



# Sustainability report 2024





*"By working together, we can contribute to a more sustainable future for all."*

**Arnaud FREY**  
**CEO**

# Arnaud Frey

## Founder and CEO of Extia

In a constantly evolving world where technologies and regulations are rapidly changing, we are committed to offering high value-added services that integrate key elements of sustainable development.

We recognize that our responsibility as a company extends beyond the professional sphere, which is why we encourage Extians to engage in initiatives that resonate with their personal values.

As the President of Extia, I am proud to rely on the dedication of our teams to continuously drive our CSR strategy forward.

With a firm commitment to transparency and sustainability, we invite all members of our ecosystem (clients, candidates, and partners) to actively participate in shaping our strategy. We are convinced that by working together, we can build a sustainable future for all.



01

# Introduction



# 1.1. Presenting Extia

Founded in 2007, Extia is a consultancy specialising in the IT and Digital sectors, and stands out for its unique trademark:

“**First who, then what!**”

In a constantly changing world, it's up to individuals to find simple, effective solutions to adapt to the reality of the world. We use this observation as a strategy: surround yourself with the right people and trust them to co-construct a professional project that makes sense. It's an intrapreneurial principle that has been with us since our inception and has been at the root of all our success stories.

Convinced that well-being in the workplace generates performance, we place the individual at the centre of attention.

This vision of the company is shared by more than 2,500 Extians in France and abroad and has been recognised since 2012 by the Great Place to Work® label.

Our ambition:

*Provide everyone with a positive experience  
within the Extia ecosystem.*

How can we do this? By offering a challenging and fulfilling professional environment that can be shaped to suit individual ideas. We're not promising happiness, because that's up to each individual, but we do promise that your experience at Extia will be filled with learning, discoveries, and encounters that we hope will be unforgettable!

To make this ambition a reality and to implement our convictions on a daily basis, we strive to create a friendly, inclusive, and fair working environment.

## Certifications & labels

Both our expertise and the commitment of Extians have been recognised by various certification organisations, enabling us to guarantee a positive experience for everyone!





## Multi-specialist and multi-sectoral offer

As a multi-specialist and multi-sectoral consultancy, we provide support for the digital transformation of over 350 clients (80% of whom are CAC 40 companies) by offering high added-value services in the fields of Information Technology and Digital Transformation Consulting.

Despite our size, we continue to base our development on an intrapreneurial dynamic and support our clients in their digitalisation via our three centres of expertise: Kilix (development of application solutions), Grifix (cybersecurity), and Hetix (eco-design of sustainable and inclusive digital services).







## 1.2. Our CSR approach

### Our ambition

At Extia, we are committed to making a positive impact on the world that surrounds us. We work hard to bring our stakeholders together around two convictions:

*Putting people first*

*IT as the key to sustainable, inclusive development*

Our CSR (Corporate Social Responsibility) approach is no different from our "first who, then what" motto, founded on the idea that the commitment of our employees can serve the environment, development, and social progress, thus having a positive impact on our environment.

## The Initiatives PROJECT

This is why we launched the Initiatives Project, aimed at encouraging everyone to get involved and contribute to our CSR commitment

Our role is to structure this approach, supporting Extians in developing their ideas and uniting them around a shared vision. Three groups of volunteer employees are working on social, solidarity, and environmental initiatives.





THE GLOBAL GOALS

# Our CSR commitments

Our CSR commitments are aligned with 12 of the 18 Sustainable Development Goals (SDGs) defined by the United Nations. These SDGs, which address a wide range of global challenges, provide the framework for our CSR strategy and guide us in implementing sustainable and ethical practices. We have structured our approach around three main pillars:

## 02 Putting people at the center of attention

- 2.1 - Quality of work life
- 2.2 - Health and safety at work
- 2.3 - Working conditions
- 2.4 - Career development and employability
- 2.5 - Promotion of diversity and inclusion



## 03 Reducing our environmental footprint

- 3.1 - Our environmental footprint
- 3.2 - Reduction targets and transition plan
- 3.3 - Mobility, resource management, and sustainable digital practices
- 3.4 - Our climate partnerships



## 04 Cultivating an ethical, socially responsible and supportive attitude

- 4.1 - Ethical compliance
- 4.2 - Responsible purchasing
- 4.3 - Information security
- 4.4 - Corporate sponsorship and solidarity





# Our CSR Governance

At Extia, CSR governance is based on three main entities that work closely together to implement our CSR strategy: the management team, the CSR team, and the Initiatives Group.

Collectively, these three components form the CSR Committee. This collaborative structure promotes collective decision-making, guaranteeing consistency and efficiency in the implementation of CSR actions in the company and ensuring that the company's commitments are aligned with its values and strategic objectives.

The CSR Committee gathers every two months to review current actions and define future guidelines.

## The CSR team

The CSR team plays a central role in coordinating initiatives and projects. Their role includes overseeing and facilitating CSR activities, as well as ensuring that objectives are aligned with the company's overall strategy.

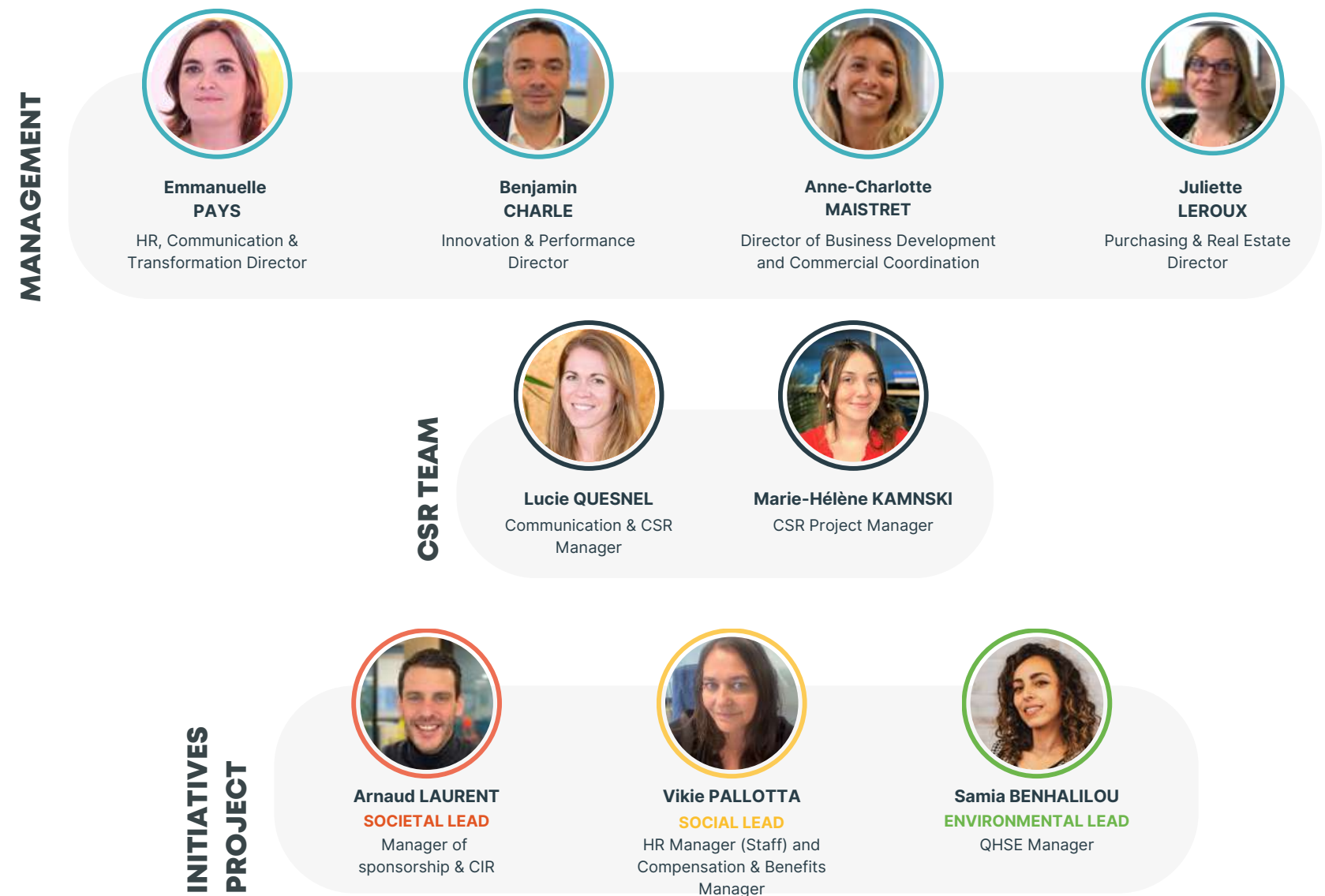
## The Initiatives Group

To move away from an overly corporate and impersonal vision of CSR, Extians are fully integrated into our approach. These teams consist of volunteer employees from all agencies/functions.

These working groups are dedicated to imagining, developing, and implementing projects aligned with one of the three focus areas: social, solidarity, and environmental.

## The Management

The Management Committee plays a key role in strategic CSR decision-making. It includes several directors who are responsible for key areas. Their involvement ensures that CSR actions are in line with the company's overall objectives.







# 1.3. Prioritisation of issues

## Cartography of stakeholders

We base our development on the ability to build and maintain solid relationships with all our stakeholders.

We have therefore divided them into two distinct circles:

### Circle 1:

- Our collaborators
- Students, graduates and job candidates
- Our clients

### Circle 2:

- Suppliers and subcontractors
- Partner schools and universities
- Financial partners
- Institutions and public authorities
- Partner associations

## Methodology note

### Objectives of the report and reporting framework

This report aims to showcase Extia’s initiatives in Environmental, Social, and Governance (ESG) sustainability and performance, aligned with the United Nations’ Sustainable Development Goals (SDGs).

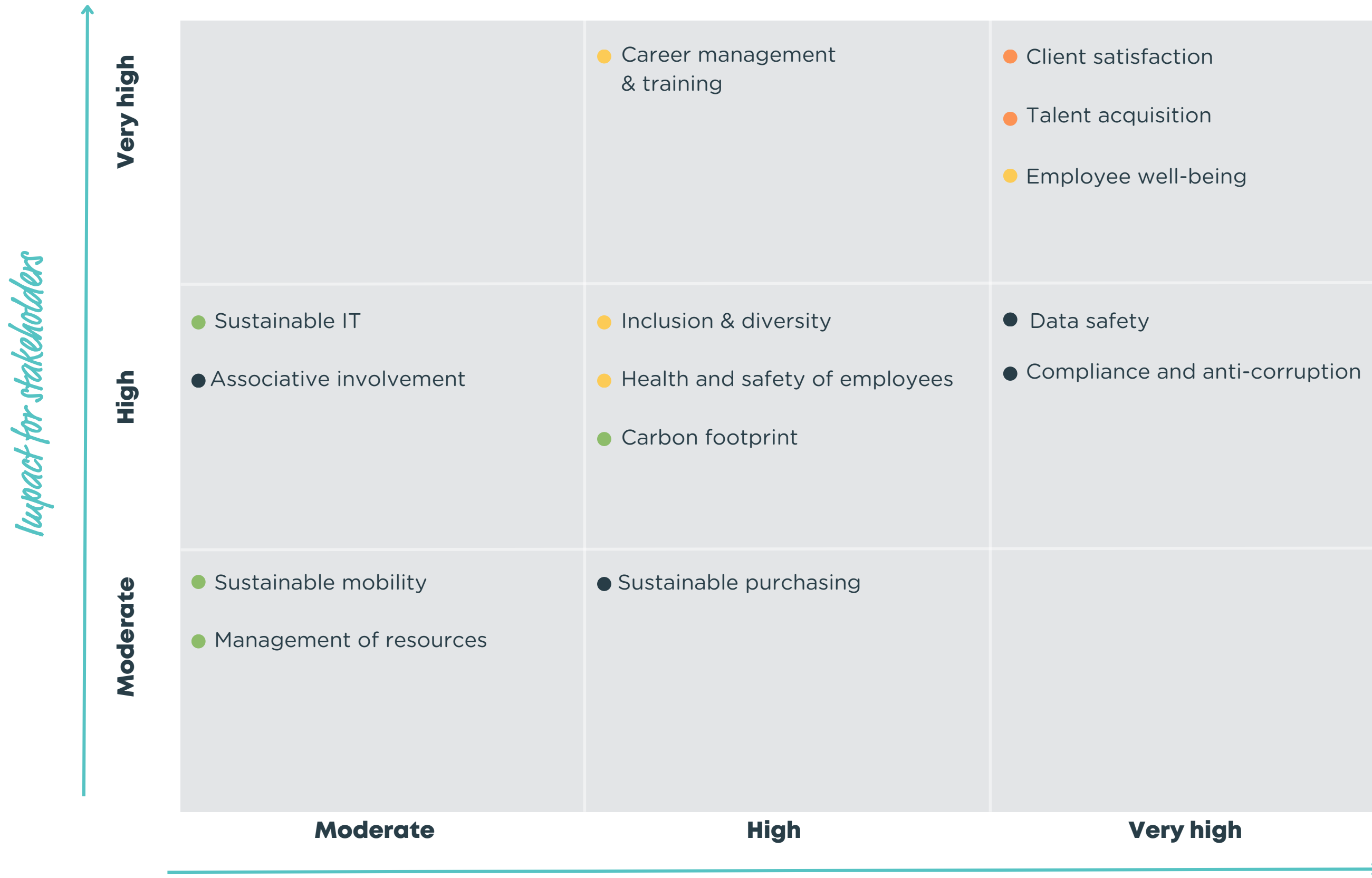
To ensure transparency and meet stakeholder expectations, we adhere to the ESRS standards, specific to the European Union, which help Extia comply with the legal and regulatory requirements of the Corporate Sustainability Reporting Directive (CSRD).

### Perimeter and coverage

The 2024 Sustainability Report covers all of Extia’s activities throughout all regions from January (1) 2023 to December (31) 2023.



# Matrix of materiality



The materiality matrix identifies and prioritises our CSR issues based on their impact on the company, our activities, and the creation of both financial and non-financial value for us and our stakeholders.

**Themes**

- General
- Social axis
- Environmental axis
- Societal axis





# 02



Placing the individual at  
the center of attention



# First (with) whom



"First who, then what" is more than a motto. It's a true philosophy that inspires us to focus on what each individual can and wants to contribute at Extia, without confining them in a predefined framework.





"Our professional environment must be a source of opportunities for all."

**Emmanuelle PAYS**  
**HR & Communications Director**

# Emmanuelle Pays

## HR & Communications Director

We firmly believe that professional equality fosters cohesion, enhances quality of work life, and drives collective performance. Our professional environment should be a source of opportunity for everyone.

Measures aimed at combating all forms of inequality and discrimination are especially significant in a predominantly male industry. Promoting professional equality must therefore be central to our Human Resources policy, serving as a lever for progress and development.

Our company agreement on professional equality and quality of work life reaffirms Extia's core values while solidifying the actions we've taken in areas such as recruitment, working conditions, career development, and the balance between personal and professional life.



# 2.1. Workplace quality of life

## 1st Great Place to Work in France



The Great Place To Work® survey enables us to assess the well-being of our employees in detail so that we can identify our strengths and areas for improvement and move forward on the road to continuous improvement.

Despite strong growth, we are proud to maintain a high level of satisfaction among Extians. This has led to a continuous presence in the Great Place to Work® rankings since 2012, including 8 years on the podium and a second year securing the top spot.



## Conviviality

With 83% of our staff working daily at client sites rather than in our offices, it's essential to create opportunities for Extians who wish to connect, build relationships, and share memorable experiences through various events.

**91%**

of Extians think that "Extia is a friendly company that enjoys celebrating events that are out of the ordinary\*."







## 2.2 Working conditions

### Sustainable employment for all

The job stability of our employees is of major importance to us. We are committed to promoting equal access to employment and guaranteeing secure and stable working conditions for all. We therefore give a high priority to permanent contracts.

**98%** of Extians have permanent contracts in 2023.



### Social benefits

We believe that the well-being of our employees is essential to their professional fulfillment. To support this, we offer a range of benefits:

- Premium health insurance: a high-quality plan covering an average of 93% of medical expenses.
- 100% public transport refunded: ensuring easy day-to-day mobility.
- Housing assistance: support Extians with rental services and guidance for homeownership.
- Digital meal card: a daily value of 9 euros, with 5.37 euros covered by Extia.

### Social dialogue

#### Signing the Syntec Collective Convention

Extia applies the Syntec Collective Convention, which establishes a working framework adapted to the specific characteristics of the sector while protecting employees' rights and guaranteeing fair working conditions. By complying with these standards, Extia ensures a stable working environment in line with best practices and promotes the satisfaction and well-being of its teams.



# Work / life balance

We are aware that the balance between personal and professional life will be experienced differently depending on each individual's personal situation. To address the needs and expectations of our employees, we have entered into several specific agreements with employee representatives to provide a flexible work environment:

## Remote working agreement

In January 2019, we established a company agreement on the implementation of remote work. This agreement allows Extians to work remotely either occasionally or regularly, depending on their needs and the requirements of their role. The agreement was revised in 2022, following the Covid-19 pandemic, to reflect changes in work practices. This revision expanded remote work options by increasing the number of authorised days and adapting the framework to better meet the new expectations and realities of hybrid work.

## The right to “disconnect”

Since 2021, we have implemented measures to preserve work-life balance. Extians benefit from a right to “disconnect.” This framework is intended to help Extians balance their professional imperatives with their family obligations.

## Professional equality and QWL (Quality of work life) agreement

Effective since 2023, this agreement aims to promote equal opportunities and reinforce actions to improve the well-being of employees.

**80%** of Extians believe they are encouraged to maintain a balance between their professional and personal lives\*.

**92%** of Extians believe they can have time off when they feel it is necessary.\*







# The Social and Economic Committee (ESC - CSE)

Since 2019, we have established the Social and Economic Committee of Extia (CSE), which brings together employee representatives and integrates the functions of the Staff Delegates and the Health, Safety, and Working Conditions Committee (CHSCT).

This committee plays an advisory role to management at Extia on economic and social matters. It also manages the budget allocated for social activities and defends the individual interests of employees.

### Election of employee representatives and union delegates:

The ESC elections took place on October 3, 2019, with a participation rate of 66.5%. This committee, composed of 16 members affiliated with the French Confederation of Management (CFE-CGC), includes 9 full members and 7 alternates. New elections will be held on November 19, 2024.

### **ESRS indicators: S1-8**

*Number of meetings with staff representatives and syndical delegates during the year under review :*

Description	Units	2021	2022	2023
No. of ESC meeting	no.	6	9	9
No. of CSSCT meetings	%	1	3	3

### **Benefits of the ESC**

Extia's Social and Economic Committee (ESC) offers a range of benefits:

- Sport and culture subsidies: the ESC offers an annual refund up to 50€ for sporting or cultural subscriptions, promoting access to stimulating activities.
- Car sharing and exchanges of goods/services between colleagues: Extia provides two platforms to facilitate car sharing and the exchange of goods/services, thereby fostering a culture of mutual aid and proximity.
- Benefits for young parents: Extia offers young parents the opportunity to choose a gift on the website of our partner [berceaumagique.com](http://berceaumagique.com). In addition, an annual meeting with Santa Claus is organised for the children of the staff under the age of 12.
- Christmas: in December, the ESC offers each employee a 60€ gift voucher.
- Access to preferential rates: over a million negotiated offers are available on the CSE - ESC website, giving employees access to a wide range of exclusive benefits.



## A stimulating environment

Every effort made in the company is recognised and rewarded through a system of bonuses:

- Annual profit-sharing: because every employee contributes to Extia's growth, a bonus is paid to each employee based on the company's results.
- Motivational bonus: paid twice a year, this bonus represents 6% of gross monthly salary and rewards the commitment of employees.
- Co-optation bonus: Extia's best ambassadors are its employees, so we encourage co-optation with a bonus of around 1,000€ to 2,000€ gross.
- Business contributor bonus: awarded for a project lasting at least three months and ranging from 500 to 1,000€ gross.
- Commitment bonus: awarded to in-house trainers and ranging from 30€ to 60€ per hour.
- Lead bonus: paid to Business Community Leads (check The Learning Company page), up to 2,000€ gross per year.





## 2.3 Health and safety at work

As part of our commitment to sustainable development, quality, health, and safety management play a crucial role in ensuring both operational efficiency and employee well-being.

We are committed to continuously improving our Integrated Management System (IMS). Extia has been ISO 9001 certified for 10 years and ISO 27001 certified since 2018. Additionally, we have been recognized in the Great Place to Work rankings since 2012 and have earned the EcoVadis Silver Medal.

### Professional risk assessment

Each year, and whenever necessary, we update the **Single Risk Assessment Document** to reflect changes in working conditions and external contexts. This document, developed in collaboration with the Social and Economic Committee (ESC), forms the foundation of our annual risk prevention program.

For each assignment or service, a **Prevention Plan** is implemented. We work closely with the client to conduct a risk analysis specific to each mission and ensure that a prevention plan is in place for every project.

Through these measures and ongoing awareness initiatives, we aim to create a safe and secure working environment for everyone.

### Actions and awareness-raising

Employee medical monitoring is a cornerstone of our policy, aimed at ensuring their well-being. A reporting system is in place, allowing everyone to share health and safety concerns.

Additionally, all new employees undergo mandatory **QHSE training** upon onboarding to raise awareness of best practices for workplace safety and well-being.

Throughout the year, we organise communication campaigns and meetups, providing spaces for listening and awareness, contributing to a healthy and balanced work environment. In 2023, over **40 communications** were shared with Extians, covering topics such as psychosocial risks, quality of work life (QWL), safety, ergonomics, and remote work.

### ESRS indicators: S1-14

ESRS	Description	Units	2023	2024
S1-14	Number of accidents at work	no.	2WAWTO - 2 WAWNTO	2WAWTO - 2 WAWNTO
S1-14	Frequency rate of accidents at work	%	0,66	0,84
S1-14	Severity rate of workplace accidents	%	0,005	0,01
S1-14	% of employees trained/ made aware of health and safety requirements	%	-	31,14
S1-14	Proportion of sites that have undergone a risk assessment	%	100	100

\*WAWTO: Workplace Accident with Time Off

\*WAWNTO: Workplace Accident without Time Off



## 2.4 Career management and employability

### The quality of the working relationship

Through trust, local support, and a spirit of conviviality, we ensure that everyone can thrive in an environment that fosters exchange, learning, and the creation of shared memories.

Mutual trust is a cornerstone of our management culture. To sustain it over the long term, transparency and close collaboration are promoted through a work environment that encourages initiative and accepts mistakes as part of growth. Every individual, regardless of their role or experience, is empowered to take responsibility and challenge the status quo—because “the one who does is the one who knows.”

**90%** of Extians believe that management trusts them to do their work properly without having to constantly check up on them \*.





## Proximity support

### Triple Follow-up : the human factor at the heart

Each Extian benefits from dedicated support through their Triple Follow-up team, who accompany them throughout their journey at Extia: a project advisor, a career advisor, and an administrative advisor. The purpose of Triple Follow-up is to provide each individual with high-quality guidance and to respond swiftly when any issues or concerns arise.

### The culture of feedback

Each month, Extians are invited to share their feedback on the quality of their assignments and their satisfaction level by completing their activity report, a process known as the "Time Sheet and Activity Report Weather." If the rating given is 2/4 or lower, quick follow-up meetings are organised to address the identified issues and implement the necessary improvements promptly.

Each year, we also invite employees to take part in the Great Place To Work survey to assess their satisfaction with 5 key aspects: credibility, respect, fairness, pride and conviviality.

**3,4 / 4** average HR "weather"score - Time Sheet and Activity Report in 2023

**88%** of Extians consider that Extia is a good company to work for\*.

### ExtiaOrdinary Career Review (EOCR)

This biannual professional interview, led by HR, complements the EOR (ExtiaOrdinary Review), the annual review. The purpose is to define the actions for development and training that will help employees achieve their professional goals, such as mobility, training, coaching, and mentoring, with a particular focus on developing soft skills.

Every month, our in-house newsletter highlights promotions and includes the Opportunities section to share vacancies, thus helping Extians consider new responsibilities.

### Individual coaching

Extia employees can benefit from the services of our in-house professional trainer. This support is designed to accompany them in their development at Extia, whether it's to overcome a roadblock in their progress, make the most of their potential, improve their communication, or help them manage their emotions. More than 70 Extians have already undergone individual coaching!

### ESRS indicators: S1-13

Description	Units	2023
Follow-up rate per consultant/year	%	100
No. of HR monitoring points completed	No.	2435
% of managers promoted internally	%	90



## The learning company

Being a learning company means creating a working environment that encourages sharing knowledge and feedback, so everyone can progress and develop their employability.

That's why we've introduced a comprehensive training offer inspired by the 70/20/10 model: the RUBIX.



Each aspect enables you to explore different learning methods, and the training pathways can be customised to suit the needs of Extians.

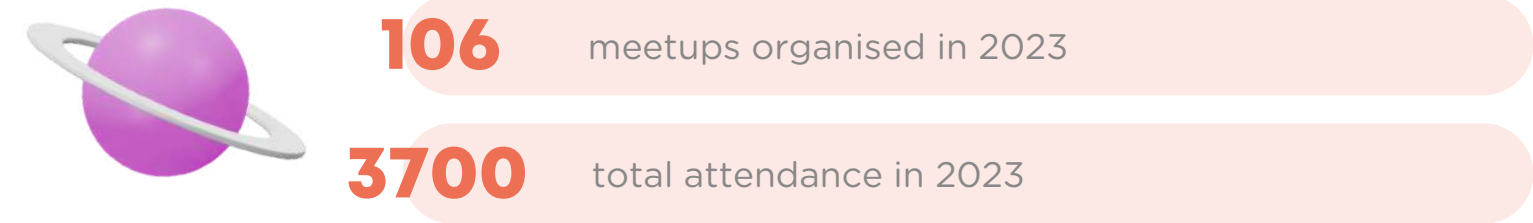
### Zoom on Learning

Every opportunity is a chance to learn, train, and challenge oneself. In 2024, we established a partnership with LinkedIn Learning to enhance our training offerings. Now, over 16,000 courses are available online or via the mobile app, accessible 7 days a week to all our employees.

**100%** of employees have access to LinkedIn Learning

### Zoom on the Business Communities

The creation of Extia's Business Communities was driven by a request from the 2015 Great Place To Work® survey, which highlighted the desire for sharing experiences on our diverse areas of expertise. Since then, our 17 communities have been meeting regularly to discuss technical, sectoral, and cross-functional topics.



### ESRS indicators: S1-13

ESRS	Description	Units	2023
S1-13	Overall training access rate	%	42
S1-13	Total number of training hours provided	Number	7 895
S1-13	Average hours of training per employee	Number	18
S1-13	Proportion of employees with unlimited access to LinkedIn Learning	%	100

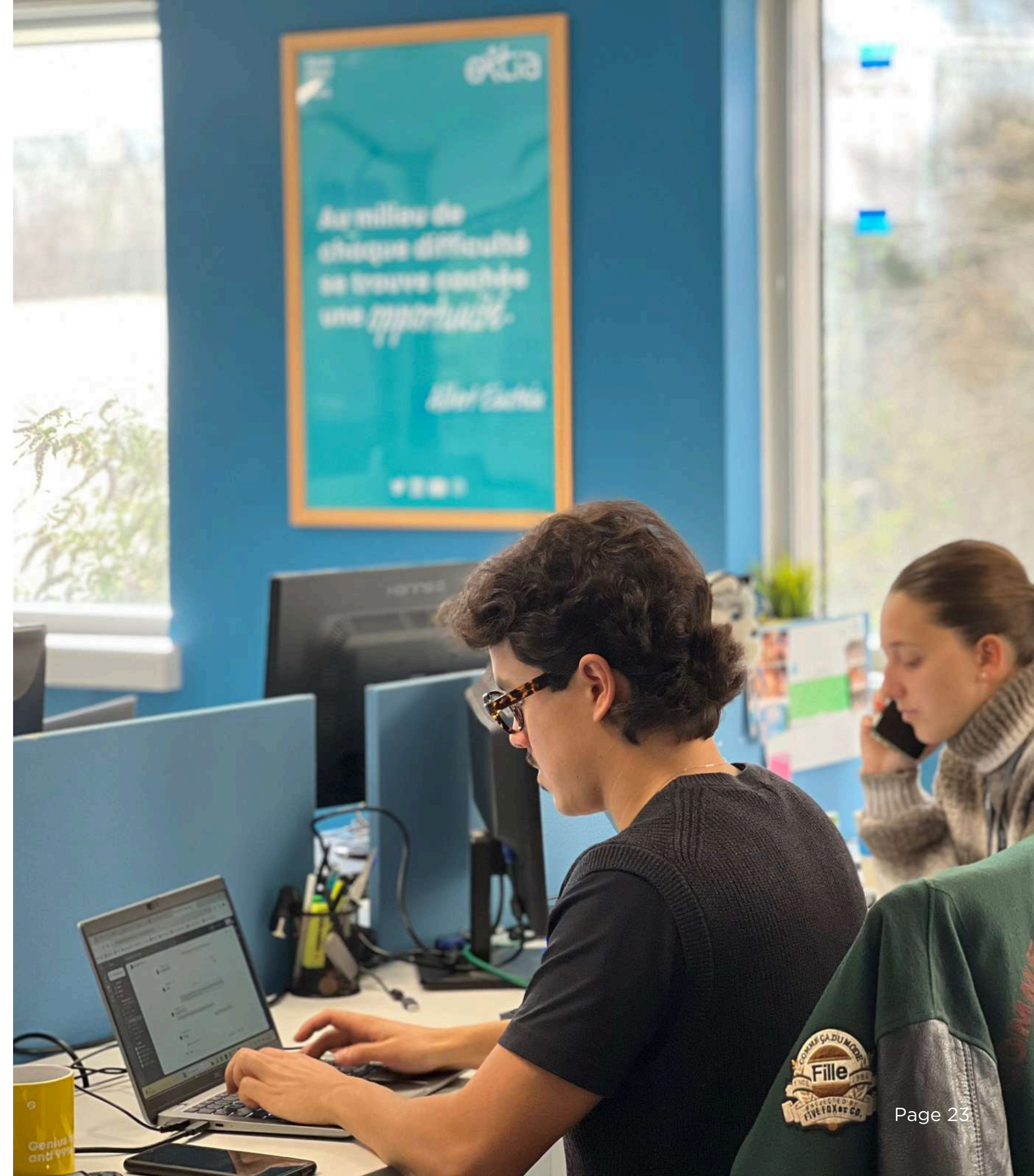




## 2.5. Promoting diversity and inclusion

Each individual has different needs. We strive to create a flexible work environment that takes everyone's constraints and desires into account, while ensuring fair treatment for all employees.

This holistic approach to the individual is part of an ethical and inclusive process. It aims to enable everyone, regardless of gender, background, or sexual orientation, to thrive in a company that sees diversity as a true strength.





## Professional equality

Our Professional Equality Agreement, which came into force on January 6, 2023, illustrates our desire to make Extia’s “First Who” approach truly inclusive. Our professional environment must be a source of opportunities for everyone.

The number of women in digital professions in France is still too low, and the same is true within Extia. Nevertheless, we have made this a priority. It’s our duty to make these jobs more attractive to women and to help reduce inequalities between men and women.

**94%**

of Extians feel treated fairly regardless of their sexual orientation, age, ethnic background, or gender.\*

### Recruitment and feminisation of the sector

Given the predominantly male workforce, due to the nature of our industry, we organise **outreach programs for students in business and engineering schools** to promote the feminisation of the digital sector and encourage female applications.

Currently, women make up nearly 26% of our workforce, a notably high percentage for a digital services company.

We also raise awareness among our recruitment teams about best practices in equality and how to prevent discriminatory behavior. Since the creation of Extia, we have been committed to promoting gender diversity in executive positions, as well as in managerial and technical roles.

### Promotion: women and manager

Our commitment to professional equality is reflected in our indicators.

**Equality index**

**89%**

Women and men are equally represented in management positions, and the pay gap for equivalent positions continues to narrow.

### ESRS indicators: S1-14

Description	Units	2023	2022	2021
Proportion of women in the workforce	%	26	25	26
Proportion of women in management positions	%	41	43	39
Proportion of women on the Management Committee	%	50	37,5	37
Professional equality index (score)	%	89	94	94





## Parenthood

We implement policies and practices that promote professional equality and support parenting, aiming to create an inclusive and equitable work environment for all our employees.

To encourage a balance between professional and family life, we are committed to ensuring there is no discrimination against parents who choose to take parental leave or reduce their working hours while safeguarding their career progression.

For a smooth return after maternity leave, several steps are in place: a medical check-up, a return-to-work interview to facilitate reintegration into the team, and a personalised meeting with HR to address any questions or specific needs.

**100%** of women employees returning from their maternity leave are given a pay rise on their return

### Initiatives to promote parenthood

With parenting constantly evolving, we offer the option to donate **paid leave** to parents of children under 20 years old who require significant care and attention.

We have also published a **Parenting Guide** to better support our employees who are parents or soon-to-be parents.

## Committed against sexism

As a signatory of this initiative since 2023, Extia reaffirms its resolutely inclusive approach and commits to eight priority actions to combat everyday sexism in the workplace. This commitment is reflected in concrete measures implemented to prevent gender-based and sexual violence.



The #StOpE initiative—Stop sexism in the workplace—brings together nearly 200 companies committed to combating sexism at work.

### PREVENTIVE MEASURES

- 1** Two prevention **representatives** have been appointed to monitor and implement actions against sexism.
- 2** A **reporting procedure** was created, including a dedicated email address, enabling employees to report any sexist or discriminatory behaviour in complete confidentiality.

**100%** support and sales functions have been informed about SGBV in 2023 and 2024.



## Our disability policy

We actively work toward the inclusion of people with disabilities by implementing concrete and sustainable actions.

Aligned with our motto, “First, then what,” we established a policy in 2017 aimed at supporting employees with disabilities, helping them remain employed, and ensuring their integration under the best possible conditions. To achieve this, we offer various workplace accommodations and specific benefits:

- 100% coverage of health insurance
- Priority access to training programs
- One paid day off to complete the RQTH application process with the MDPH (Departmental House for Disabled Persons).



### MEASURES: ACTIONS AND AWARENESS RAISING

- 1 We have appointed a **disability representative** responsible for overseeing the implementation of inclusion initiatives and providing personalised support.
- 2 In 2023, we held **four meetups** on the topic, actively participated in the **SEEPH\***, and distributed the **Handipoursuite** board game across all our offices.
- 3 Aware of the importance of digital accessibility for inclusion, including for people with disabilities, we conducted an **accessibility audit of our website** in 2024, starting from the recruitment phase. Based on its findings, we developed a roadmap to ensure seamless navigation and optimal accessibility for all our users.

### ESRS indicators: S1-14

ESRS	Description	Units	2023	2022
S1-14	% of employees educated about diversity and inclusion issues.	%	100	-
S1-14	No. of employees with disabilities	no.	26	21





## Working together to promote inclusion

Thanks to our strategic partnerships, we are committed to a process of continuous improvement in equal opportunities.

### Partnership with

We have been working with ARCESI for over three years, an adapted company specialising in digital services that recruits exclusively people with disabilities.

This partnership goes beyond social commitment; we collaborate in co-contracting or subcontracting to respond to the clients. ARCESI provides valuable expertise and a highly qualified workforce, enhancing our ability to deliver innovative and inclusive solutions to our clients.

**04** listings have been won in co-contracting or sub-contracting with ARCESI, since 2021.

### The AGEFIPH agreement

Currently, we have just over 1% of employees with disabilities. To take further steps and align ourselves with a trajectory of continuous improvement, we will be signing an agreement with AGEFIPH, effective on January 1st, 2025.

The first step of this project involved assessing our current situation by auditing existing practices. The second step was to identify potential areas for action. To do this, we formed working groups made up of employees from all offices and functions, focusing on four key themes:

- Recruitment and integration
- Awareness and training
- Support and retention in employment
- Relationships with the sheltered and adapted employment sector





## First who, as simple as that

Our company is committed to promoting non-discrimination and diversity within a respectful and inclusive environment for all its employees. Our approach aims to prevent discrimination and ensure that everyone, regardless of gender, origin, or sexual orientation, can thrive in an environment where the diversity is recognised and celebrated as a true strength.

**88%** of employees believe that “at Extia I can be myself”.

### Ethnic diversity

Our workforce is made up of over **50 different nationalities**. Candidate selection is based purely on the fit between their personality, skills, and the roles available.

This cultural diversity strengthens our company culture and contributes to a vibrant, inclusive work environment. We embrace the unique experiences and viewpoints each employee brings, which in turn drives innovation and creativity within our teams.

**94%** of Extians feel they are treated fairly regardless of their origin\*.

## Generational contract

At Extia, the **average age is 32**, with millennials making up a large proportion of our workforce. Unlike many other companies, we are now prioritising the recruitment of senior professionals for our support teams, who represented 14% of our workforce in 2023, showing a slight increase since 2021.

Diversity of age brings a wealth of knowledge and experience, fostering a balanced, intergenerational working environment.

**90%** of Extians feel they are treated fairly regardless of their age\*

### ESRS indicators: S1- 6&7

Total workforce by age group at (31 December) the year under review:

Description	2023	2022	2021
Under 25	12%	14%	11%
25 to 30 years old	44%	44%	46%
31 to 35 years old	20%	19%	21%
36 to 40 years old	10%	10%	9%
Over 40 years old	14%	13%	13%





## LGBTQIA+

We are also dedicated to promoting the inclusion of LGBTQIA+ individuals. We strive to create a work environment that is welcoming and respectful of all sexual orientations and gender identities. To combat prejudice and discrimination, we offer training sessions and awareness campaigns.

**96%** of Extians feel they are treated fairly regardless of their sexual orientation\*.

## Training on non-discrimination

At Extia, we are committed to non-discriminatory hiring practices. As per the Equality and Citizenship Law of 2017, all recruiters are required to complete non-discrimination training every five years, particularly in companies with over 300 employees and in recruitment agencies.

For us, fostering an inclusive recruitment process is essential. That's why we integrate non-discrimination training into the development of our HR consultants and business engineers involved in recruitment. We ensure that everyone is aware of unconscious biases and is equipped with the best practices to ensure fair and equal opportunities for all candidates.





# 03



# Reducing our environmental footprint





# Less is beautiful



We all share a responsibility towards the world around us. The IT sector's environmental impact is growing, which makes this issue especially important to us. Our planet's resources are finite, and in a time of urgent climate challenges, businesses have a critical role to play.



# 3.1 Our carbon footprint

## Internal management system

Our approach is led by our CSR and QHSE teams. In 2023, our teams received training from the Carbon Training Institute to acquire the necessary skills to use the Carbon Assessment - Bilan Carbone® methodology and tools.

The assessment, the definition of reduction goals, and the implementation of the transition plan are all tasks managed by the team.

## Carbon footprint assessment 2023

In 2023, we took a major step forward in our environmental strategy by completing a full carbon footprint assessment across all three emission scopes. This publicly shared initiative highlights our dedication to transparency and our environmental responsibilities.



Results, published on the [ADEME website](#), show a total footprint of 2 345 tCO<sub>2</sub>e, or 1.42 tCO<sub>2</sub>e per person.

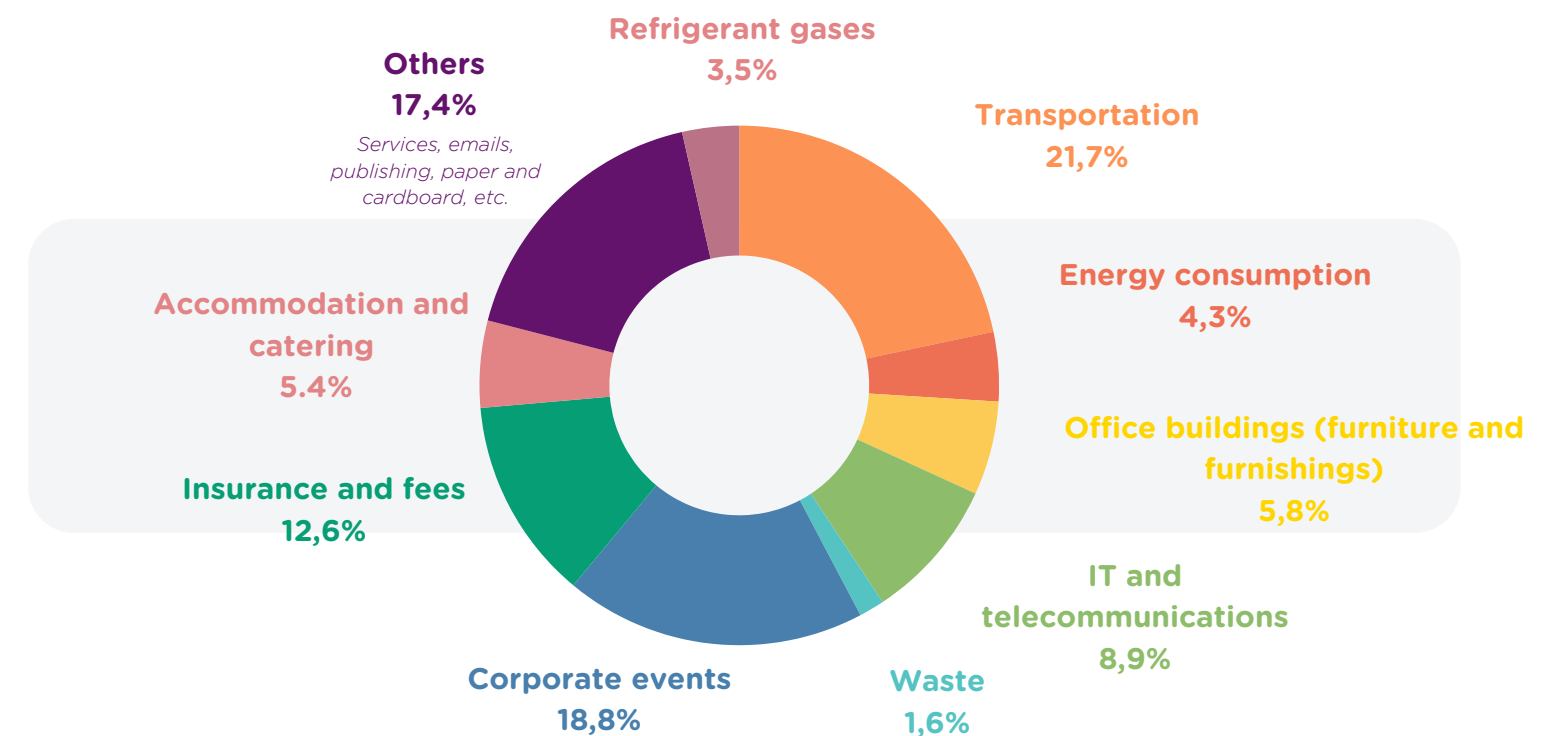


This detailed analysis has enabled us to precisely evaluate our carbon footprint and pinpoint the key areas of emissions.

Moving forward, we will conduct this assessment annually to ensure continuous monitoring and improvement, reinforcing our dedication to minimising our environmental impact.

# 2 345 tCO<sub>2</sub>e

equals 1.42 tCO<sub>2</sub>e per person\*



For more detailed information on our emissions, based on the Carbon Assessment and GHG Protocol methodologies, consult the appendix on pages 53 and 54.





## 3.2. Our reduction targets



Following this proactive approach, we have officially signed up to the **Science Based Targets (SBTi)** initiative.

At Extia, we are committed to reducing our **greenhouse gas emissions in line with a 1.5°C target**. Our goals, which focus on our direct activities, have been approved by the SBTi initiative and are independently checked every year.

**- 42%** Reduction of GHG emissions in scope 1 and 2 by 2030

Our aim is to speed up the process of reducing emissions by involving everyone in our value chain and minimising our reliance on offsetting any remaining emissions.

## Our transition plan

We are actively and responsibly committed to the transition towards a sustainable future.

Our transition plan was developed collectively, in dialogue with the various stakeholders in our ecosystem, to consider everyone's realities and define measurable goals.

Our actions and commitments are primarily focused on promoting sustainable mobility, waste management, energy optimisation, and the implementation of responsible digital solutions.





# Sustainable mobility

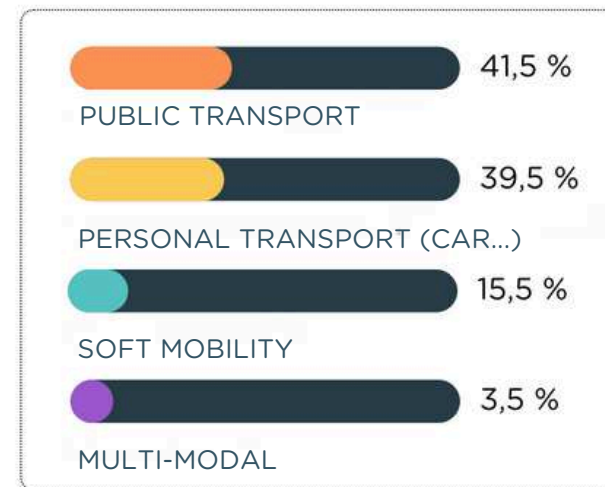
Professional travel and commuting account for a substantial share of our carbon footprint. We are dedicated to implementing sustainable mobility solutions that align professional efficiency with environmental stewardship.

# 21%

of Extia's overall carbon footprint is linked to the mobility of its employees.



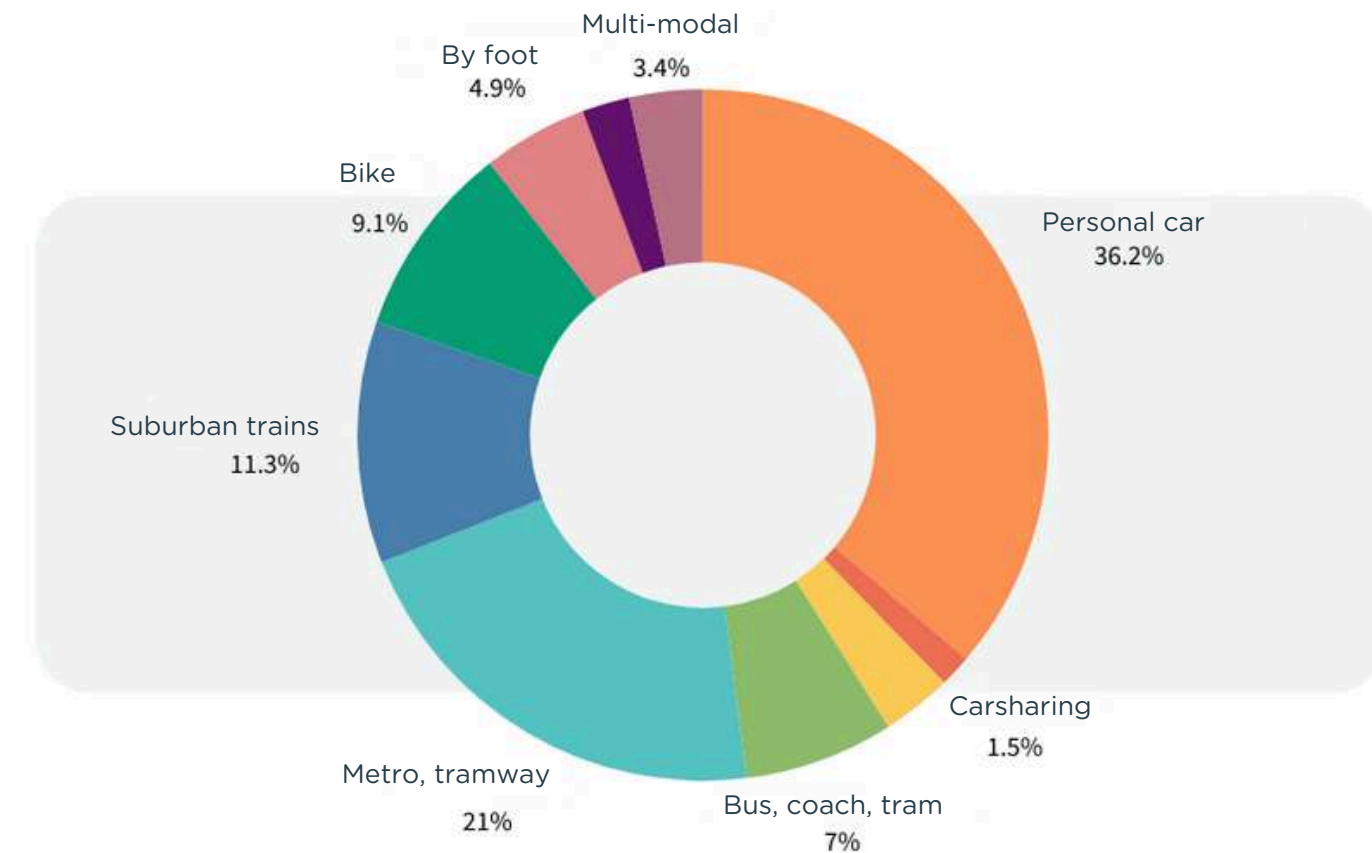
Modes of transportation distribution



## Modes of transportation distribution

In 2024, we carried out an internal survey to learn about how our employees commute.

Our survey shows that 36.5% of respondents use cars, accounting for 93% of our transport-related emissions. In contrast, 41.5% of employees rely on public transport, contributing only 4% of emissions.



## The solutions

We know that giving up personal vehicles isn't always an option. However, as a company, we're committed to finding innovative ways to reduce the impact of individual transportation and encourage greener mobility choices:

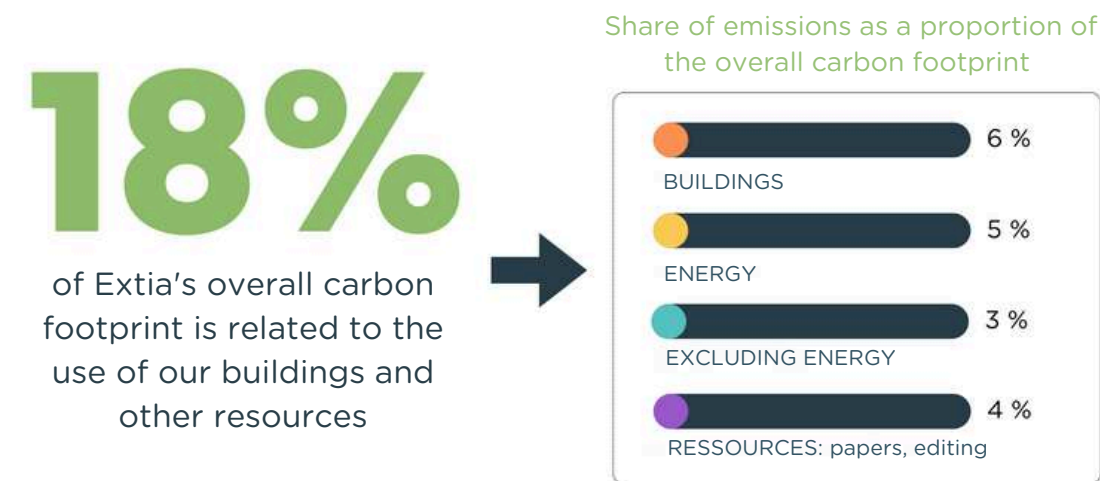
- Full reimbursement for public transport or electric bike subscriptions
- Flexible work-from-home options
- Internal carpooling platform
- Campaigns to encourage eco-friendly transportation





# Resource management

We have implemented concrete actions to enhance energy efficiency, reduce our carbon footprint, and promote sustainable practices.



## OFFICE BUILDINGS

We currently rent most of our office spaces and are working closely with our real estate team to include environmental factors in the requirements for our future offices, such as considering the Energy Performance Diagnosis (in french - DPE).

## WASTES

We have placed recycling bins in all our offices to make sure waste is sorted and managed properly.

## ENERGY EFFICIENCY

We have switched to energy-saving LED lights, added motion sensors to save energy, and set up automatic light switches.

We also keep the office temperature at 19°C to use energy more efficiently.

## ECO-CITIZEN INITIATIVES

We have adopted a mindful and responsible approach to resource consumption, with simple and effective eco-friendly actions in which our employees play a central role, integrating our environmental ambition into our daily routine:

- Recycling used pens, batteries, toners, and cartridges
- Using less paper by going digital
- Stopping the use of plastic cups and utensils
- Switching from coffee capsules to ground coffee
- Collecting coffee grounds
- Using eco-friendly cups at our events

We regularly organise awareness initiatives to promote eco-friendly actions both in the office and at home, including during remote work. We encourage the principle of sustainability and empower everyone to adopt a more mindful approach.



# Sustainable IT

Digitisation has greatly changed how we access public and private services. At the same time, the urgency to fight climate change has never been greater. As an IT consulting company, it is our responsibility to guide IT towards social progress and environmental sustainability.

## Sustainable IT Charter



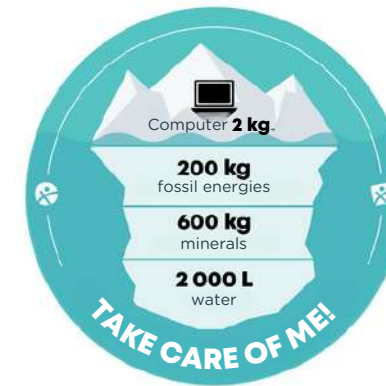
The Sustainable IT Charter summarises the commitments made by the signatory regarding digital practices.

The Sustainable IT Charter encourages companies to self-assess and continuously improve on the topic. Signing the charter allows us to further structure our actions.



## IT equipment life cycle

In 2023, 25% of Extia's "Assets" carbon footprint is attributed to our IT equipment.



We have initiated actions to extend the lifespan of our IT equipment. Each new employee receives a computer along with an explanatory sticker, raising awareness of the environmental impact of manufacturing a PC.

Our IT department manages the entire lifecycle of IT equipment and implements several actions for the end-of-life disposal of devices, including recycling equipment that is no longer in use.

## Green Tech Business Community

Each year, we run a communication campaign and provide an awareness module. Also, the Green Tech Business Community, created in 2023, holds monthly events to raise awareness about sustainable digital practices.





## Eco-design and accessibility of our tools

### OUR WEBSITE

We designed our website with two main goals: to reduce its energy use and make it more accessible.

We've used methods like creating static pages to save energy, and one of our consultants did an accessibility audit. We're now working on a project to make our website even easier for everyone to use.

### OUR IN-HOUSE APP

We recently conducted an audit of our internal application suite, Vamos, which includes tools for customer relationship management (CRM), recruitment processes, company operations, and career development for our employees.

The main goal of this audit is to improve the energy efficiency of our tools and significantly reduce our carbon footprint related to technology.

### LAUNCH OF A NEW SUSTAINABLE IT OFFER

Last year, Extia, eager to strengthen its commitment to sustainable IT practices, partnered with Bastien, who was leading an eco-design initiative project. Together, they decided to turn this shared vision into action, confident that their collaboration would drive both value and sustainability.



Through this service, we help development teams design their digital services in an eco-friendly way, with the goal of reducing their environmental impact and operating costs. We operate in three main areas:

- 1 Assessing the environmental impact of the service and proposing actions to reduce it.
- 2 Assess the maturity of the organisation according to the RGEN framework.
- 3 Ensure the long-term viability of the approach by establishing a Sustainable IT governance structure within the teams.





# Raising awareness about global warming

## Climate fresco

We raise awareness among our employees through initiatives such as the Climate Fresco, a collaborative workshop that highlights the dangers of climate change and the need for action. This skill was developed through training provided to an employee who has become a certified trainer. Our goal is to apply our "learning model" to support our CSR efforts.

## Awareness-raising Meetup

The Business Community department regularly addresses environmental issues from various perspectives, relying on expert knowledge. In 2023, 20 events were organised, bringing together over 600 participants. Here are some highlights:



### Environmental impact of digital technology

Christophe Clouzeau is a member of the INR Scientific Committee and eco-design expert.



### Environmental performance

Leo Kaufman, QSE coordinator at Extia, trained in the Carbon Assessment methodology.



### Climate: a shared but differentiated responsibility

Evrard Terral, consultant engineer, and Marie-Hélène Kaminski, CSR project coordinator at Extia.







# Taking action for the climate!

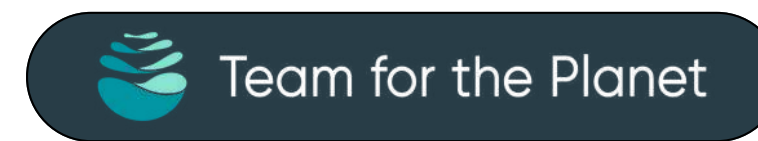
In 2024, Extia is committed to preserving our planet and promoting a sustainable future through two key initiatives:



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We have teamed up with Green Sanctuaries, an initiative focused on protecting endangered forests worldwide. By preserving these forests, we help protect biodiversity, which is crucial for the health of our planet.

As part of this effort, Extia has chosen to support the Rio Napo project in Ecuador, helping to protect important ecosystems.



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Extia has become a member of the Coalition of Companies for the Climate by investing in Team for the Planet, Europe's largest movement focused on climate action.

Through this initiative, we aim to support and fund global innovations that can address climate change, empowering scientists and innovators with the financial backing needed to rapidly implement their solutions.



# 04



Fostering ethical, civic, and supportive behaviour.





# Then (for) what



We believe that fostering ethical, responsible, and supportive behaviour is not only a moral obligation but also a key part of our overall strategy. At the heart of this commitment are our strict standards regarding human rights, business ethics, and data protection, as well as our ongoing dedication to solidarity and charitable initiatives.



# 4.1. Ethical compliance

## Respecting human rights



Through our commitment to the UN Global Compact, we undertake to respect the principles of the 1948 Universal Declaration of Human Rights and the International Labour Organisation (ILO), in order to ensure that our business is conducted in a respectful environment. Service providers and subcontractors are subject to French law and must also comply with it.

## Fighting corruption

We are firmly committed to ethics and transparency in all our professional interactions. We uphold a strict "zero tolerance" policy against corruption and influence peddling, prohibiting any actions involving the promise, offer, solicitation, or acceptance of illegal payments or benefits.

This policy is governed by our Anti-Corruption Code of Conduct, which sets out the standards of behaviour to be followed and the procedures to be followed to avoid any risk of corruption or influence peddling.

From the start, our employees have access to our Anti-Corruption Code of Conduct, which clearly defines the ethical standards to be respected. We encourage confidential reporting of any misconduct through our internal alert system.







## 4.2. Sustainable Purchasing

### The Sustainable Purchasing charter

We are committed to ensuring ethical and sustainable business practices.

To support responsible purchasing and share our values with our suppliers and partners, we've created a Responsible Purchasing Charter.

When we issue tenders, we evaluate each supplier based on social, ethical, and environmental criteria (CSR).

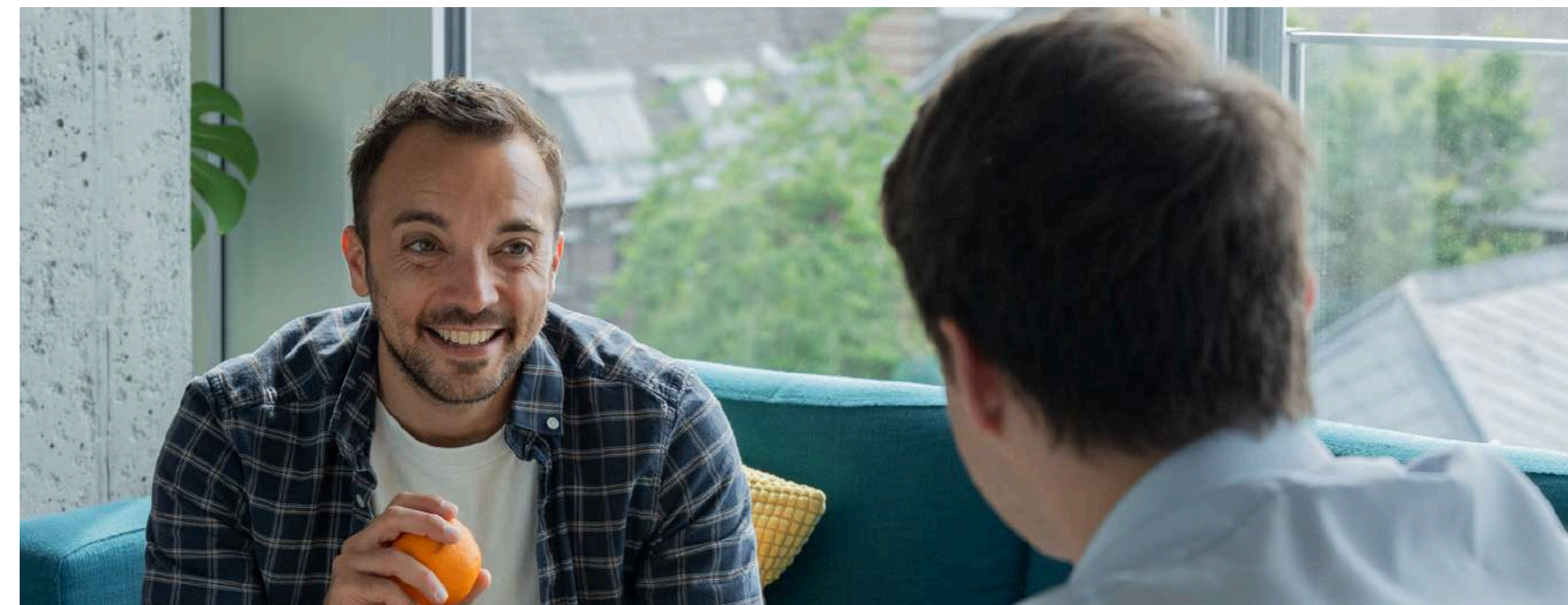
**77%** of our suppliers are compliant and respect our Sustainable Purchasing Policy for the 2023 evaluation period

### Actions and awareness-raising

Additionally, to raise awareness among our employees and enhance our responsible purchasing policy, we are implementing several internal initiatives, such as:

- We choose local suppliers and collaborate with sheltered workshops to support inclusion.
- We select caterers who partner with charities to donate leftover meals from our events.
- We offer eco-friendly goodie bags made from recycled materials.
- Additionally, we provide a list of suppliers (Work Assistance Establishments + Services - EA/ESAT ), including sheltered workshops, for our teams to choose from.

**26** Orders were placed with EA/ESAT in 2022.





# 4.3. Information security

## Security of information systems



We implemented a strong Information Security Management System (ISMS) and have been ISO 27001:2022 certified for all our activities in France since 2018.

### Information Systems Security Policy

We have an Information Security Policy in place, which serves as a reference framework and outlines Extia’s key information security guidelines established by management.

**Guiding principle: protecting the availability, integrity, confidentiality and traceability of our information system**

### Actions and measures

#### 1.Information Security Risk Assessments:

As part of managing information security risks, a detailed analysis is conducted to identify critical informational assets, assess their vulnerabilities, and understand potential threats to anticipate possible impacts.

#### 2.Implementation of Security Measures:

We apply security measures like controlling access to our systems, encrypting data, backing up and restoring information, managing vulnerabilities, planning for business continuity, and detecting and fixing issues in behaviour.

#### 3.Awareness and Training

We educate all employees about information security with internal courses and regular training on security procedures and best practices.

#### 4.Monitoring and Continuous Improvement

The Chief Information Security Officer (CISO) and their team are responsible for monitoring the effectiveness of the ISMS, conducting internal audits, and holding management reviews to ensure continuous improvement of security measures.

### ESRS G1 indicators:

Description		2023	2022	2021
Confirmed information security incidents	No.	25	57	66
Number of incidents with impact	No.	0		
Percentage of People Trained in Information Systems Security (ISS)	%	58%	12,43	-





## 4.2 Sponsorship

We provide our employees with human, material, and financial resources to support charitable commitments through various forms of sponsorship. Our goal is to encourage, empower, and support Extians in their personal societal initiatives.

### In-kind sponsorship

Our employees are a constant source of inspiration for us. Their commitment enables us to support great initiatives such as the annual clothing and food collections for “Emmaüs” and “Restos du Cœur”. We also donate our out-of-use computers to associations in need.

**34** out-of-use computers were donated to our charity partners in 2023

### Skills sponsorship

Since 2015, we have been supporting associations through skills sponsorship. From creating websites to developing applications and training, we put our skills and expertise at the service of our partner associations.

Since 2015, around 500 consultants have been involved in more than 50 sponsorship projects benefiting some forty associations.

## Financial sponsorship

Each year, we provide financial support to various associations, through occasional or recurring contributions, by setting up concrete actions to help them in their activities. We are mobilising the members of our ecosystem to take part in this solidarity-based approach.



**1 € for every CV received**

**10 € for each new project**

**1 goodie or 10€ for each new “onboarded” member**

### ESRS indicators

Description	2024	2023	2022
Total amount of skills sponsorship	622 758 €	584 000 €	214 000 €
Total amount of in-kind sponsorship	87 222 €	39 000 €	178 738 €
Total amount of financial sponsorship	36 455 €	44 000 €	16 700 €



### Our partner associations



## Wenabi, our social commitment platform

The digital platform Wenabi plays a central role in our CSR approach. It reflects our commitment to making Extia employees key players in the Initiatives Project, offering them the opportunity to get involved in various solidarity projects from the moment they join Extia.

Employees have access to Wenabi, where they can choose from a wide range of missions and challenges, from online training to participating in larger-scale projects through skills-based volunteering.

The solidarity projects available on Wenabi are carefully selected for their tangible impact on the Sustainable Development Goals (SDGs) and Extia's CSR objectives.

Wenabi is also designed to offer maximum flexibility in terms of engagement: employees can contribute during their working hours, between projects, or outside of work if they prefer..





## Initiatives made by Extians!

We are fully dedicated to supporting the charitable efforts of our employees because we believe that individual actions can make a positive difference.

### Zoom on *associative projects of our Extians*

In 2024, Rostane and Paul, two consultants from our Portugal office, started the Or'eau association. Their main project, Nambekaha 2024, focuses on a critical need: providing access to clean water and proper sanitation for local communities. The goal is to improve living conditions in these areas by working with the locals to create long-term, effective solutions.

We support Or'eau by providing resources, both material and financial, and encouraging our employees to get involved through volunteering and awareness efforts. We are proud of our team members who, through initiatives like this, show their commitment to solidarity and social responsibility.





# Appendices

**CSRD**

**CARBON  
ASSESSMENT**





# Structure of the ESRS Sustainability Statement

This summary presents the structure of Extia France’s 2024 sustainability report, prepared in accordance with the European Sustainability Reporting Standards (ESRS). The document is divided into four main sections, each addressing specific sustainability topics, including general, social, environmental, and governance information. Each section is linked to its corresponding ESRS code and highlights key areas of sustainable development, along with our monitoring indicators on these topics.

PART OF SUSTAINABILITY REPORT	PAGE	ESRS CODE	TITLE
1. Preamble   General information	p.3 to 10	ESRS 2	-
2. Social information   “First with whom”	p.11 to 29	ESRS S1	Workforce of the company
		ESRS S3	Affected communities
		ESRS S4	Consumers and final users
3. Environmental information   Less is Beautiful	p.30 to 39	ESRS E1	Climatic change
		ESRS E2	Pollution
		ESRS E3	Hydric and marine resources
		ESRS E4	Biodiversity and ecosystems
		ESRS E5	Resource use and circular economies
4. Information on corporate governance  “Then for what”	p.40 to 47	ESRS G1	Business Conduct

# ESRS Social: Social dialogue

ESRS	Sub-theme	Description	Units	Results	Year of implementation
S1-1	Workforce Policy	Company Agreement	Type	SYNTEC	-
S1-1	Workforce Policy	Telework Agreement	Yes/No	Yes	2019
S1-1	Workforce Policy	Disconnection Agreement	Yes/No	Yes	2021
S1-1	Workforce Policy	Professional Equality and QLWA	Yes/No	Yes	2023

ESRS	Sub-theme	Description	Units	2023	2022	2021
S1-8	Social dialogue	Social and Economic Committee (ESC-CSE) Health, Safety, and Working Conditions Committee (CSSCT)	Yes/No	Yes		
S1-8	Social dialogue	Number of CSE meetings	No.	9	9	6
S1-8	Social dialogue	Number of CSST meetings	No.	3	3	1



# ESRS Social: Workforce statistics

ESRS	Sub-theme	Description	Units	2023	2022	2021
S1-6	<b>Workforce characteristics</b>	<i>Average monthly workforce</i>	No.	1661	1596	1522
S1-6	<b>Workforce characteristics</b>	<i>Workforce at 31dec of the year under review</i>	No.	1772	1667	1704
S1-6	<b>By gender*</b>	Women	%	26	25	26
	<b>By gender*</b>	Men	%	74	75	74
S1-6	<b>Nationalities*</b>	French	%	86	86	85
	<b>Nationalities*</b>	Foreign	%	14	14	15
S1-6	<b>By age group*</b>	Under 25	%	12%	14%	11%
	<b>By age group*</b>	25 to 30	%	44%	44%	46%
	<b>By age group*</b>	31 to 35	%	20%	19%	21%
	<b>By age group*</b>	36 to 40	%	10%	10%	9%
	<b>By age group*</b>	Over 40	%	14%	13%	13%
S1-6	<b>Average seniority</b>		years	2,4	2,29	2,55

*The average age as of December 31, 2023, is 32 years. This shows a slight increase compared to 2022, when it was 31.72, and has been rising over the past two years, when it was around 30 and a half years.*

# ESRS Social: Diversity and inclusion

ESRS	Sub-theme	Description	Units	2023	2022	2021
S1-9	<b>Professional equality index</b>	Overall score obtained	/ 100	<b>89</b>	94	94
S1-16	<b>Professional equality index</b>	Pay rate differential	/ 40	<b>39</b>	39	39
S1-16	<b>Professional equality index</b>	Promotion rate differential	/ 15	<b>10</b>	15	15
S1-16	<b>Professional equality index</b>	Gap in salary increase rates (excluding promotions)	/ 20	<b>20</b>	20	20
S1-9	<b>Professional equality index</b>	Number of employees of the under-represented gender among the top 10 highest salaries	/ 10	<b>5</b>	5	5
S1-9	<b>Professional equality index</b>	Percentage of employees receiving a pay rise when returning from maternity leave	/ 15	<b>15</b>	15	15
S1-9	<b>Professional equality</b>	Proportion of women in the workforce	%	<b>26</b>	25	26
S1-9	<b>Professional equality</b>	Proportion of women in managerial positions	%	<b>41</b>	43	39
S1-9	<b>Professional equality</b>	Proportion of women on the Executive Committee	%	<b>50</b>	37,5	37
S1-17	<b>Combatting GBSV</b>	Number of alerts issued related to discrimination, harassment, diversity and inclusion	No.	<b>4</b>		
S1-17	<b>Combatting GBSV</b>	Number of confirmed incidents of discrimination or harassment	No.	<b>2</b>		
S1-17	<b>Combatting GBSV</b>	% of employees made aware/trained on sexism in the workplace, among managerial and HR staff	%	<b>100</b>		
S1-9	<b>Conventions and agreements</b>	Collective agreement on professional equality between men and women and quality of life at work				<b>Effective from 19 December 2022</b>
S1-9	<b>Conventions and agreements</b>	Signing of the StOpE initiative				<b>Signed in February 2023</b>
S1-9	<b>Conventions and agreements</b>	Parenting guide				<b>Created in November 2024</b>



# ESRS Social : Diversité et inclusion

ESRS	Sub-theme	Description	Units	2023	2022	2021
S1-14	<b>Disability/Handicap</b>	Number of employees with disabilities*	No.	26	21	22
S1-14	<b>Disability/Handicap</b>	% of employees with disabilities	%	1,44	1,12	1,12
S1-14	<b>Disability/Handicap</b>	% of employees who feel they are treated fairly regardless of their potential disability**	%	Not monitored by the survey	95	95

Between 2022 and 2023, the number of disabled workers rose by 23.8%. This increase reflects a concrete effort to strengthen the inclusion of people with disabilities in the workforce.

S1-9	<b>Conventions and agreements</b>	Disability policy	In force since 2017			
S1-9	<b>Conventions and agreements</b>	Partnership with ARCESI	Effective from 19 December 2022			
S1-9	<b>Conventions and agreements</b>	AGEFIPH agreement	In process - scheduled for January 2025			

ESRS	Sub-theme	Description	Units	2023	2022	2021
S1-14	<b>D&amp;I: Survey</b>	Employees are treated fairly, regardless of their age**	%	90	92	86
S1-14	<b>D&amp;I: Survey</b>	Employees are treated fairly regardless of their ethnic origin**	%	95	95	93
S1-14	<b>D&amp;I: Survey</b>	Employees are treated fairly regardless of their gender**	%	95	95	93
S1-14	<b>D&amp;I: Survey</b>	Employees are treated fairly regardless of their sexual orientation**	%	96	96	95
S1-14	<b>D&amp;I: Survey</b>	If I were treated unfairly, I think my complaint would be taken into consideration within the company**.	%	85	87	85

\*As of December 31 of the year under review

\*\*Based on the Great Place To Work survey of the year under review

# ESRS Social : Working conditions

ESRS	Sub-theme	Description	Units	2023	2022	2021
S1-15	Working conditions & well-being	% of employees covered by a collective agreement	%	100	100	100
S1-15	Working conditions & well-being	% of employees covered by health insurance	%	100	100	100

ESRS	Sub-theme	Description	Units	2023	2022	2021
S1-3	Satisfaction survey	CRA "Weather"	/ 4	3,4	3,3	-
S1-3	Satisfaction survey	Survey on employee engagement or satisfaction	Type	Great Place To Work		
S1-3	GPTW	No. of employees who responded to Great Place To Work surveys	No.	1433	1296	1035
S1-3	GPTW	Average Trust Index	%	83	85	81
S1-3	GPTW	"Overall, I can say that it's truly a great company to work for."	%	85	88	83

ESRS	Sub-theme	Description	Units	2023	2022	2021
S1-14	Health and safety at work	Number of workplace accident with time off (WAWTO)	no.	2	2	3
S1-14	Health and safety at work	Number of workplace accident without time off (WAWNTO)	no.	2	3	2
S1-14	Health and safety at work	Frequency rate of workplace accident (WAWTO x 1 000 000 / working hours)	%	0,66	0,68	0,69
S1-14	Health and safety at work	Seriousness of workplace accident	%	0,005	0,003	0,05
S1-14	Health and safety at work	% of employees trained/educated in health and safety	%	31,14	-	-
S1-14	Health and safety at work	Proportion of sites that have undergone a risk assessment	%	100	100	100



# ESRS Social: Training and career management

## Social reporting

ESRS	Sub-theme	Description	Units	2023	2022	2021
S1-13	<b>Training</b>	Global access rate to training	%	<b>42</b>	29	29,54
S1-13	<b>Training</b>	Total hours of training provided	No.	<b>7 895</b>	7 803	7 959
S1-13	<b>Training</b>	Average hours of training per trainee	No.	<b>18</b>	25	24
S1-13	<b>Training</b>	% of employees with unlimited access to LinkedIn Learning	%	<b>100</b>	N/A	N/A
S1-13	<b>Awareness-raising</b>	Number of meetups organised	%	<b>106</b>	68	94
S1-13	<b>Awareness-raising</b>	Total number of participants	No.	<b>3 700</b>	2 436	3 360
S1-13	<b>Career management</b>	Monitoring rate / consultant / year	%	<b>132,34</b>	<b>115,67</b>	-
S1-13	<b>Career management</b>	Number of HR monitoring points completed	No.	<b>2435</b>	2429	2728
S1-13	<b>Career management</b>	Number of career actions	No.	-	690	539
S1-13	<b>Career management</b>	Average length of service for leavers	years	<b>2 years, 8 months and 7 days</b>	2 years 10 months and 8 days	2 years, 10 months
S1-13	<b>Satisfaction</b>	Global satisfaction	/ 5	<b>4,39</b>	4,47	
S1-13	<b>Satisfaction</b>	Managerial satisfaction	/ 5	<b>4,62</b>	4,22	
S1-13	<b>Satisfaction</b>	Average assignment satisfaction	/ 5	<b>4,04</b>	4	
S1-13	<b>Satisfaction</b>	Average social life satisfaction	/ 5	<b>4,31</b>	4,41	

# ESRS Environmental: Carbon footprint

E1	<b>Carbon assessment</b>	Number of people trained to carry out the Carbon Assessment*.	9 persons
E1	<b>Carbon assessment</b>	Carbon assessment	Yes
E1	<b>Transition plan</b>	SBTI commitment	On 13 February 2024, Extia made an official commitment to SBTi
E1	<b>Transition plan</b>	Scope 1 and 2 reduction targets	42% by 2030
E1	<b>Transition plan</b>	Scope 3 reduction targets	25% by 2030

ESRS	Sub-theme	Description	Units	2023	2022
E1	<b>Carbon footprint</b>	Carbon assessment	Yes / No	in process	Yes
E1	<b>Carbon footprint</b>	GHG emissions - total	TeqCO2	in process	2 226
E1	<b>Carbon footprint</b>	GHG emissions - scope 1	TeqCO2	in process	88
E1	<b>Carbon footprint</b>	GHG emissions - scope 2	TeqCO2	in process	73
E1	<b>Carbon footprint</b>	GHG emissions - scope 3	TeqCO2	in process	2 065
E1	<b>Carbon footprint</b>	Carbon intensity per employee	TeqCO2 / employee	-	1,42

*In 2023, we formed an internal team to carry out our carbon footprint assessment. The analysis was based on the previous year, 2022. We will conduct the 2023 assessment in November 2024.*



## ESRS Environmental: energy, water, waste

ESRS	Sub-theme	Description	Units	2022
E1	Energy	Energy consumption tracking	Yes / No	Yes
E1	Energy	Total energy consumption	MWh	223
E1	Energy	Total fuel consumption	L	4 907
E2	Waste management	Amount of waste produced by the company	Ton	64
E2	Waste management	Amount of waste recycled/recovered	Ton	64
E2	Waste management	Amount of hazardous waste	Kg	0
E4	Biodiversity	Our consulting activities have no direct impact on biodiversity, as we do not exploit or alter sites located in or near protected areas or biodiversity-rich zones.		

# ESRS Environmental: mobility and IT

ESRS	Sub-theme	Description	Units	2023	2022
E2	Mobility	Professional travel policy	Yes/ No	Yes, since 2015	
E2	Mobility	Percentage of employees receiving public transport refunds	%	23%	
E2	Mobility survey	Employee travel habits and practices surveys	Type	Yes	
E2	Mobility survey	% of employees who responded to the survey	%	30	
E2	Mobility survey	% of respondents teleworking (at least one day a week)	%	80	
E2	Mobility survey	% of survey respondents travelling via public transport	%	42	
E2	Mobility survey	% of survey respondents travelling via soft mobility (bicycle, scooter, carpooling)	%	16	
E2	Mobility survey	% of survey respondents using individual transport	%	39	
E2	Mobility survey	% of survey respondents using multi-modal modes of transport	%	3	
<i>In 2023, we carried out an internal survey of employees' home-to-work journeys.</i>					
E5	Sustainable IT	Number of computers donated to partner associations	No.	34	35
E5	Sustainable IT	Ecodesign audit of in-house digital services	Yes / No	Yes	
E5	Sustainable IT	Website accessibility audit	Yes / No	Yes	

## ESRS Environmental: training

ESRS	Sub-theme	Description	Units	2023	2022
E1	Training / Awareness-raising	Number of people trained to carry out the Carbon Assessment*.	No.	10	-
E1	Training / Awareness-raising	Number of CSR-related meetups	No.	13	3
E1	Training / Awareness-raising	Number of participants in CSR-related meetups	No.	493	138
E1	Training / Awareness-raising	Number of participants in the Sustainable IT training course	No.	110	-

## ESRS Environmental: partnerships

E4	Major partnerships	Green Sanctuaries	Partnership in 2024
E5	Major partnerships	Team For The Planet shareholder	Shareholder in 2024



## ESRS Governance :

ESRS	Sub-theme	Description	Units	2023	2022	2021
G1	Responsible purchasing	Responsible Purchasing Charter	Yes/ No	Yes, since january 2022		
G1	Responsible purchasing	Proportion of suppliers who have signed the code of conduct (responsible purchasing charter)	%	66	47	-
G1	Responsible purchasing	Total amount of orders placed with EA/ESAT	€	19 000€		-
G1	Ethics and anti-corruption	Ethics policy - Code of conduct or ethics	Yes/ No	Yes, since 2019		
G1	Ethics and anti-corruption	Number of fraud/corruption alerts issued	No.	0		
G1	Ethics and anti-corruption	Number of confirmed cases of fraud / corruption	No.	0		
G1	Ethics and anti-corruption	Number of confirmed cases of child/forced labour	No.	0		
G1	ISS	Formalised security policy for the information system	Yes/ No	Yes		
G1	ISS	Number of confirmed information security incidents	No.	25	57	66
G1	ISS	Number of incidents with impact	No.	0		
G1	ISS	Percentage of people made aware of ISS	%	58% (in process)	12,43	-

## ESRS Governance:

ESRS	Sub-theme	Description	Units	2023	2022	2021
G1	Payment methods	Provigis certification	Yes/ No	Yes	Yes	Yes
G1	Payment methods	Payment deadlines	days	33	32	38 (S1)

## ESRS Societal: sponsorship

ESRS	Sub-theme	Description	Units	2024	2023	2022
G1	Sponsorship	Total amount of skill sponsorship	€	622 758	584 000	214 000
G1	Sponsorship	Total amount of financial sponsorship	€	87 222	44 000	178 738
G1	Sponsorship	Total amount of in-kind sponsorship	€	36 455	39 000	16 700
G1	Sponsorship	Total number of computers donated to associations	No.	21	34	35
G1	Sponsorship	VISITORS	No.	1120	600	<b>310</b>
G1	Sponsorship	SUBSCRIPTIONS	No.	288	140	<b>63</b>
G1	Sponsorship	ASSOCIATIONS HELPED	No.	30	42	<b>12</b>



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			Calculated values						
			GHG emissions				Avoided GHG emissions		
Categories of emissions	Numbers	Emission sources	CO2 (t CO2e)	Other gas ( tCO2e)	Total (t CO2e)	CO2 b (t CO2e)	Uncertainty (t CO2e)	Total ( t CO2e)	
Direct GHG emissions	1	Direct emissions from fixed combustion sources	11	0	11	1	1	0	
	2	Direct emissions from heat engine-driven mobile sources	77	0	77	0	47	0	
	3	Direct emissions from non-energy processes	0	83	83	0	18	0	
	4	Direct fugitive emissions	0	0	0	0	0	0	
	5	Emissions from biomass (land and forests)	0	0	0	0	0	0	
	<b>Sub-total</b>		<b>88</b>	<b>83</b>	<b>171</b>	<b>1</b>	<b>50</b>	<b>0</b>	
Indirect energy-related emissions	6	Indirect emissions from electricity consumption	73	0	73	0	11	0	
	7	Indirect emissions linked to the use of steam, heat or refrigeration	0	0	0	0	0	0	
		<b>Sub-total</b>	<b>73</b>	<b>0</b>	<b>73</b>	<b>0</b>	<b>11</b>	<b>0</b>	
Other indirect GHG emissions	8	Energy-related emissions not included in points 1 to 7	30	0	31	15	3	0	
	9	Purchases of products or services	1438	0	1438	0	416	0	
	10	Fixed assets	195	16	210	0	71	0	
	11	Waste	37	0	37		13	0	
	12	Inbound freight	0	0	0	0	0	0	
	13	Business travel	4	0	4	0	1	0	
	14	Upstream leasing assets	0	0	0	0	0	0	
	15	Investments	0	0	0	0	0	0	
	16	Visitor and customer transport	0	0	0	0	0	0	
	17	Downstream freight transport	0	0	0	0	0	0	
	18	Use of sold products	0	0	0	0	0	0	
	19	End of life of sold products	0	0	0	0	0	0	
	20	Downstream franchise	0	0	0	0	0	0	
	21	Downstream leasing	0	0	0	0	0	0	
	22	Home to work journeys	363	0	363	0	200	0	
	23	Other indirect emissions	0	0	0	0	0	0	
		<b>Sub-total</b>		<b>2065</b>	<b>16</b>	<b>2081</b>	<b>15</b>	<b>467</b>	<b>0</b>

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			Calculated values						
			GHG emissions				Avoided GHG emissions		
Categories of emissions	Numbers	Emission sources	CO2 (t CO2e)	Other gas ( tCO2e)	Total (t CO2e)	CO2 b (t CO2e)	Uncertainty (t CO2e)	Total ( t CO2e)	
Scope 1	1-1	Direct emissions from fixed combustion sources	11	0	11	1	1	0	
	1-2	Direct emissions from heat engine-driven mobile sources	77	0	77	0	47	0	
	1-3	Direct emissions from non-energy processes	0	83	83	0	18	0	
	1-4	Direct fugitive emissions	0	0	0	0	0	0	
			<b>Total Scope 1</b>	<b>88</b>	<b>83</b>	<b>171</b>	<b>1</b>	<b>50</b>	<b>0</b>
Scope 2	2-1	Indirect emissions from electricity consumption	73	0	73	0	11	0	
	2-2	Indirect emissions linked to the use of steam, heat or refrigeration	0	0	0	0	0	0	
			<b>Total Scope 2</b>	<b>73</b>	<b>0</b>	<b>73</b>	<b>0</b>	<b>11</b>	<b>0</b>
		<b>Scope 3 upstream emissions</b>							
Scope 3	3-1	Purchases of products or services	1438	0	1353	0	416	0	
	3-2	Fixed assets	23	0	23	0	69	0	
	3-3	Fuel and energy-related emissions (not included in Scope 1 or Scope 2)	30	0	31	15	2	0	
	3-4	Inbound freight and distribution	0	0	0	0	0	0	
	3-5	Waste generated	37	0	37	0	13	0	
	3-6	Business travel	3	0	4	0	1	0	
	3-7	Home-work journey	363	0	363	0	200	0	
	3-8	Upstream leasing assets	0	0	0	0	0	0	
		Other upstream indirect emissions	0	0	0	0	0	0	
			<b>Scope 3 downstream emissions</b>						
	3-9	Downstream freight transport and distribution	0	0	0	0	0	0	
	3-10	Processing of sold products	0	0	0	0	0	0	
	3-11	Use of sold products	0	0	0	0	0	0	
	3-12	End of life of sold products	0	0	0	0	0	0	
	3-13	Downstream leasing assets	0	0	0	0	0	0	
3-14	Franchises	0	0	0	0	0	0		
3-15	Investments	0	0	0	0	0	0		
	Other downstream indirect emissions	0	0	0	0	0	0		
		<b>Total Scope 3</b>	<b>1893</b>	<b>0</b>	<b>1811</b>	<b>15</b>	<b>467</b>	<b>0</b>	

GHG Protocol





# Contacts

[rse@extia.fr](mailto:rse@extia.fr)



[www.extia-group.com](http://www.extia-group.com)

