024	0	0
	2025	0	0



7.2.4.7 Health and safety management system

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



7.2.4.8 Work-life balance

Entities	Year	Number of employees	Number of employees	Number of employees	Satisfaction rate with work-
Amexio SAS	2024	106	105	1	99,06
	2025	49	48	1	97,96
Amexio Ouest	2024	30	30	0	100
	2025	13	13	0	100
Amexio Nantes SAS	2024	NM	NM	NM	NM
	2025	NA	NA	NA	NA
Amexio Nord	2024	NM	NM	NM	NM
	2025	21	21	0	100
Amexio ERP	2025	NA	NA	NA	NA
Michelios 3	2024	NM	NM	NM	NM
	2025	NM	NM	NM	NM
Michelios 4 SAS	2024	10	10	0	100
	2025	2	2	0	100
Atol Conseils et Développements	2024	NM	NM	NM	NM
	2025	NM	NM	NM	NM
Amexio Portugal	2024	NM	NM	NM	NM
	2025	NM	NM	NM	NM
Amexio Espana S.L.	2025	NA	NA	NA	NA
Amexio Switzerland SA	2024	NM	NM	NM	NM
	2025	NM	NM	NM	NM
Amexio Belgique srl	2024	NM	NM	NM	NM
	2025	NM	NM	NM	NM
Amexio Belgium NV	2024	NM	NM	NM	NM
	2025	NM	NM	NM	NM
Xenit Solutions	2025	NM	NM	NM	NM
Amexio Luxembourg	2024	NM	NM	NM	NM
	2025	NM	NM	NM	NM
Amexio Deutschland GmbH	2024	NM	NM	NM	NM
	2025	NA	NA	NA	NA
Amexio Netherlands B.V.	2024	NM	NM	NM	NM
	2025	NM	NM	NM	NM
Groupe Amexio Canada Inc.	2024	NM	NM	NM	NM
	2025	NM	NM	NM	NM
Amexio Inc	2024	NM	NM	NM	NM
	2025	NM	NM	NM	NM
Cumul consolidé groupe	2024	146	145	1	99,69
	2025	85	84	1	99,49



7.2.5 DIVERSITY AND INCLUSION

7.2.5.1 Gender equality (1/4)

Entities	Year	Gender equality in the workplace index
Amexio SAS	2023	87/100
	2024	88/100
	2025	87/100
Amexio Ouest	2024	NA
	2025	NA
Amexio Nantes SAS	2024	NA
	2025	NA
Amexio Nord	2024	NA
	2025	NA
Amexio ERP	2025	NA
Michelios 3	2024	NA
	2025	NA
Michelios 4 SAS	2024	NA
	2025	NA
Atol Conseils et Développements	2023	78/100
	2024	92/100
	2025	84/100
Amexio Portugal	2024	NA
	2025	NA
Amexio Espana S.L.	2025	NA
Amexio Switzerland SA	2024	NA
	2025	NA
Amexio Belgique srl	2024	NA
	2025	NA
Amexio Belgium NV	2024	NA
	2025	NA
Xenit Solutions	2025	NA
Amexio Luxembourg	2024	NA
	2025	NA
Amexio Deutschland GmbH	2024	NA
	2025	NA
Amexio Netherlands B.V.	2024	NA
	2025	NA
Groupe Amexio Canada Inc.	2024	NA
	2025	NA
Amexio Inc	2024	NA
	2025	NA
Cumul consolidé groupe	2023	80,94/100
	2024	90,76/100
	2025	84,86/100



7.2.5.2 Gender equality (2/4)

Entities	Year	Number of managers	Number of male managers	Number of female managers	Share of female managers (%)
Amexio SAS	2024	16	14	2	12,50
	2025	16	14	2	12,50
Amexio Ouest	2024	5	5	0	0
	2025	10	9	1	10,00
Amexio Nantes SAS	2024	4	4	0	0
	2025	NA	NA	NA	NA
Amexio Nord	2024	0	0	0	0
	2025	5	5	0	0
Amexio ERP	2025	NA	NA	NA	NA
Michelios 3	2024	9	9	0	0
	2025	7	7	0	0
Michelios 4 SAS	2024	6	4	2	33,33
	2025	6	3	3	50,00
Atol Conseils et Développements	2024	23	18	5	21,74
	2025	24	18	6	25,00
Amexio Portugal	2024	2	1	1	50,00
	2025	4	3	1	25,00
Amexio Espana S.L.	2025	NA	NA	NA	NA
Amexio Switzerland SA	2024	1	1	0	0
	2025	1	1	0	0
Amexio Belgique srl	2024	0	0	0	0
	2025	0	0	0	0
Amexio Belgium NV	2024	3	2	1	33,33
	2025	3	2	1	33,33
Xenit Solutions	2025	4	4	0	0
Amexio Luxembourg	2024	4	4	0	0
	2025	5	5	0	0
Amexio Deutschland GmbH	2024	1	0	1	100,00
	2025	NA	NA	NA	NA
Amexio Netherlands B.V.	2024	10	7	3	30,00
	2025	12	8	4	33,33
Groupe Amexio Canada Inc.	2024	1	1	0	0
	2025	1	1	0	0
Amexio Inc	2024	1	1	0	0
	2025	2	2	0	0
Cumul consolidé groupe	2024	86	71	15	17,44
	2025	100	82	18	18,00



7.2.5.3 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) (%)
Cumul consolidé groupe	2024	36,48	26,75	26,67	63 679,95	49 953,30	21,55
	2025	41,33	29,84	27,80	66 934,86	51 525,16	23,02

7.2.5.4 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
Cumul consolidé groupe	2024	15	12,50	38	31,66
	2025	13	10,83	38	31,66

7.2.5.5 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 (%)
Cumul consolidé groupe	2024	34816,61	25123,85	3,10	1,51
	2025	43418,31	26423,64	0,00	1,55



7.2.5.6 People with disabilities

Entities	Year	Number of disabled employees	Percentage of disabled employees (%)
Amexio SAS	2024	1	0,92
	2025	1	0,99
Amexio Ouest	2024	0	0
	2025	1	2,08
Amexio Nantes SAS	2024	0	0
	2025	NA	NA
Amexio Nord	2024	1	2,5
	2025	1	3,45
Amexio ERP	2025	NA	NA
Michelios 3	2024	0	0
	2025	0	0
Michelios 4 SAS	2024	0	0
	2025	0	0
Atol Conseils et Développements	2024	6	2,46
	2025	4	1,56
Amexio Portugal	2024	0	0
	2025	0	0
Amexio Espana S.L.	2025	NA	NA
Amexio Switzerland SA	2024	0	0
	2025	0	0
Amexio Belgique srl	2024	0	0
	2025	0	0
Amexio Belgium NV	2024	0	0
	2025	0	0
Xenit Solutions	2025	0	0
Amexio Luxembourg	2024	0	0
	2025	0	0
Amexio Deutschland GmbH	2024	2	40
	2025	NA	NA
Amexio Netherlands B.V.	2024	0	0
	2025	0	0
Groupe Amexio Canada Inc.	2024	0	0
	2025	0	0
Amexio Inc	2024	0	0
	2025	0	0
Cumul consolidé groupe	2024	10	1,29
	2025	7	0,92



7.2.5.7 Minorities and/or vulnerable groups

Entities	Year	Number of foreign employees	Percentage of workers from minority groups and/or vulnerable and/or vulnerable workers in relation to the entire organisation (%)	Percentage of employees from minority or vulnerable groups among managers (%)
Amexio SAS	2024	25	22,94	0
	2025	19	18,81	19,80
Amexio Ouest	2024	2	6,25	0
	2025	3	6,25	8,33
Amexio Nantes SAS	2024	1	5,26	0
	2025	NA	NA	NA
Amexio Nord	2024	1	2,7	0
	2025	1	3,44	7,14
Amexio ERP	2025	NA	NA	NA
Michelios 3	2024	0	0	0
	2025	0	0	0
Michelios 4 SAS	2024	1	5,26	0
	2025	0	0	0
Atol Conseils et Développements	2024	4	1,64	0
	2025	6	2,33	4,15
Amexio Portugal	2024	0	0	0
	2025	3	10,00	NA
Amexio Espana S.L.	2025	NA	NA	NA
Amexio Switzerland SA	2024	0	0	NA
	2025	0	0	NA
Amexio Belgique srl	2024	0	0	NA
	2025	0	0	NA
Amexio Belgium NV	2024	0	0	NA
	2025	0	0	NA
Xenit Solutions	2025	1	5,00	NA
Amexio Luxembourg	2024	6	11,32	NA
	2025	6	12,76	NA
Amexio Deutschland GmbH	2024	0	0	0
	2025	NA	NA	NA
Amexio Netherlands B.V.	2024	3	4,41	0
	2025	3	4,54	0
Groupe Amexio Canada Inc.	2024	5	25	0
	2025	5	29,41	0
Amexio Inc	2024	0	0	0
	2025	0	0	0
Cumul consolidé groupe	2024	48	6,18	0
	2025	47	6,20	11,71



7.2.5.8 Training

Entities	Year	Number of employees trained/aware of employee health	Number of employees trained/aware of discrimination and harassment
Amexio SAS	2024	0	0
	2025	0	102
Amexio Ouest	2024	0	0
	2025	0	37
Amexio Nantes SAS	2024	0	0
	2025	NA	NA
Amexio Nord	2024	0	0
	2025	0	32
Amexio ERP	2025	NA	NA
Michelios 3	2024	0	0
	2025	1	12
Michelios 4 SAS	2024	0	0
	2025	4	15
Atol Conseils et Développements	2024	NM	NM
	2025	15	4
Amexio Portugal	2024	0	0
	2025	1	28
Amexio Espana S.L.	2025	NA	NA
Amexio Switzerland SA	2024	0	0
	2025	0	12
Amexio Belgique srl	2024	0	0
	2025	0	3
Amexio Belgium NV	2024	0	0
	2025	0	83
Xenit Solutions	2025	0	0
Amexio Luxembourg	2024	4	NA
	2025	4	39
Amexio Deutschland GmbH	2024	0	0
	2025	NA	NA
Amexio Netherlands B.V.	2024	5	0
	2025	6	61
Groupe Amexio Canada Inc.	2024	0	0
	2025	13	13
Amexio Inc	2024	0	0
	2025	2	2
Cumul consolidé groupe	2024	9	0
	2025	46	443



7.2.5.9 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	2	22,19	4,59	67	20,8	12,54
	2025	2	22,19	9,86	62	21,03	12,40



7.2.5.10 Social dialogue and collective bargaining coverage

Entities	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)
Amexio SAS	2024	0	100	0	KO
	2025	0	100	0	KO
Amexio Ouest	2024	0	100	0	KO
	2025	0	100	0	KO
Amexio Nantes SAS	2024	0	100	100	OK
	2025	NA	NA	NA	NA
Amexio Nord	2024	0	100	0	KO
	2025	0	100	0	KO
Amexio ERP	2025	NA	NA	NA	NA
Michelios 3	2024	0	100	0	KO
	2025	0	100	0	KO
Michelios 4 SAS	2024	0	100	0	KO
	2025	1	100	0	KO
Atol Conseils et Développements	2024	0	100	100	OK
	2025	0	100	100	OK
Amexio Portugal	2024	0	100	NA	KO
	2025	0	100	NA	KO
Amexio Espana S.L.	2025	NA	NA	NA	NA
Amexio Switzerland SA	2024	0	NA	NA	KO
	2025	0	NA	NA	KO
Amexio Belgique srl	2024	0	NA	NA	KO
	2025	0	NA	NA	KO
Amexio Belgium NV	2024	0	100	0	KO
	2025	0	100	0	KO
Xenit Solutions	2025	0	100	0	KO
Amexio Luxembourg	2024	0	NA	100	KO
	2025	0	NA	100	KO
Amexio Deutschland GmbH	2024	0	100	NA	KO
	2025	NA	NA	NA	NA
Amexio Netherlands B.V.	2024	0	NA	NA	KO
	2025	0	100	100	OK
Groupe Amexio Canada Inc.	2024	0	NA	NA	NA
	2025	0	NA	NA	NA
Amexio Inc	2024	0	NA	NA	NA
	2025	0	NA	NA	NA
Cumul consolidé groupe	2024	0	100	33,33	
	2025	1	100	30,00	



7.2.5.11 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	100	100	100	100	100
	2025	100	100	100	100	100
Amexio Ouest	2024	100	100	100	100	100
	2025	100	100	100	100	100
Amexio Nantes SAS	2024	100	100	100	100	100
	2025	100	100	100	100	100
Amexio Nord	2024	100	100	100	100	100
	2025	100	100	100	100	100
Amexio ERP	2025	NA	NA	NA	NA	NA
Michelios 3	2024	100	100	100	100	100
	2025	100	100	100	100	100
Michelios 4 SAS	2024	100	100	100	100	100
	2025	100	100	100	100	100
Atol Conseils et Développements	2024	100	100	100	100	100
	2025	100	100	100	100	100
Amexio Portugal	2024	100	100	100	100	100
	2025	100	100	100	100	100
Amexio Espana S.L.	2025	NA	NA	NA	NA	NA
Amexio Switzerland SA	2024	100	100	100	100	100
	2025	100	100	100	100	100
Amexio Belgique srl	2024	100	100	100	100	100
	2025	100	100	100	100	100
Amexio Belgium NV	2024	100	100	100	100	100
	2025	100	100	100	100	100
Xenit Solutions	2025	100	100	100	100	100
Amexio Luxembourg	2024	100	100	100	100	100
	2025	100	100	100	100	100
Amexio Deutschland GmbH	2024	100	100	100	100	100
	2025	NA	NA	NA	NA	NA
Amexio Netherlands B.V.	2024	100	100	100	100	100
	2025	100	100	100	100	100
Groupe Amexio Canada Inc.	2024	100	100	100	100	100
	2025	100	100	100	100	100
Amexio Inc	2024	100	100	100	0	100
	2025	100	100	100	0	100
Cumul consolidé groupe	2024	100	100	100	93,75	100
	2025	100	100	100	93,75	100



7.2.5.12 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	0	0	0	0
	2025	0	0	0	0
Amexio Ouest	2024	0	0	0	0
	2025	0	0	0	0
Amexio Nantes SAS	2024	0	0	0	0
	2025	NA	NA	NA	NA
Amexio Nord	2024	0	0	0	0
	2025	0	0	0	0
Amexio ERP	2025	NA	NA	NA	NA
Michelios 3	2024	0	0	0	0
	2025	0	0	0	0
Michelios 4 SAS	2024	1	1	0	0
	2025	0	0	0	0
Atol Conseils et Développements	2024	0	0	0	0
	2025	3	3	0	0
Amexio Portugal	2024	0	0	0	0
	2025	0	0	0	0
Amexio Espana S.L.	2025	NA	NA	NA	NA
Amexio Switzerland SA	2024	0	0	0	0
	2025	0	0	0	0
Amexio Belgique srl	2024	0	0	0	0
	2025	0	0	0	0
Amexio Belgium NV	2024	0	0	0	0
	2025	0	0	0	0
Xenit Solutions	2025	0	0	0	0
Amexio Luxembourg	2024	0	0	0	0
	2025	0	0	0	0
Amexio Deutschland GmbH	2024	0	0	0	0
	2025	NA	NA	NA	NA
Amexio Netherlands B.V.	2024	0	0	0	0
	2025	0	0	0	0
Groupe Amexio Canada Inc.	2024	0	0	0	0
	2025	0	0	0	0
Amexio Inc	2024	0	0	0	0
	2025	0	0	0	0
Cumul consolidé groupe	2024	1	1	0	0
	2025	3	3	0	0



7.2.5.13 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 KO	NA NA	OK OK	67 67
AmeXio Montpellier	2024 2025	KO KO	NA NA	OK OK	86 86
Amexio Ouest	2024 2025	KO KO	NA NA	OK OK	64 64
Amexio Nantes SAS	2024 2025	KO KO	NA NA	OK OK	65 65
Amexio Nord	2024 2025	KO KO	NA NA	OK OK	70 70
Amexio ERP	2025	NA	NA	NA	NA
Michelios 3	2024 2025	KO KO	NA NA	OK OK	67 67
Michelios 4 SAS	2024 2025	KO KO	NA NA	OK OK	67 67
Atol Conseils et Développements	2024 2025	KO KO	NA NA	KO KO	NA NA
Amexio Portugal	2024 2025	KO KO	NA NA	OK OK	90 90
Amexio Espana S.L.	2025	NA	NA	NA	NA
Amexio Switzerland SA	2024 2025	KO KO	NA NA	OK OK	82 82
Amexio Belgique srl	2024 2025	KO KO	NA NA	OK OK	71 71
Amexio Belgium NV	2024 2025	KO KO	NA NA	OK OK	84 84
Xenit Solutions	2025	KO	NA	OK	NA
Amexio Luxembourg	2024 2025	KO KO	NA NA	OK OK	71 71
Amexio Deutschland GmbH	2024 2025	KO NA	NA NA	OK NA	77 NA
Amexio Netherlands B.V.	2024 2025	KO KO	NA NA	OK OK	81 81
Groupe Amexio Canada Inc.	2024 2025	KO KO	NA NA	OK OK	85 85
Amexio Inc	2024 2025	KO KO	NA NA	OK OK	NA NA
Cumul consolidé groupe	2024 2025	KO KO	NA NA	OK KO	76 NA



7.3 GOVERNANCE, ETHICS AND BUSINESS CONDUCT INDICATORS, RESPONSIBLE PURCHASING

7.3.1 GOVERNANCE

7.3.1.1 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	3	2	1	0	0	33	67	0	0
	2025	3	2	1	0	0	33	67	0	0

7.3.1.2 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	5	2	3	0	1	1	20	20
	2025	5	2	3	0	1	1	20	20

7.3.1.3 Group Executive Committee

Entities	Year	Number of members of the EXECUTIVE COMMITTEE as at 31 December	Number of members of the EXECUTIVE COMMITTEE / Men	Number of members of the EXECUTIVE COMMITTEE / Women	Women on the EXECUTIVE COMMITTEE (%)	Men on the EXECUTIVE COMMITTEE (%)
Cumul consolidé groupe	2024	8	6	2	25	75
	2025	8	6	2	25	75



7.3.2 ETHICS AND BUSINESS CONDUCT

7.3.2.1 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	1	100	1	100	0	0
Amexio Ouest	2023	0	0	2	100	0	0
	2024	0	0	0	0	0	0
	2025	0	0	0	0	0	0
Amexio Nantes SAS	2023	NA	NA	NA	NA	NA	NA
	2024	0	0	1	100	0	0
	2025	0	0	0	0	0	0
Amexio Nord	2023	0	0	7	100	0	0
	2024	0	0	1	100	0	0
	2025	0	0	0	0	0	0
Amexio ERP	2025	NA	NA	NA	NA	NA	NA
Michelios 3	2023	0	0	0	0	0	0
	2024	0	0	0	0	0	0
	2025	0	0	0	0	0	0
Michelios 4 SAS	2023	0	0	27	100	0	0
	2024	0	0	0	0	0	0
	2025	0	0	0	0	0	0
Atol Conseils et Développements	2023	NA	NA	NA	NA	NA	NA
	2024	5	100	14	67	0	0
	2025	0	0	0	0	0	0
Amexio Portugal	2023	0	0	1	100	0	0
	2024	0	0	0	0	0	0
	2025	0	0	1	100	0	0
Amexio Espana S.L.	2025	NA	NA	NA	NA	NA	NA
Amexio Switzerland SA	2023	0	0	1	100	0	0
	2024	0	0	1	100	0	0
	2025	0	0	2	100	0	0
Amexio Belgique srl	2023	0	0	0	0	0	0
	2024	0	0	0	0	0	0
	2025	0	0	0	0	0	0
Amexio Belgium NV	2023	NA	NA	NA	NA	NA	NA
	2024	0	0	4	100	0	0
	2025	0	0	0	0	0	0
Xenit Solutions	2025	0	0	0	0	0	0
Amexio Luxembourg	2023	0	0	8	100	0	0
	2024	0	0	0	0	0	0
	2025	0	0	4	100	0	0
Amexio Deutschland GmbH	2023	NA	NA	NA	NA	NA	NA
	2024	0	0	1	100	0	0
	2025	NA	NA	NA	NA	NA	NA
Amexio Netherlands B.V.	2023	NA	NA	NA	NA	NA	NA
	2024	0	0	6	100	0	0
	2025	0	0	1	100	0	0
Groupe Amexio Canada Inc.	2023	NA	NA	NA	NA	NA	NA
	2024	0	0	1	100	0	0
	2025	1	100	1	100	0	0
Amexio Inc	2023	NA	NA	NA	NA	NA	NA
	2024	0	0	0	0	0	0
	2025	1	100	0	0	0	0
Cumul consolidé groupe	2023	0	0	47	100	0	0
	2024	5	100	31	96,7	0	0
	2025	3	100	10	100	0	0



7.3.2.2 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)
Amexio SAS	2024	0,5	E-Learning	Annuel
	2025	0,5	E-Learning	Annuel
Amexio Ouest	2024	0,5	E-Learning	Annuel
	2025	0,5	E-Learning	Annuel
Amexio Nantes SAS	2024	0,5	E-Learning	Annuel
	2025	0,5	E-Learning	Annuel
Amexio Nord	2024	0,5	E-Learning	Annuel
	2025	0,5	E-Learning	Annuel
Amexio ERP	2025	NA	NA	NA
Michelios 3	2024	0,5	E-Learning	Annuel
	2025	0,5	E-Learning	Annuel
Michelios 4 SAS	2024	0,5	E-Learning	Annuel
	2025	0,5	E-Learning	Annuel
Atol Conseils et Développements	2024	0,5	E-Learning	Annuel
	2025	NA	NA	NA
Amexio Portugal	2024	0,5	E-Learning	Annuel
	2025	0,5	E-Learning	Annuel
Amexio Espana S.L.	2025	NA	NA	NA
Amexio Switzerland SA	2024	0,5	E-Learning	Annuel
	2025	0,5	E-Learning	Annuel
Amexio Belgique srl	2024	0,5	E-Learning	Annuel
	2025	0,5	E-Learning	Annuel
Amexio Belgium NV	2024	0,5	E-Learning	Annuel
	2025	0,5	E-Learning	Annuel
Xenit Solutions	2025	NA	NA	NA
Amexio Luxembourg	2024	0,5	E-Learning	Annuel
	2025	0,5	E-Learning	Annuel
Amexio Deutschland GmbH	2024	0,5	E-Learning	Annuel
	2025	NA	NA	NA
Amexio Netherlands B.V.	2024	0,5	E-Learning	Annuel
	2025	0,5	E-Learning	Annuel
Groupe Amexio Canada Inc.	2024	0,5	E-Learning	Annuel
	2025	0,5	E-Learning	Annuel
Amexio Inc	2024	0,5	E-Learning	Annuel
	2025	0,5	E-Learning	Annuel
Cumul consolidé groupe	2024	0,5	E-Learning	Annuel
	2025	0,5	E-Learning	Annuel



7.3.2.3 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	0	0	0	0	0	0	0
	2025	0	0	0	0	0	0	0
Amexio Ouest	2024	0	0	0	0	0	0	0
	2025	0	0	0	0	0	0	0
Amexio Nantes SAS	2024	0	0	0	0	0	0	0
	2025	0	0	0	0	0	0	0
Amexio Nord	2024	0	0	0	0	0	0	0
	2025	0	0	0	0	0	0	0
Amexio ERP	2025	NA	NA	NA	NA	NA	NA	NA
Michelios 3	2024	0	0	0	0	0	0	0
	2025	0	0	0	0	0	0	0
Michelios 4 SAS	2024	0	0	0	0	0	0	0
	2025	0	0	0	0	0	0	0
Atol Conseils et Développements	2024	0	0	0	0	0	0	0
	2025	0	0	0	0	0	0	0
Amexio Portugal	2024	0	0	0	0	0	0	0
	2025	0	0	0	0	0	0	0
Amexio Espana S.L.	2025	NA	NA	NA	NA	NA	NA	NA
Amexio Switzerland SA	2024	0	0	0	0	0	0	0
	2025	0	0	0	0	0	0	0
Amexio Belgique srl	2024	0	0	0	0	0	0	0
	2025	0	0	0	0	0	0	0
Amexio Belgium NV	2024	0	0	0	0	0	0	0
	2025	0	0	0	0	0	0	0
Xenit Solutions	2025	0	0	0	0	0	0	0
Amexio Luxembourg	2024	0	0	0	0	0	0	0
	2025	0	0	0	0	0	0	0
Amexio Deutschland GmbH	2024	0	0	0	0	0	0	0
	2025	NA	NA	NA	NA	NA	NA	NA
Amexio Netherlands B.V.	2024	0	0	0	0	0	0	0
	2025	0	0	0	0	0	0	0
Groupe Amexio Canada Inc.	2024	0	0	0	0	0	0	0
	2025	0	0	0	0	0	0	0
Amexio Inc	2024	0	0	0	0	0	0	0
	2025	0	0	0	0	0	0	0
Cumul consolidé groupe	2024	0	0	0	0	0	0	0
	2025	0	0	0	0	0	0	0



7.3.3 SUPPLIERS AND RESPONSIBLE PURCHASING

7.3.3.1 Payment practices – General information

Entities	Year	Average payment period from the due date on the invoice (in DAYS)	Percentage of invoices paid within standard payment terms (%)	Number of legal proceedings in progress for late payment
Amexio SAS	2024	65	NM	0
	2025	9	NM	0
Amexio Ouest	2024	6	NM	0
	2025	6	NM	0
Amexio Nantes SAS	2024	NC	NM	0
	2025	23	NM	0
Amexio Nord	2024	43	NM	0
	2025	15	NM	0
Amexio ERP	2025	NA	NA	NA
Michelios 3	2024	4	NM	0
	2025	4	NM	0
Michelios 4 SAS	2024	150	NM	0
	2025	11	NM	0
Atol Conseils et Développements	2024	20,5	72	0
	2025	21,5	69	0
Amexio Portugal	2024	-2	100	0
	2025	11	NM	0
Amexio Espana S.L.	2025	NA	NA	NA
Amexio Switzerland SA	2024	0	100	0
	2025	15	NM	0
Amexio Belgique srl	2024	20	NM	0
	2025	2	NM	0
Amexio Belgium NV	2024	NM	NM	0
	2025	46	NM	0
Xenit Solutions	2025	NM	NM	0
Amexio Luxembourg	2024	20	NM	0
	2025	32	NM	0
Amexio Deutschland GmbH	2024	0	100	0
	2025	NA	NA	NA
Amexio Netherlands B.V.	2024	NM	NM	0
	2025	12	NM	0
Groupe Amexio Canada Inc.	2024	30	90	0
	2025	14	NM	0
Amexio Inc	2024	45	60	0
	2025	30	NM	0
Cumul consolidé groupe	2024	31	87	0
	2025	17	NM	0



7.3.3.2 *Payment practices – By major supplier category*

Entities	Year	Standard payment terms for EDITING PARTNERS suppliers (in DAYS)	Standard payment terms for SUBCONTRACTING suppliers (in DAYS)	Standard payment terms for OTHER EXTERNAL suppliers (in DAYS)
Amexio SAS	2024	60	60	30
	2025	60	60	30
Amexio Ouest	2024	NA	NA	NA
	2025	NA	NA	NA
Amexio Nantes SAS	2024	45	45	30
	2025	45	45	30
Amexio Nord	2024	60	30	45
	2025	60	30	45
Amexio ERP	2025	NA	NA	NA
Michelios 3	2024	NA	NA	NA
	2025	NA	NA	NA
Michelios 4 SAS	2024	NA	NA	NA
	2025	NA	NA	NA
Atol Conseils et Développements	2024	28	31	19
	2025	29	28	21
Amexio Portugal	2024	30	30	30
	2025	30	30	30
Amexio Espana S.L.	2025	NA	NA	NA
Amexio Switzerland SA	2024	30	30	30
	2025	30	30	30
Amexio Belgique srl	2024	NA	NA	NA
	2025	NA	NA	NA
Amexio Belgium NV	2024	30	30	30
	2025	30	30	30
Xenit Solutions	2025	60	30	30
Amexio Luxembourg	2024	NA	NA	NA
	2025	NA	NA	NA
Amexio Deutschland GmbH	2024	60	60	60
	2025	NA	NA	NA
Amexio Netherlands B.V.	2024	60	30	30
	2025	60	30	30
Groupe Amexio Canada Inc.	2024	45	30	30
	2025	45	30	30
Amexio Inc	2024	45	0	30
	2025	45	0	30
Cumul consolidé groupe	2024	45	34	33
	2025	45	31	30



7.3.3.3 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	250	38	237	0	13	0
	2025	241	NM	226	234	7	0
Amexio Ouest	2024	50	3	47	0	3	0
	2025	32	NM	32	32	0	0
Amexio Nantes SAS	2024	58	11	39	16	3	0
	2025	84	NM	58	76	8	0
Amexio Nord	2024	95	4	90	0	5	0
	2025	203	NM	203	203	0	0
Amexio ERP	2025	NA	NA	NA	NA	NA	NA
Michelios 3	2024	60	2	57	0	3	0
	2025	52	NM	42	51	1	0
Michelios 4 SAS	2024	84	34	80	0	4	0
	2025	80	NM	74	79	1	0
Atol Conseils et Développements	2024	329	116	274	29	25	1
	2025	354	105	293	327	26	1
Amexio Portugal	2024	NM	NM	NM	NM	NM	NM
	2025	36	NM	2	36	0	0
Amexio Espana S.L.	2025	NA	NA	NA	NA	NA	NA
Amexio Switzerland SA	2024	NM	NM	NM	NM	NM	NM
	2025	70	NM	3	70	0	0
Amexio Belgique srl	2024	16	16	4	11	1	0
	2025	38	NM	1	38	0	0
Amexio Belgium NV	2024	195	NM	5	182	8	0
	2025	300	NM	7	273	27	0
Xenit Solutions	2025	111	NM	3	103	8	0
Amexio Luxembourg	2024	62	62	7	49	5	1
	2025	151	NM	12	144	7	0
Amexio Deutschland GmbH	2024	5	0	0	5	0	0
	2025	NA	NA	NA	NA	NA	NA
Amexio Netherlands B.V.	2024	211	NM	NM	NM	NM	NM
	2025	212	NM	6	194	18	0
Groupe Amexio Canada Inc.	2024	98	0	10	5	83	0
	2025	81	NM	7	12	69	0
Amexio Inc	2024	19	0	3	1	15	0
	2025	15	NM	2	3	12	0
Cumul consolidé groupe	2024	1532	286	853	298	168	2
	2025	2060	NM	971	1875	184	1



7.3.3.4 CSR approach and assessment of strategic suppliers

Entities	Year	Number of suppliers targeted	Number of targeted suppliers that have undergone a CSR assessment by ECOVADIS	Percentage of targeted suppliers assessed (%)	Percentage of targeted suppliers awarded the Ecovadis Bronze medal (%)	Percentage of targeted suppliers awarded the Ecovadis Silver medal (%)	Percentage of targeted suppliers awarded the Ecovadis Gold medal (%)	Percentage of targeted suppliers awarded the Ecovadis Platinum medal (%)	Number of targeted suppliers with CSR clauses in their contracts	Number of targeted suppliers that have signed the supplier code of conduct (Responsible Purchasing Charter)	Percentage of targeted suppliers that have signed the supplier code of conduct (Responsible Purchasing Charter)	Number of suppliers targeted by an on-site audit	Number of audited/assessed suppliers committed to an improvement plan
Amexio SAS	2024	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
	2025	12	10	83,33	40	30	20	10	0	5	41,66	0	0
Atol Conseils et Développements	2024	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
	2025	7	2	28,57	100	0	0	0	0	1	14,29	0	0
Cumul consolidé groupe	2024	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
	2025	19	12	63,16	70	15	10	5	0	6	31,58	0	0

7.3.3.5 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	Total number of players that the organisation supports locally (schools, universities, associations, etc.)
Amexio SAS	2024	1	100	0	0	17
	2025	3	33,33	0	0	16
Amexio Ouest	2024	NA	NA	NA	NA	0
	2025	1	0	0	0	0
Amexio Nantes SAS	2024	NA	NA	NA	NA	0
	2025	1	0	0	0	0
Amexio Nord	2024	NA	NA	NA	NA	0
	2025	2	0	0	0	0
Amexio ERP	2024	NA	NA	NA	NA	NA
	2025	NA	NA	NA	NA	NA
Michelios 3	2024	NA	NA	NA	NA	NA
	2025	3	0	0	0	0
Michelios 4 SAS	2024	1	100	0	0	NA
	2025	10	10	0	1	0
Atol Conseils et Développements	2024	7	71	0	0	17
	2025	7	71	0	0	19
Amexio Portugal	2024	NA	NA	NA	NA	NM
	2025	1	0	0	0	0
Amexio Espana S.L.	2024	NA	NA	NA	NA	NA
	2025	NA	NA	NA	NA	NA
Amexio Switzerland SA	2024	NA	NA	NA	NA	NM
	2025	3	0	0	0	0
Amexio Belgique srl	2024	4	0	0	0	0
	2025	6	0	0	0	0
Amexio Belgium NV	2024	1	0	0	0	NM
	2025	0	0	0	0	NM
Xenit Solutions	2024	4	25	0	0	3
	2025	4	25	0	0	3
Amexio Luxembourg	2024	4	0	0	0	NM
	2025	6	0	0	0	0
Amexio Deutschland GmbH	2024	NA	NA	NA	NA	NM
	2025	NA	NA	NA	NA	NA
Amexio Netherlands B.V.	2024	1	100	0	0	0
	2025	3	100	0	0	0
Groupe Amexio Canada Inc.	2024	1	0	0	0	0
	2025	2	100	0	0	0
Amexio Inc	2024	1	0	0	0	0
	2025	1	100	0	0	0
Cumul consolidé groupe	2024	21	41,22	0	0	34
	2025	53	27,46	0	1	38



7.4 IT SECURITY & RESPONSIBLE DIGITAL INDICATORS

7.4.1.1 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	0	0	0	1
	2025	0	0	0	2
Amexio Ouest	2024	0	0	0	1
	2025	0	0	0	2
Amexio Nantes SAS	2024	0	0	0	1
	2025	0	0	0	2
Amexio Nord	2024	0	0	0	1
	2025	0	0	0	2
Amexio ERP	2025	NA	NA	NA	NA
Michelios 3	2024	0	0	0	1
	2025	0	0	0	2
Michelios 4 SAS	2024	0	0	0	1
	2025	0	0	0	2
Atol Conseils et Développements	2024	0	0	0	1
	2025	0	0	0	4
Amexio Portugal	2024	0	0	0	1
	2025	0	0	0	2
Amexio Espana S.L.	2025	NA	NA	NA	NA
Amexio Switzerland SA	2024	0	0	0	1
	2025	0	0	0	2
Amexio Belgique srl	2024	0	0	0	1
	2025	0	0	0	2
Amexio Belgium NV	2024	0	0	0	1
	2025	0	0	0	2
Xenit Solutions	2025	1	0	0	1
Amexio Luxembourg	2024	0	0	0	1
	2025	0	0	0	2
Amexio Deutschland GmbH	2024	0	0	0	1
	2025	NA	NA	NA	NA
Amexio Netherlands B.V.	2024	0	0	0	1
	2025	0	0	0	2
Groupe Amexio Canada Inc.	2024	1	0	0	1
	2025	0	0	0	2
Amexio Inc	2024	0	0	0	1
	2025	1	0	0	2
Cumul consolidé groupe	2024	1	0	0	1
	2025	1	0	0	2,06



7.4.1.2 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	0	7	112
Amexio Ouest	2023	0	4	0
	2024	0	7	38
	2025	0	3	51
Amexio Nantes SAS	2023	0	0	0
	2024	0	20	20
	2025	NA	NA	NA
Amexio Nord	2023	0	4	0
	2024	0	6	40
	2025	0	1	30
Amexio ERP	2025	NA	NA	NA
Michelios 3	2023	0	0	0
	2024	0	0	13
	2025	0	1	11
Michelios 4 SAS	2023	0	0	0
	2024	0	2	19
	2025	0	1	18
Atol Conseils et Développements	2023	0	37	0
	2024	0	29	262
	2025	0	27	0
Amexio Portugal	2023	0	0	0
	2024	0	32	34
	2025	0	1	30
Amexio Espana S.L.	2025	NA	NA	NA
Amexio Switzerland SA	2023	0	0	0
	2024	0	14	15
	2025	0	0	14
Amexio Belgique srl	2023	0	0	0
	2024	0	0	4
	2025	0	0	3
Amexio Belgium NV	2023	0	0	0
	2024	0	0	104
	2025	0	91	92
Xenit Solutions	2025	1	23	20
Amexio Luxembourg	2023	1	0	0
	2024	2	0	49
	2025	11	57	48
Amexio Deutschland GmbH	2023	0	0	0
	2024	0	5	5
	2025	NA	NA	NA
Amexio Netherlands B.V.	2023	0	0	0
	2024	0	0	68
	2025	0	72	66
Groupe Amexio Canada Inc.	2023	0	21	0
	2024	0	20	20
	2025	0	0	17
Amexio Inc	2023	0	0	0
	2024	0	3	3
	2025	0	0	4
Cumul consolidé groupe	2023	7	87	0
	2024	2	168	819
	2025	12	284	516



7.4.1.3 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	6	0	0	1
Amexio Ouest	2023	0	0	0	0
	2024	35	0	0	1
	2025	2	0	0	1
Amexio Nantes SAS	2023	0	0	0	0
	2024	18	0	0	1
	2025	1	0	0	1
Amexio Nord	2023	37	0	0	0
	2024	2	0	0	1
	2025	1	0	0	1
Amexio ERP	2025	NA	NA	NA	NA
Michelios 3	2023	11	0	6	0
	2024	0	0	0	1
	2025	1	0	0	1
Michelios 4 SAS	2023	0	0	4	0
	2024	0	0	0	1
	2025	0	0	0	1
Atol Conseils et Développements	2023	0	0	0	0
	2024	1	1	24	0
	2025	5	0	21	0
Amexio Portugal	2023	37	0	0	0
	2024	4	0	0	1
	2025	0	0	0	1
Amexio Espana S.L.	2025	NA	NA	NA	NA
Amexio Switzerland SA	2023	15	0	1	0
	2024	0	0	0	1
	2025	0	0	0	1
Amexio Belgique srl	2023	0	0	0	0
	2024	0	0	0	1
	2025	0	0	0	1
Amexio Belgium NV	2023	0	0	0	0
	2024	78	0	0	1
	2025	6	0	0	1
Xenit Solutions	2025	16	0	0	1
Amexio Luxembourg	2023	45	0	2	0
	2024	10	0	0	1
	2025	3	0	0	1
Amexio Deutschland GmbH	2023	0	0	0	0
	2024	4	0	0	1
	2025	NA	NA	NA	NA
Amexio Netherlands B.V.	2023	0	0	0	0
	2024	52	0	0	1
	2025	1	0	0	1
Groupe Amexio Canada Inc.	2023	0	0	0	0
	2024	7	0	0	1
	2025	0	0	0	1
Amexio Inc	2023	0	0	0	0
	2024	0	0	0	1
	2025	0	0	0	1
Cumul consolidé groupe	2023	266	0	19	0
	2024	237	1	24	1
	2025	42	0	21	1



7.5 ENVIRONMENTAL INDICATORS

7.5.1 MOBILITY

7.5.1.1 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	3	2	1	33,33	3
	2025	3	0	3	100,00	3
Amexio Ouest	2024	2	2	0	0,00	3
	2025	1	0	1	100,00	3
Amexio Nantes SAS	2024	2	1	1	50,00	3
	2025	1	0	1	100,00	3
Amexio Nord	2024	2	2	0	0,00	3
	2025	0	0	0	0,00	NA
Amexio ERP	2025	NA	NA	NA	NA	NA
Michelios 3	2024	2	2	0	0,00	3
	2025	2	2	0	0,00	3
Michelios 4 SAS	2024	2	2	0	0,00	3
	2025	3	2	1	33,33	3
Atol Conseils et Développements	2024	7	5	2	28,57	4
	2025	6	4	2	33,33	4
Amexio Portugal	2024	0	0	0	NA	NA
	2025	0	0	0	NA	NA
Amexio Espana S.L.	2025	NA	NA	NA	NA	NA
Amexio Switzerland SA	2024	0	0	0	NA	NA
	2025	0	0	0	NA	NA
Amexio Belgique srl	2024	1	0	1	100,00	4
	2025	1	0	1	100,00	4
Amexio Belgium NV	2024	98	74	24	24,49	5
	2025	87	76	11	12,64	5
Xenit Solutions	2025	0	0	0	0,00	NA
Amexio Luxembourg	2024	40	33	7	17,50	4
	2025	34	29	5	14,70	4
Amexio Deutschland GmbH	2024	2	1	1	50,00	3
	2025	NA	NA	NA	NA	NA
Amexio Netherlands B.V.	2024	42	16	26	61,90	4
	2025	42	14	28	66,67	4
Groupe Amexio Canada Inc.	2024	0	0	0	NA	NA
	2025	0	0	0	NA	NA
Amexio Inc	2024	0	0	0	NA	NA
	2025	0	0	0	NA	NA
Cumul consolidé groupe	2024	203	140	63	29,70	3,00
	2025	180	127	53	29,44	4,00



7.5.1.2 *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 Paris	2024	1	1	100
	2025	1	1	100
AmeXio Montpellier	2024	1	1	100
	2025	1	1	100
Amexio Ouest	2024	1	1	100
	2025	1	1	100
Amexio Nantes SAS	2024	1	1	100
	2025	1	1	100
Amexio Nord	2024	1	1	100
	2025	1	1	100
Amexio ERP	2025	NA	NA	NA
Michelios 3	2024	NA	NA	NA
	2025	NA	NA	NA
Michelios 4 SAS	2024	NA	NA	NA
	2025	NA	NA	NA
Atol Conseils et Développements	2024	4	4	100
	2025	5	4	80
Amexio Portugal	2024	1	1	100
	2025	1	1	100
Amexio Espana S.L.	2025	NA	NA	NA
Amexio Switzerland SA	2024	NA	NA	NA
	2025	NA	NA	NA
Amexio Belgique srl	2024	NA	NA	NA
	2025	NA	NA	NA
Amexio Belgium NV	2024	1	1	100
	2025	1	1	100
Xenit Solutions	2025	1	1	100
Amexio Luxembourg	2024	1	1	100
	2025	1	1	100
Amexio Deutschland GmbH	2024	NA	NA	NA
	2025	NA	NA	NA
Amexio Netherlands B.V.	2024	1	1	100
	2025	1	1	100
Groupe Amexio Canada Inc.	2024	NA	NA	NA
	2025	NA	NA	NA
Amexio Inc	2024	NA	NA	NA
	2025	NA	NA	NA
Cumul consolidé groupe	2024	13	13	100,00
	2025	15	14	93,33



7.5.1.3 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			
AmeXio Paris	2024	1	0	0
	2025	1	1	100
AmeXio Montpellier	2024	1	0	0
	2025	1	0	0
Amexio Ouest	2024	1	0	0
	2025	1	0	0
Amexio Nantes SAS	2024	1	0	0
	2025	1	0	0
Amexio Nord	2024	1	0	0
	2025	1	1	100
Amexio ERP	2025	NA	NA	NA
Michelios 3	2024	NA	NA	NA
	2025	NA	NA	NA
Michelios 4 SAS	2024	NA	NA	NA
	2025	NA	NA	NA
Atol Conseils et Développements	2024	4	1	25
	2025	5	1	20
Amexio Portugal	2024	NA	NA	NA
	2025	NA	NA	NA
Amexio Espana S.L.	2025	NA	NA	NA
Amexio Switzerland SA	2024	1	0	0
	2025	NA	NA	NA
Amexio Belgique srl	2024	NA	NA	NA
	2025	NA	NA	NA
Amexio Belgium NV	2024	1	1	100
	2025	1	1	100
Xenit Solutions	2025	1	1	100
Amexio Luxembourg	2024	1	0	0
	2025	1	0	0
Amexio Deutschland GmbH	2024	NA	NA	NA
	2025	NA	NA	NA
Amexio Netherlands B.V.	2024	1	1	100
	2025	1	1	100
Groupe Amexio Canada Inc.	2024	NA	NA	NA
	2025	NA	NA	NA
Amexio Inc	2024	NA	NA	NA
	2025	NA	NA	NA
Cumul consolidé groupe	2024	13	3	23,08
	2025	14	6	42,86



7.5.1.4 Fuel consumption

Entities	Year	Fuel consumption in litres	Petrol consumption in litres	Diesel consumption in litres
Amexio SAS	2024	13 300,17	13 300,17	0,00
	2025	4 524,99	4 524,99	0,00
Amexio Ouest	2024	4 373,81	4 373,81	0,00
	2025	1 323,76	1 323,76	0,00
Amexio Nantes SAS	2024	623,33	623,33	0,00
	2025	1 062,07	1 062,07	0,00
Amexio Nord	2024	17 194,97	17 194,97	0,00
	2025	0,00	0,00	0,00
Amexio ERP	2025	NA	NA	NA
Michelios 3	2024	5 824,59	5 824,59	0,00
	2025	1 126,02	1 126,02	0,00
Michelios 4 SAS	2024	23 642,25	23 642,25	0,00
	2025	6 070,18	6 070,18	0,00
Atol Conseils et Développements	2024	53 012,22	53 012,22	0,00
	2025	24 419,21	24 419,21	0,00
Amexio Portugal	2024	50 926,97	50 926,97	0,00
	2025	0,00	0,00	0,00
Amexio Espana S.L.	2025	NA	NA	NA
Amexio Switzerland SA	2024	2 975,81	2 975,81	0,00
	2025	0,00	0,00	0,00
Amexio Belgique srl	2024	4 800,00	4 800,00	0,00
	2025	603,39	603,39	0,00
Amexio Belgium NV	2024	98 392,32	98 392,32	0,00
	2025	97 057,67	97 057,67	0,00
Xenit Solutions	2025	152,82	152,82	0,00
Amexio Luxembourg	2024	NC	NC	NC
	2025	67 139,33	67 139,33	0,00
Amexio Deutschland GmbH	2024	242,70	242,70	0,00
	2025	NA	NA	NA
Amexio Netherlands B.V.	2024	45 362,94	45 362,94	0,00
	2025	22 120,62	22 120,62	0,00
Groupe Amexio Canada Inc.	2024	14,99	14,99	0,00
	2025	3 912,03	3 912,03	0,00
Amexio Inc	2024	49,69	49,69	0,00
	2025	291,42	291,42	0,00
Cumul consolidé groupe	2024	320 736,78	320 736,78	0,00
	2025	229 803,51	229 803,51	0,00



7.5.1.5 Emissions linked to business

Entities	Year	Total expenses in € incl. VAT	Fuel expenses in € incl. VAT	Train & plane expenses in € incl. VAT	Train expenses in € incl. VAT	Plane expenses in € incl. VAT	Hosting expenses in € incl. VAT	Catering expenses in € incl. VAT
Amexio SAS	2024	319 800,47	23 940,30	44 553,93	NC	NC	21 349,57	35 081,60
	2025	149 241,11	8 144,98		31 376,28	15 161,45	53 569,23	39 519,83
Amexio Ouest	2024	12 916,92	7 872,85	1 064,70	NC	NC	0,00	3 979,37
	2025	19 422,07	2 382,77		8 522,40	1 917,61	4 846,28	1 497,48
Amexio Nantes SAS	2024	14 036,80	1 122,00	6 163,60	NC	NC	3 889,20	2 862,00
	2025	20 100,69	1 911,73		3 841,15	9 942,79	2 057,39	2 143,01
Amexio Nord	2024	88 014,93	30 950,94	15 879,86	NC	NC	33 822,66	7 361,47
	2025	20 931,83	0,00		9 206,10	47,50	9 440,63	2 161,60
Amexio ERP	2025	NA	NA	NA	NA	NA	NA	NA
Michelios 3	2024	29 582,18	10 484,27	6 867,03	NC	NC	2 861,63	9 369,25
	2025	22 232,33	2 026,85		6 339,26	6 605,43	1 125,48	5 494,10
Michelios 4 SAS	2024	60 153,06	42 556,05	96,91	NC	NC	478,43	17 021,67
	2025	37 160,59	10 926,32		2 072,37	1 782,21	2 617,07	19 162,48
Atol Conseils et Développements	2024	380 269,00	95 422,00	74 562,00	NC	NC	72 592,00	137 693,00
	2025	304 981,92	43 954,58		62 643,67	4 153,64	68 881,03	125 349,00
Amexio Portugal	2024	95 988,97	91 668,55	1 347,70	NC	NC	843,79	2 128,93
	2025	4 163,30	0,00		189,70	346,97	85,82	2 800,72
Amexio Espana S.L.	2025	NA	NA	NA	NA	NA	NA	NA
Amexio Switzerland SA	2024	54 142,62	5 356,47	12 011,09	NC	NC	13 002,35	23 772,71
	2025	45 598,01	0,00		11 227,00	1 048,00	11 941,00	21 100,00
Amexio Belgique srl	2024	11 124,87	8 640,00	260,33	NC	NC	0,00	2 224,54
	2025	1 086,10	1 086,10		0,00	0,00	0,00	0,00
Amexio Belgium NV	2024	281 065,29	177 106,18	5 205,65	NC	NC	70 050,31	28 703,15
	2025	234 697,02	174 703,80		4 457,00	1 910,00	7 525,53	46 100,69
Xenit Solutions	2025	25 187,34	275,07		10 244,28	1 536,60	4 592,58	8 538,81
Amexio Luxembourg	2024	72 984,22	NC	NC	NC	NC	NC	NC
	2025	167 981,55	120 850,79		5 507,03	7 710,59	20 946,67	12 653,55
Amexio Deutschland GmbH	2024	436,86	436,86	0,00	NC	NC	0,00	0,00
	2025	NA	NA	NA	NA	NA	NA	NA
Amexio Netherlands B.V.	2024	215 489,45	81 653,30	40 876,70	NC	NC	69 944,61	23 014,84
	2025	79 619,60	39 817,11		5 450,00	6 293,49	19 513,00	8 546,00
Groupe Amexio Canada Inc.	2024	6 210,41	26,98	897,39	NC	NC	3 345,44	1 940,60
	2025	7 085,81	7 041,65		0,00	0,00	0,00	44,16
Amexio Inc	2024	9 444,02	89,44	2 647,55	NC	NC	6 707,03	0,00
	2025	6 146,70	524,55		0,00	1 879,13	2 960,59	782,43
Cumul consolidé groupe	2024	1 651 660,07	577 601,26	212 434,44	NC	NC	298 887,02	295 153,13
	2025	1 145 635,97	413 646,30		161 076,24	60 335,41	210 102,30	295 893,86



7.5.1.6 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	125	NM	NM	NM
	2025	112	NM	NM	NM
Amexio Ouest	2024	38	NM	NM	NM
	2025	51	NM	NM	NM
Amexio Nantes SAS	2024	20	NM	NM	NM
	2025	NA	NA	NA	NA
Amexio Nord	2024	40	NM	NM	NM
	2025	30	NM	NM	NM
Amexio ERP	2025	NA	NA	NA	NA
Michelios 3	2024	13	NM	NM	NM
	2025	11	NM	NM	NM
Michelios 4 SAS	2024	19	NM	NM	NM
	2025	18	NM	NM	NM
Atol Conseils et Développements	2024	262	359478	998512	225993
	2025	270	NM	NM	NM
Amexio Portugal	2024	33	NM	NM	NM
	2025	30	NM	NM	NM
Amexio Espana S.L.	2025	NA	NA	NA	NA
Amexio Switzerland SA	2024	14	NM	NM	NM
	2025	14	NM	NM	NM
Amexio Belgique srl	2024	4	NM	NM	NM
	2025	3	NM	NM	NM
Amexio Belgium NV	2024	104	NM	NM	NM
	2025	92	NM	NM	NM
Xenit Solutions	2025	20	NM	NM	NM
Amexio Luxembourg	2024	53	NM	NM	NM
	2025	48	NM	NM	NM
Amexio Deutschland GmbH	2024	5	NM	NM	NM
	2025	NA	NA	NA	NA
Amexio Netherlands B.V.	2024	68	NM	NM	NM
	2025	66	NM	NM	NM
Groupe Amexio Canada Inc.	2024	21	NM	NM	NM
	2025	17	NM	NM	NM
Amexio Inc	2024	3	NM	NM	NM
	2025	4	NM	NM	NM
Cumul consolidé groupe	2024	822	359478	998512	225993
	2025	786	NM	NM	NM



7.5.2 CONSUMABLES, WASTE AND RECYCLING

7.5.2.1 Management of non-hazardous waste (toner and printer cartridges)

Entities	Year	Number of sites involved in the collection and recycling process	Number of sites equipped with the collection and recycling process	Percentage of sites equipped with the collection and recycling process (%)	Total quantity of waste produced in tonnes	Quantity of waste recovered in tonnes	Quantity of waste recycled in tonnes	Quantity of waste disposed of in tonnes
Amexio SAS	2024							
	2025							
AmeXio Paris	2024	1	1	100	0,0016	NC	NC	NC
	2025	1	1	100	0,0016	NC	NC	NC
AmeXio Montpellier	2024	0	0	100	0,0002	NC	NC	NC
	2025	0	0	100	0,0002	NC	NC	NC
Amexio Ouest	2024	0	0	100	0,0002	NC	NC	NC
	2025	0	0	100	0,0002	NC	NC	NC
Amexio Nantes SAS	2024	0	0	100	0,0004	NC	NC	NC
	2025	0	0	100	0,0004	NC	NC	NC
Amexio Nord	2024	1	1	100	0,0012	NC	NC	NC
	2025	1	1	100	0,0012	NC	NC	NC
Amexio ERP	2025	NA	NA	NA	NA	NA	NA	NA
Michelios 3	2024	NA	NA	NA	NA	NA	NA	NA
	2025	NA	NA	NA	NA	NA	NA	NA
Michelios 4 SAS	2024	NA	NA	NA	NA	NA	NA	NA
	2025	NA	NA	NA	NA	NA	NA	NA
Atol Conseils et Développements	2024	4	4	100	0,0128	NA	NA	NA
	2025	5	5	100	0,0016	0	0,0016	NA
Amexio Portugal	2024	NA	NA	NA	NA	NA	NA	NA
	2025	NA	NA	NA	NA	NA	NA	NA
Amexio Espana S.L.	2025	NA	NA	NA	NA	NA	NA	NA
Amexio Switzerland SA	2024	NA	NA	NA	NA	NA	NA	NA
	2025	NA	NA	NA	NA	NA	NA	NA
Amexio Belgique srl	2024	NA	NA	NA	NA	NA	NA	NA
	2025	NA	NA	NA	NA	NA	NA	NA
Amexio Belgium NV	2024	1	0	0	0,0032	NC	NC	NC
	2025	1	1	100	0,0032	NC	NC	NC
Xenit Solutions	2025	1	1	100	0,0012	NC	NC	NC
Amexio Luxembourg	2024	1	1	100	0,0008	NC	NC	NC
	2025	1	1	100	0,0008	NC	NC	NC
Amexio Deutschland GmbH	2024	NA	NA	NA	NA	NA	NA	NA
	2025	NA	NA	NA	NA	NA	NA	NA
Amexio Netherlands B.V.	2024	1	1	100	0,0004	NC	NC	NC
	2025	1	1	100	0,0004	NC	NC	NC
Groupe Amexio Canada Inc.	2024	1	1	100	0,0004	NC	NC	NC
	2025	1	1	100	0,0004	NC	NC	NC
Amexio Inc	2024	NA	NA	NA	NA	NA	NA	NA
	2025	NA	NA	NA	NA	NA	NA	NA
Cumul consolidé groupe	2024	10	9	90	0,0212	NC	NC	NC
	2025	12	12	100	0,0112	0	0,016	NC



7.5.2.2 Hazardous waste management (WEEE)

Entities	Year	Number of sites involved in the collection and recycling process	Number of sites equipped with the collection and recycling process	Percentage of sites equipped with the collection and recycling process (%)	Total quantity of waste produced in tonnes	Quantity of waste recovered in tonnes	Quantity of waste recycled in tonnes	Quantity of waste disposed of in tonnes
Amexio SAS	2024							
	2025							
AmeXio Paris	2024	1	1	100	0,180	0,1692	0,0108	0
	2025	1	1	100	0	0	0	0
AmeXio Montpellier	2024	NA	NA	NA	NA	NA	NA	NA
	2025	NA	NA	NA	NA	NA	NA	NA
Amexio Ouest	2024	1	1	100	0	0	0	0
	2025	1	1	100	0	0	0	0
Amexio Nantes SAS	2024	1	0	0	0	0	0	0
	2025	1	1	100	0,185	NC	NC	NC
Amexio Nord	2024	1	1	100	0	0	0	0
	2025	1	1	100	0	0	0	0
Amexio ERP	2024	NA	NA	NA	NA	NA	NA	NA
	2025	NA	NA	NA	NA	NA	NA	NA
Michelios 3	2024	NA	NA	NA	NA	NA	NA	NA
	2025	NA	NA	NA	NA	NA	NA	NA
Michelios 4 SAS	2024	NA	NA	NA	NA	NA	NA	NA
	2025	NA	NA	NA	NA	NA	NA	NA
Atol Conseils et Développements	2024	4	4	100	0,313	NC	NC	NC
	2025	5	5	100	0,181	0,145	0,036	0
Amexio Portugal	2024	NA	NA	NA	NA	NA	NA	NA
	2025	NA	NA	NA	NA	NA	NA	NA
Amexio Espana S.L.	2024	NA	NA	NA	NA	NA	NA	NA
	2025	NA	NA	NA	NA	NA	NA	NA
Amexio Switzerland SA	2024	NA	NA	NA	NA	NA	NA	NA
	2025	NA	NA	NA	NA	NA	NA	NA
Amexio Belgique srl	2024	NA	NA	NA	NA	NA	NA	NA
	2025	NA	NA	NA	NA	NA	NA	NA
Amexio Belgium NV	2024	1	0	0	0	0	0	0
	2025	1	1	100	0,17	NM	NM	NM
Xenit Solutions	2024	1	1	100	NM	NM	NM	NM
	2025	1	1	100	NM	NM	NM	NM
Amexio Luxembourg	2024	1	0	0	0	0	0	0
	2025	1	1	100	0	0	0	0
Amexio Deutschland GmbH	2024	NA	NA	NA	NA	NA	NA	NA
	2025	NA	NA	NA	NA	NA	NA	NA
Amexio Netherlands B.V.	2024	1	1	100	NC	NC	NC	NC
	2025	1	1	100	NC	NC	NC	NC
Groupe Amexio Canada Inc.	2024	1	0	0	NA	NA	NA	NA
	2025	1	0	0	NA	NA	NA	NA
Amexio Inc	2024	NA	NA	NA	NA	NA	NA	NA
	2025	NA	NA	NA	NA	NA	NA	NA
Cumul consolidé groupe	2024	11	8	72,73	0,493	0,1692	0,0108	NM
	2025	14	13	92,86	0,536	0,145	0,036	NM



7.5.2.3 Paper consumption

Entities	Year	Average annual paper consumption (Kg)	Percentage of recycled or certified paper bought (%)
Amexio SAS	2024 2025		
AmeXio Paris	2024 2025	90 90	100 100
AmeXio Montpellier	2024 2025	7,5 7,5	100 100
Amexio Ouest	2024 2025	7,5 7,5	100 100
Amexio Nantes SAS	2024 2025	0,5 0,5	100 100
Amexio Nord	2024 2025	45 43	100 100
Amexio ERP	2025	NA	NA
Michelios 3	2024 2025	NA NA	NA NA
Michelios 4 SAS	2024 2025	NA NA	NA NA
Atol Conseils et Développements	2024 2025	164 111	86 86
Amexio Portugal	2024 2025	0 0	NA NA
Amexio Espana S.L.	2025	NA	NA
Amexio Switzerland SA	2024 2025	0 0	NA NA
Amexio Belgique srl	2024 2025	0 0	NA NA
Amexio Belgium NV	2024 2025	20 20	90 90
Xenit Solutions	2025	12,5	90
Amexio Luxembourg	2024 2025	45 42,5	100 100
Amexio Deutschland GmbH	2024 2025	NA NA	NA NA
Amexio Netherlands B.V.	2024 2025	5 5	90 90
Groupe Amexio Canada Inc.	2024 2025	2,5 2,5	90 90
Amexio Inc	2024 2025	NA NA	NA NA
Cumul consolidé groupe	2024 2025	387,00 342,00	95,11 95,09



8. CORRESPONDENCE EXTERNAL REFERENCES

8.1 SOCIAL INDICATORS

8.1.1 Workforce

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



8.1.2 Staff movements

STAFF MOVEMENTS				
New hires				
Total number of new hires	#			
Number of permanent hires	#	401-1	8	
Number of non-permanent hires	#	401-1	8	
Number of permanent hires / women	#	401-1	8	
Number of non-permanent hires / women	#	401-1	8	
Departures				
Total number of departures	#	401-1	8	ESRS S1-6
Number of permanent staff leaving	#	401-1	8	ESRS S1-6
Non-permanent staff departures	#	401-1	8	ESRS S1-6
Number of departures at the employee's initiative	#	401-1	8	ESRS S1-6
Number of departures initiated by the employer	#	401-1	8	ESRS S1-6
Job creation and turnover				
Net job creation out of total workforce	#	401-1	8	
Turnover rate (%)	%	401-1	8	ESRS S1-6

8.1.3 Training and skills development

TRAINING AND SKILLS DEVELOPMENT				
Training				
Employees trained at least 1 time	#	404-1	4	
Percentage of employees having received at least one training course	%	404-1	4	
Total hours of training	H	404-1	4	ESRS S1-13
Number of hours of training per employee trained	H	404-1	4	ESRS S1-13
Training costs				
Total expenditure on employee training (€)	EUR	404-1	4	
Average training expenditure per employee (€)	EUR	404-1	4	
% of payroll devoted to training	%	404-1	4	
Regular performance and career development reviews				
Number of annual appraisals	#	404-3		ESRS S1-13
of employees having an annual appraisal	%	404-3		ESRS S1-13



8.1.4 Health and safety

HEALTH & SAFETY				
Number of hours worked				
Number of working days in the year	#	403-9	8	
Hours worked per day	H	403-9	8	
Number of hours worked per year	H	403-9	8	
Total theoretical annual hours worked	H	403-9	8	
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 (%)	%	403-9	3, 8	ESRS S1-14
Number of days lost as a result of an accident at work	#	403-9	3, 8	ESRS S1-14
Lost-time accident frequency rate (%)	%	403-9	3, 8	ESRS S1-14
Severity rate (%)	%	403-9	3, 8	ESRS S1-14
Commuting accidents				
Number of commuting accidents	#	403-9	3, 8	
Number of commuting accidents resulting in time off work	#	403-9	3, 8	
Absences				
Total hours of absence	H		3, 8	
Number of hours of absence due to an accident at work	H		3, 8	
Number of hours absent due to illness	H	403-10	3, 8	
Absenteeism rate (%)	%		3, 8	ESRS S1-14
Parental leave				
Total number of employees eligible for parental leave	#	401-3		ESRS S1-14
Total number of employees taking parental leave	#	401-3		ESRS S1-14
Rate of parental leave taken (%)	%	401-3		ESRS S1-14
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 (%)	%			



8.1.5 Diversity and inclusion

DIVERSITY AND INCLUSION				
Gender equality (1/4)				
Gender equality in the workplace index	#	405-2	5, 10	ESRS S1-16
Gender equality (2/4)				
Number of managers	#	405-1	5, 10	ESRS S1-9
Number of male managers	#	405-1	5, 10	ESRS S1-9
Number of female managers	#	405-1	5, 10	ESRS S1-9
Share of female managers (%)	%	405-1	5, 10	ESRS S1-9
Gender equality (3/4)				
Average hourly pay for men (€)	EUR	405-2	5, 10	
Average hourly pay for women (€)	EUR	405-2	5, 10	
Unadjusted gender pay gap (%)	%	405-2	5, 10	ESRS S1-16
Average annual pay for men (€)	EUR	405-2	5, 10	
Average annual pay for women (€)	EUR	405-2	5, 10	
Unadjusted gender pay gap (on annual pay) (%)	%	405-2	5, 10	ESRS S1-16
Gender equality (4/4)				
Number of women among the top 10 earners	#	405-2	5, 10	
Women as % of top 10 earners	%	405-2	5, 10	
Number of women among the 10 lowest-paid employees	#	405-2	5, 10	
of women in the 10 lowest-paid employees	%	405-2	5, 10	
Minimum pay (living wage)				
Gross annual salary for the lowest status in the workforce (€)	EUR	202-1	10	
Gross annual legal minimum wage (= living wage index) (€)	EUR	202-1	10	ESRS S1-10
Percentage of employees earning less than the living wage index (%)	%	202-1	10	ESRS S1-10
Ratio of total annual remuneration of the highest paid person to the median total annual remuneration of all employees (%)	%	202-1	10	ESRS S1-16
People with disabilities				
Number of disabled employees	#	405-1	8, 10	ESRS S1-12
Percentage of disabled employees (%)	%	405-1	8, 10	ESRS S1-12
Expenditure on subcontracting to sheltered workshops (€)	EUR			
Minority and/or vulnerable groups				
Number of foreign employees	#	405-1	10	
Percentage of workers from minority groups and/or vulnerable workers in relation to the	%	405-1	10	
Percentage of employees from minority or vulnerable groups among managers (%)	%	405-1	10	
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	#	405-1	10	
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 labour disputes in progress	#	406-1		
Employees covered by a collective agreement (%)	%			ESRS S1-8
Employees represented in the workplace by staff representatives (%)	%			ESRS S1-8
Existence of an agreement for representation by a works council (OK / KO)	OK / KO			ESRS S1-8
Social protection				
Employees covered in the event of sickness (%)	%	401-2	1, 3, 8	ESRS S1-11
Employees covered in the event of unemployment (%)	%	401-2	1, 3, 8	ESRS S1-11
Employees covered for accidents at work and acquired disabilities (%)	%	401-2	1, 3, 8	ESRS S1-11
Employees covered in the event of parental leave (%)	%	401-2	1, 3, 8	ESRS S1-11
Employees covered in the event of retirement (%)	%	401-2	1, 3, 8	ESRS S1-11
Cases, complaints and serious impacts on human rights				
Number of reported incidents of discrimination, including harassment	#	405-2	5, 10	ESRS S1-17
Number of complaints filed through reporting channels	#	405-2	5, 10	ESRS S1-17
Number of serious human rights incidents (non-compliance with UN guidelines, OECD, ILO declaration)	#	405-2	5, 10	ESRS S1-17
Total amount of fines, penalties and compensation for damages resulting from incidents and complaints (€)	EUR	405-2	5, 10	ESRS S1-17
Social barometer				
Implementation of an internal survey (OK / KO)	OK / KO	403-6	8	
Employee satisfaction measured by internal survey (%)	%	403-6	8	
Implementation of an external survey (OK / KO)	OK / KO	403-6	8	
Employee satisfaction measured by external survey (%)	%	403-6	8	



8.2 GOVERNANCE, ETHICS & BUSINESS CONDUCT INDICATORS, RESPONSIBLE PURCHASING

8.2.1 Governance

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



8.2.2 Ethics and business conduct

ETHICS AND BUSINESS CONDUCT				
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 (%)	%	205-2		ESRS G1-3
Number of FUNCTIONS AT RISK trained in the fight against corruption	#	205-2		ESRS G1-3
Percentage of FUNCTIONS AT RISK that have received anti-corruption training (%)	%	205-2		ESRS G1-3
Number of employees trained in the fight against corruption	#	205-2		ESRS G1-3
Percentage of employees who have received anti-corruption training (%)	%	205-2		ESRS G1-3
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)	On Site	205-2		ESRS G1-3
Frequency of training (Monthly, Semi-Annually, Annually)	Mensuel,	205-2		ESRS G1-3
Cases of corruption or bribery / Offences related to corruption or bribery				
Number of convictions for breaches of anti-corruption and bribery legislation	#	417-2		ESRS G1-4
Amount of fines for breaches of anti-corruption and bribery legislation (€)	EUR	417-2		ESRS G1-4
Total number of proven cases of corruption or payment of bribes	#	205-3		ESRS G1-4
Number of proven cases leading to dismissal or sanction of employees	#	205-3		ESRS G1-4
Number of confirmed cases of contracts with business partners terminated or not renewed	#	205-3		ESRS G1-4
Number of cases opened (during the reporting year) in progress	#	417-2		ESRS G1-4
Number of cases opened in previous years where the outcome was not known until the reporting period	#	417-2		ESRS G1-4



8.2.3 Suppliers and responsible purchasing

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 (%)	%	204		ESRS G1-6
Number of legal proceedings in progress for late payment	#	204		ESRS G1-6
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)	#	204		ESRS G1-6
Standard payment terms for OTHER EXTERNAL suppliers (in DAYS)	#	204		ESRS G1-6
General information				
Total number of suppliers	#	204		
Number of new suppliers	#	204		
Total amount of purchases (excl. VAT, €)	EUR	204		
Number of suppliers based in France	#	204		
Number of suppliers headquartered in Europe	#	204		
Number of suppliers headquartered outside Europe	#	204		
Number of suppliers headquartered in high-risk areas	#	204		
CSR approach and assessment of strategic suppliers				
Number of suppliers targeted	#	308-2	12, 17	
Number of targeted suppliers that have undergone a CSR assessment by ECOVADIS	#	308-2	12, 17	
Percentage of targeted suppliers assessed (%)	%	308-2	12, 17	
Percentage of targeted suppliers awarded the Ecovadis Bronze medal (%)	%	308-2	12, 17	
Percentage of targeted suppliers awarded the Ecovadis Silver medal (%)	%	308-2	12, 17	
Percentage of targeted suppliers awarded the Ecovadis Gold medal (%)	%	308-2	12, 17	
Percentage of targeted suppliers awarded the Ecovadis Platinum medal (%)	%	308-2	12, 17	
Number of targeted suppliers with CSR clauses in their contracts	#	308-2	12, 17	
Number of targeted suppliers that have signed the supplier code of conduct (Responsible Purchasing Charter)	#	308-2	12, 17	
Percentage of targeted suppliers that have signed the supplier code of conduct (Responsible Purchasing Charter) (%)	%			
Number of suppliers targeted by an on-site audit	#	308-2	12, 17	
Number of audited/assessed suppliers committed to an improvement plan	#	308-2	12, 17	
Best practices in responsible purchasing				
Number of employees identified as "buyers"	#	308-2	12, 17	
Percentage of staff identified as "buyers" trained or made aware of responsible purchasing (%)	%	308-2	12, 17	
Percentage of staff identified as "buyers" who have an objective view of their responsible purchasing approach (%)	%	308-2	12, 17	
Number of employees trained in collaboration and dialogue with suppliers	#	308-2	12, 17	
Total number of players that the organisation supports locally (schools, universities, associations, etc.)	#	308-2	12, 17	
Number of associations supported	#	308-2	12, 17	
List of associations	TXT	308-2	12, 17	
Number of schools and universities supported	#	308-2	12, 17	
List of schools and universities supported	TXT	308-2	12, 17	



8.3 IT SECURITY & RESPONSIBLE DIGITAL INDICATORS

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

8.4 ENVIRONMENTAL INDICATORS

8.4.1 Mobility

Indicators	Units	GRI	ODD	CSRD
MOBILITY				
Leased company vehicles				
Total number of company vehicles	#	305-1	11, 12, 13	ESRS E1 - 6
Number of internal combustion company vehicles	#	305-1	11, 12, 13	ESRS E1 - 6
Number of hybrid / electric company vehicles	#	305-1	11, 12, 13	ESRS E1 - 6
Percentage of company vehicles that are hybrid / electric (%)	%	305-1	11, 12, 13	ESRS E1 - 6
Average duration of amortisation contract in years OR year of purchase	#	305-1	11, 12, 13	ESRS E1 - 6
Bicycle park facilities				
Number of sites concerned by a bike park	#		11, 12, 13	
Number of sites equipped with a bike park	#		11, 12, 13	
Percentage of sites equipped with a bike park (%)	%		11, 12, 13	
Equipment with charging stations for hybrid / electric vehicles				
Number of sites concerned by a charging points	#	305-1	11, 12, 13	
Number of sites equipped with charging points	#	305-1	11, 12, 13	
Percentage of sites equipped with charging points (%)	%	305-1	11, 12, 13	
Fuel consumption				
Fuel consumption in litres	L	302-1	12	ESRS E1 - 6
Petrol consumption in litres	L	302-1	12	ESRS E1 - 6
Diesel consumption in litres	L	302-1	12	ESRS E1 - 6
Emissions linked to business travel				
Total expenses in € incl. VAT	€	305-3	11, 12, 13	ESRS E1-6
Fuel expenses in € incl. VAT	€	305-3	11, 12, 13	ESRS E1-6
Train expenses in € incl. VAT	€	305-3	11, 12, 13	ESRS E1-6
Plane expenses in € incl. VAT	€	305-3	11, 12, 13	ESRS E1-6
Hosting expenses in € incl. VAT	€	305-3	11, 12, 13	ESRS E1-6
Restaurant expenses in € incl. VAT	€	305-3	11, 12, 13	ESRS E1-6
Expenses for short- or medium-term car hire or taxi fares in € including VAT	€	305-3	11, 12, 13	ESRS E1-6
Emissions linked to employee commuting				
Total workforce at 31/12	#	305-3	11, 12, 13	ESRS E1-6
Public transport: total distances travelled in km	Km	305-3	11, 12, 13	ESRS E1-6
Private car: total distances travelled in Km	Km	305-3	11, 12, 13	ESRS E1-6
Other (cycling, walking, car-pooling): total distances travelled in Km	Km	305-3	11, 12, 13	ESRS E1-6



8.4.2 Consumables, waste and recycling

CONSUMABLES, WASTE AND RECYCLING				
Management of non-hazardous waste (toner and printer cartridges)				
Number of sites involved in the collection and recycling process	#		11, 12, 13	
Number of sites equipped with the collection and recycling process	#		11, 12, 13	
Percentage of sites equipped with the collection and recycling process (%)	%		11, 12, 13	
Total quantity of waste produced in tonnes	T	306-	11, 12, 13	ESRS E1-2
Quantity of waste recovered in tonnes	T	306-	11, 12, 13	ESRS E1-2
Quantity of waste recycled in tonnes	T	306-	11, 12, 13	ESRS E1-2
Quantity of waste disposed of in tonnes	T	306-	11, 12, 13	ESRS E1-2
Hazardous waste management (WEEE)				
Number of sites involved in the collection and recycling process	#		11, 12, 13	
Number of sites equipped with the collection and recycling process	#		11, 12, 13	
Percentage of sites equipped with the collection and recycling process (%)	%		11, 12, 13	
Total quantity of waste produced in tonnes	T	306-	11, 12, 13	ESRS E1-2
Quantity of waste recovered in tonnes	T	306-	11, 12, 13	ESRS E1-2
Quantity of waste recycled in tonnes	T	306-	11, 12, 13	ESRS E1-2
Quantity of waste disposed of in tonnes	T	306-	11, 12, 13	ESRS E1-2
Paper consumption				
Average annual paper consumption (Kg)	Kg	306-	12	
Percentage of recycled or certified paper bought (%)	%	306-	12	

8.4.3 Emissions from information systems

EMISSIONS FROM INFORMATION SYSTEMS				
Emissions linked to IT services				
Purchases of IT licences for resale to customers (in € excluding VAT)	EUR	305-1/2/3	9, 12, 13	
Purchases of IT hosting for internal use and for resale to customers (in € excluding VAT)	EUR	305-1/2/3	9, 12, 13	
Purchases of IT equipment: computers, monitors, printers (in € excluding VAT)	EUR	305-1/2/3	9, 12, 13	
Emissions linked to server fixed assets				
Number of servers owned at 31/12	#	305-1/2/3	9, 12, 13	
Average purchase price of servers (in € excl. VAT)	EUR	305-1/2/3	9, 12, 13	
Year of purchase of servers (if known)	Année	305-1/2/3	9, 12, 13	

8.4.4 Energy consumption

ENERGY CONSUMPTION				
Energy consumption (electricity, water, gas)				
Comparative data (in years)	Année	306-1/2/3	7, 12, 13	ESRS E1-5
Total electricity consumption	MWh	306-1/2/3	7, 12, 13	ESRS E1-5
Electricity consumption excluding renewable energy	MWh	306-1/2/3	7, 12, 13	ESRS E1-5
Electricity consumption from renewable sources	MWh	306-1/2/3	7, 12, 13	ESRS E1-5
Total electricity expenditure	€	306-1/2/3	7, 12, 13	
Total water consumption	M3	306-1/2/3	7, 12, 13	
Total water consumption	MWh	306-1/2/3	7, 12, 13	
Total water consumption	€	306-1/2/3	7, 12, 13	
Total gas consumption	MWh	306-1/2/3	7, 12, 13	ESRS E1-5
Total gas consumption	€	306-1/2/3	7, 12, 13	
Total energy consumption	MWh	306-1/2/3	7, 12, 13	ESRS E1-5
Share of renewable electricity consumption (%)	%	306-1/2/3	7, 12, 13	ESRS E1-5
Share of gas consumption (%)	%	306-1/2/3	7, 12, 13	ESRS E1-5
Total expenditure on all energies	€	306-1/2/3	7, 12, 13	
Energy consumption and mix				
Comparative data (in years)	Année	306-1/2/3	7, 12, 13	ESRS E1-5
1 - Fuel consumption from coal and coal-based products	MWh	306-1/2/3	7, 12, 13	ESRS E1-5
2 - Fuel consumption from crude oil and petroleum products	MWh	306-1/2/3	7, 12, 13	ESRS E1-5
3 - Fuel consumption from natural gas	MWh	306-1/2/3	7, 12, 13	ESRS E1-5
4 - Consumption of fuel from other fossil sources	MWh	306-1/2/3	7, 12, 13	ESRS E1-5
5 - Consumption of electricity, heat and cooling purchased or acquired from fossil sources	MWh	306-1/2/3	7, 12, 13	ESRS E1-5
Total fossil fuel energy consumption	MWh	306-1/2/3	7, 12, 13	ESRS E1-5
7 - Consumption from nuclear sources	MWh	306-1/2/3	7, 12, 13	ESRS E1-5
8 - Consumption of fuel from renewable sources	MWh	306-1/2/3	7, 12, 13	ESRS E1-5
9 - Consumption of electricity, heat, steam and cooling purchased or acquired from renewable sources	MWh	306-1/2/3	7, 12, 13	ESRS E1-5
10 - Self-generated non-combustible renewable energy consumption	MWh	306-1/2/3	7, 12, 13	ESRS E1-5
Total consumption of renewable energy	MWh	306-1/2/3	7, 12, 13	ESRS E1-5
Total energy consumption	MWh	306-1/2/3	7, 12, 13	ESRS E1-5
Share of fossil energy in total energy consumption (%)	%	306-1/2/3	7, 12, 13	ESRS E1-5
Share of consumption from nuclear sources in total energy consumption (in %)	%	306-1/2/3	7, 12, 13	ESRS E1-5
Share of renewable sources in total energy consumption (in %)	%	306-1/2/3	7, 12, 13	ESRS E1-5
Energy intensity by net sales				
Comparative data (in years)	Année	306-1/2/3	7, 12, 13	
Evolution	%	306-1/2/3	7, 12, 13	
Total energy consumption (in MWh)	MWh	306-1/2/3	7, 12, 13	
Net sales of activities (in €)	€	306-1/2/3	7, 12, 13	
Energy intensity by net sales	MWh/€	306-1/2/3	7, 12, 13	



8.4.5 GHG report

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

< End of document >

