



2024 | Sustainability Report



sogelink.com



Table of content

INTRODUCTION

P 03

A message from our CEO and our HR & ESG Director

P 03

ABOUT SOGELINK

P 04

Sogelink's identity

P 05

Governance and accountability

P 09

Sogelink sustainability strategy

P 11

ATTRACT AND DEVELOP OUR TALENT

P 16

Foster wellbeing and inclusion in the workplace

P 17

Promoting skills development and evolution

P 21

01

ENGAGE IN RESPONSIBLE BUSINESS ACROSS OUR VALUE CHAIN

P 23

Through our product offering

P 24

In the design of our products

P 26

In our practices and supplier selection

P 28

02

ACT TO PRESERVE OUR PLANET IN OUR DIRECT OPERATIONS

P 29

Reducing our footprint through climate action

P 30

Our approach to resilience: Climate risks and opportunities

P 35

03

GIVE BACK TO OUR ECOSYSTEM

P 36

04

APPENDIX

P 40

Aim and scope

P 41

GRI content Index

P 42

VSME content index

P 45

Contacts

P 48



Intro- duction

A MESSAGE FROM OUR CEO AND OUR HR & ESG DIRECTOR

This first sustainability report marks a foundational milestone for the Sogelink Group. It sheds light on the journey we've undertaken over the years and the many initiatives already in motion. Sustainability is deeply embedded in Sogelink's DNA.

As a software publisher, we have a key role to play in driving the sustainable transition and sustainable development of the construction sector. This responsibility is twofold: internally, by reducing our own footprint, and externally, by offering our clients

solutions that support more sustainable, human-centric, and responsible construction practices. This report reflects our commitment to act concretely on social, environmental, and ethical challenges. It demonstrates our ambition to embed sustainability at the heart of our corporate strategy, in alignment with our mission and values.

I would like to acknowledge the dedication of our teams, who carry these commitments forward every day. This report is a testament to their engagement and to our collective ambition.

**Antoine
DUMURGIER**
Sogelink CEO



**Laure-Hélène
CHEVALLIER**
HR & ESG Director

Since 2019, our sustainability policy has been formalised around a clear mission: to implement concrete, sustainable, and measurable actions for our employees and our ecosystem — including clients, suppliers, and partners — to anchor our commitment and balance economic, social, and environmental performance. In 2024, we reached several key milestones: we structured our approach around priority issues through a double materiality analysis, completed

our first Group carbon footprint assessment, and improved our Ecovadis score.

These achievements reflect our determination to support our clients in their ecological transition while strengthening our positive impact on society.

In 2025, we continued this momentum: we defined monitoring indicators (KPIs), formalised internal policies, and further mobilised our teams around sustainability challenges. This first sustainability report presents a structured and transparent account of the Sogelink Group's sustainability commitments and how they are implemented across the organization and its stakeholders.



About Sogelink





Sogelink's identity



EUROPEAN
LEADER IN
CONSTRUCTION
TECH

OUR BUSINESS

Sogelink is a leading provider of cloud-based and mobile software solutions, supporting the digital transformation of the construction sector for over 25 years. At Sogelink, our mission is to simplify construction for everyone, everywhere. We offer each stakeholder in the industry — from engineering consultancies and network operators to land surveyors,

public works companies, local authorities, social housing providers, and healthcare institutions — an innovative and efficient approach to digital transition, building data management, and urban information modelling.

The Group operates across the entire value chain, from project design to asset operation through digital twins.

Sogelink was formed through the merger of different leading European companies and now holds a prominent position in the construction technology market.

Sogelink offers

11 SOLUTIONS

covering the entire lifecycle of infrastructure projects.



DESIGN AND ENGINEERING

Innovative solutions to simplify and digitize every stage of project design and preparation — from data acquisition to modelling, including collaboration, sharing, and visualization — to enable faster, more accurate, and more efficient design.



BUILD AND SECURE

Innovative solutions to simplify, optimize, and secure all regulatory processes, procedures, and documents required for worksite compliance, ensuring safe, reliable, and environmentally respectful construction.



MANAGE AND MAINTAIN

Innovative solutions to streamline public procedures related to the planning and management of infrastructure and territories, and to make regulations clearer, more understandable, and easier to implement.



OUR MISSION

Together, we provide innovative and easy-to-use solutions for sustainable construction and asset management by leveraging data and geolocation.

OUR VISION

We empower the **INFRASTRUCTURE CONSTRUCTION** sector to succeed with **EXPERT** digital solutions, covering everything from **DESIGN** to **MAINTENANCE**, with a focus on **EFFICIENCY**, **COMPLIANCE**, and **SUSTAINABILITY**.



18 000
CLIENTS



220 000
USERS

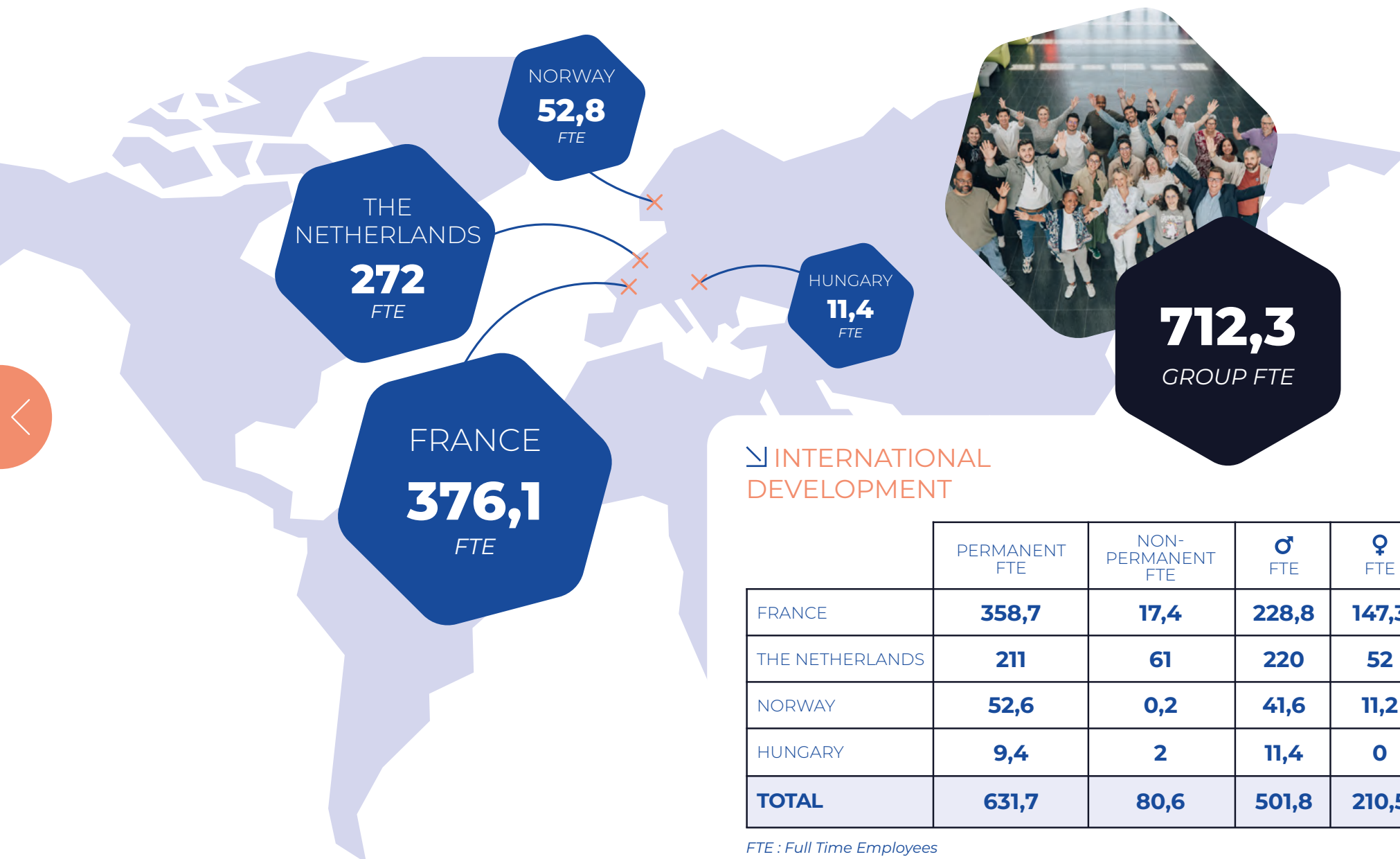
29th



POSITION IN
THE TOP 250

French software publishers — a gain of 10 places compared to 2023.





	PERMANENT FTE	NON-PERMANENT FTE	♂ FTE	♀ FTE
FRANCE	358,7	17,4	228,8	147,3
THE NETHERLANDS	211	61	220	52
NORWAY	52,6	0,2	41,6	11,2
HUNGARY	9,4	2	11,4	0
TOTAL	631,7	80,6	501,8	210,5

FTE : Full Time Employees



OUR VALUES

Our values guide how we work and live together, ensuring long-term fulfilment, the Group's success, and customer satisfaction. They are the foundation of our corporate culture and are embodied by each of us — both in our internal relationships and in our interactions with external stakeholders.

INCLUSION



Inclusion means recognizing, respecting, accepting, and valuing everyone. At Sogelink, our teams are caring, attentive, and refrain from judgment.

Inclusion is about building respectful, trusting, and personalized relationships — with clients, colleagues, and all Group employees — regardless of their role or background, embracing the richness of our differences.

An inclusive company fosters regular, reciprocal communication, ensuring responsiveness and a strong commitment to shared goals.

BOLDNESS



Boldness means daring: going further despite difficulties and fears. It's about trusting your own convictions, stepping outside your comfort zone, and overcoming personal barriers without fearing judgment.

A bold employee moves forward, enabling the Group to always stay one step ahead.

COMMITMENT



Commitment means leading with purpose, adapting to change, and anticipating challenges with motivation and reliability. It's about staying fully engaged in the journey, living the Sogelink adventure as a team.

Commitment also means going beyond expectations.





Governance and accountability

GOVERNANCE STRUCTURES

Sustainability governance within the Sogelink Group is built on a clear and structured organization.

The **Supervisory Board** validates the Group's strategic sustainability orientations and monitors progress at regular intervals. The Supervisory Board ensures that environmental, social, and governance considerations are embedded into the company's overall strategy, risk management, and long-term objectives.

The General Management, led by Antoine DUMURGIER, chairs the **Group Executive Committee (GEC)**, the governing body responsible for steering the company's overall strategy. The GEC ensures our expertise is leveraged to serve our clients, supports our growth in France and internationally, and fosters a culture of trust with our employees. Our sustainability strategy, its key initiatives, and associated indicators are presented, validated, and monitored regularly by the GEC. The GEC is informed at least twice a year on Environmental, Social, Governance (ESG) progress updates, including key initiatives, performance against targets, and emerging priorities.

Our **HR & ESG Director**, Laure-Hélène Chevallier, plays a central role in ensuring that both the Supervisory Board and the GEC are fully informed on ESG progress, priorities, and emerging challenges. She ensures that ESG considerations remain a core part of strategic discussions, while facilitating alignment between operational execution and board-level priorities.





IMPLEMENTATION

To further strengthen this governance, the Sogelink Group aims to establish a multidisciplinary « **Sustainability Committee** » composed of cross-functional roles and subject-matter experts. This committee will be responsible for providing operational expertise, tracking roadmaps, proposing new initiatives, and sharing project progress across the organization.

Operational coordination is entrusted to the ESG Project Manager, reporting to the HR & ESG Director, Laure-Hélène Chevallier that formalize the ESG team. This team is responsible for translating the company's sustainability strategy into concrete actions across the organization, ensuring alignment with established ESG objectives.

The ESG team works closely with other cross-functional teams internally, fostering collaboration across departments to integrate sustainability initiatives into all relevant processes.

The implementation of the Sustainability policy is guided by clearly defined metrics and key performance indicators, with regular monitoring to ensure tangible and measurable progress. ESG initiatives are executed across relevant departments and processes, driving practical outcomes in line with the company's sustainability commitments.

ACCOUNTABILITY IN DATA PRIVACY AND SECURITY

Our company is committed to safeguarding the sensitive information of both clients and employees through rigorous cybersecurity and data protection measures. We are **ISO 27001 certified** in the Netherlands.

Our Information Security Management System (ISMS) provides a structured approach to risk management, complemented by cyber insurance coverage.



Supervisory Board

Group Executive
Committee
GEC

ESG Team



Sogelink sustainability strategy

└ SUSTAINABILITY HIGHLIGHTS (FROM 2019 TO 2024) – “TIMELIFE OF IMPACT”

2010

Creation of the Sogelink Corporate Foundation.
Launch of the *Linkmakers* community — a group of employees organizing events to support partner associations.

2019

Formalization of Sogelink's first global sustainability policy.

2020

Commitment to *Team for the Planet*. Sogelink France was among the first four companies to join the Climate Deal, a citizen-led initiative supporting a more resilient, inclusive, and sustainable society.
Launch of the Sponsorship Program at Sogelink France.

2022

Creation of the *Greenmakers* community — a group of volunteer employees, raising awareness and organizing ecology-related events within the company.



2023

Identification of the Group's priority sustainability issues through a double materiality matrix.

Bronze Ecovadis Medal.



2024

Bronze Ecovadis Medal (+7 points vs. 2023).



Completion of the first Group-wide Carbon Footprint Assessment.

ecovadis

To measure the performance of its sustainability strategy, Sogelink chose the Ecovadis assessment. The platform evaluates corporate responsibility performance. It analyzes organizations' practices in four key areas: the environment, social and human rights, ethics, and responsible purchasing. In 2024, the company was awarded the bronze medal with a score of 65/100, an improvement of 7 points compared to 2023.

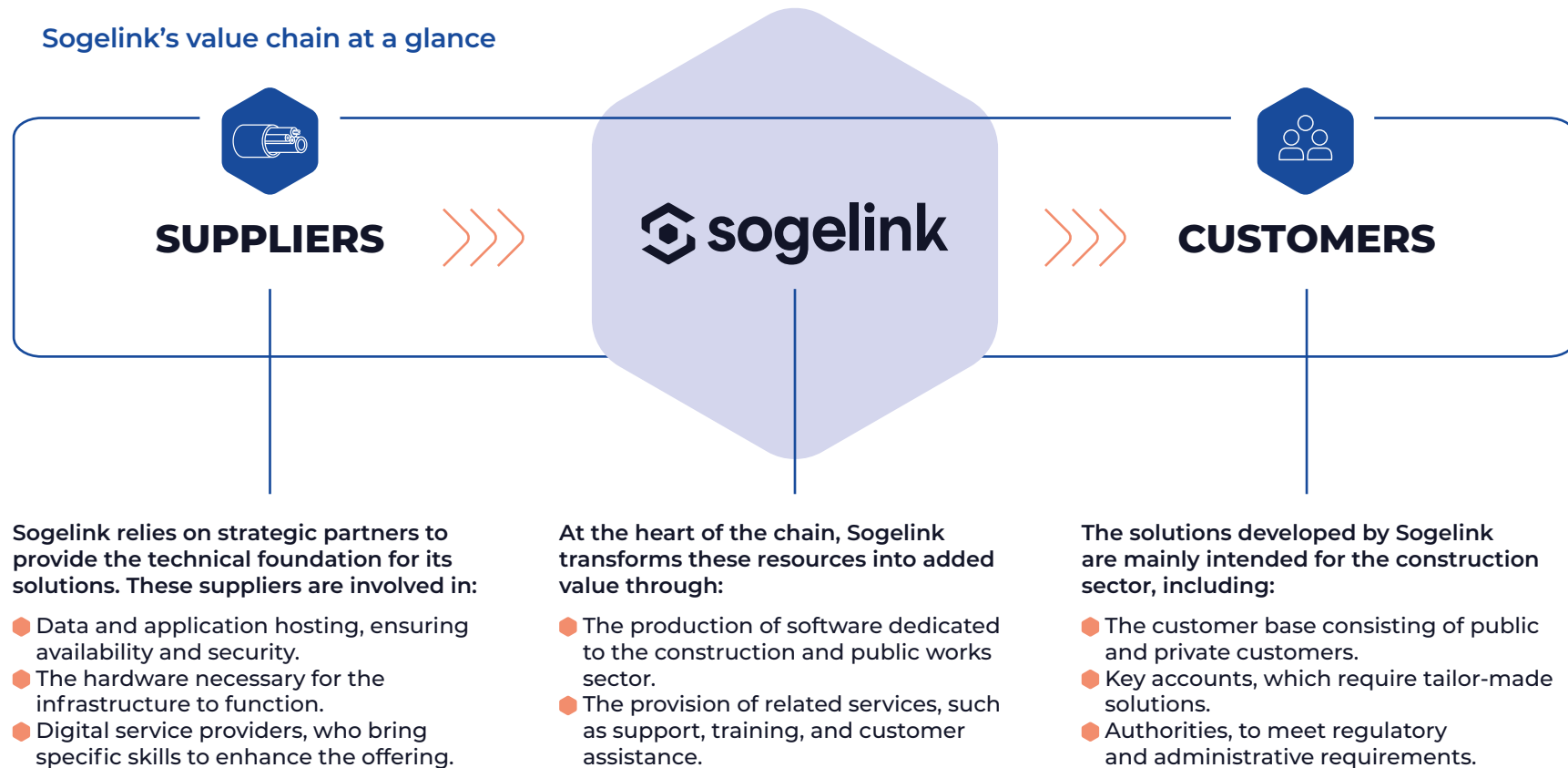




OUR BUSINESS MODEL

Sogelink relies on strategic partners to provide the technical foundation for its solutions.

Sogelink's value chain at a glance





DOUBLE MATERIALITY ASSESSMENT

In 2023, the Sogelink Group, assisted by a consulting firm, conducted a double materiality assessment to identify sustainable development issues relevant to the company. The methodological approach adopted is in line with the *European Sustainability Reporting Standards (ESRS)* released by the *European Financial Reporting Advisory Group (EFRAG)*.

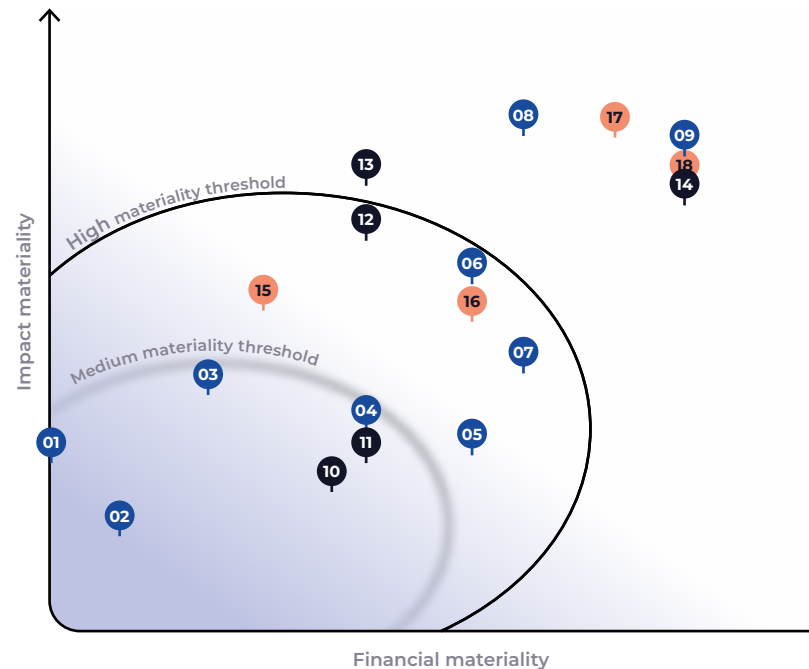
This process involved a structured internal review of priorities, aimed at identifying changes in regulatory frameworks, market dynamics, and stakeholder expectations. A series of targeted workshops were conducted to inform the development of our sustainability strategy, focusing on Environmental, Social, and Governance dimensions. Leveraging the specialized knowledge of employees and key account clients who responded to a questionnaire, these workshops enabled a rigorous assessment of sustainability themes.

This process follows a dual materiality approach:

- **Impact materiality:** The impact of Sogelink's activities and its value chain on society and the environment.
- **Financial materiality:** The impact of society and the environment on Sogelink's risks and opportunities.

Each sustainability theme was assessed in terms of impacts, risks, and opportunities (IRO), and their levels of materiality were determined.

Results of the Double Materiality Assessment



ENVIRONMENT

- 01 Water consumption
- 02 Helping customers manage biodiversity and ecosystems
- 03 Circular economy (from the Group side)
- 04 Circular economy (from the customers side)
- 05 Climate change adaptation (from the Group side)
- 06 Climate change mitigation (from the Group side)
- 07 Data & AI impact on climate change

- 08 Helping customers to reduce pollution and manage substances of concern
- 09 Climate change mitigation and adaptation (from the customers side)

SOCIAL

- 10 Workers in the value chain working conditions
- 11 Software accessibility for all
- 12 Diversity and inclusion

- 13 Health, safety and quality of life at work
- 14 Talent attraction and retention

GOVERNANCE

- 15 Preventing corruption and bribery
- 16 Responsibility purchasing policy
- 17 Cybersecurity and data protection
- 18 Corporate culture



HIGH MATERIAL TOPICS THAT GUIDE OUR STRATEGY



6 MATERIAL TOPICS

have been identified as priorities for the Sogelink Group.

These areas constitute strategic pillars that guide all operational decisions and structure the implementation of our sustainability approach.

ENVIRONMENTAL ISSUES



CLIMATE CHANGE ADAPTATION AND MITIGATION ON THE CUSTOMER SIDE

Reducing greenhouse gas emissions and adapting to the effects of climate change are important issues for the Group's customers. As a player committed to the digital transformation of the construction industry, the Sogelink Group has a role to play in supporting its customers in this transition. This involves offering solutions that enable optimized energy management, exploring the potential of digital twins to simulate climate impacts, and improving the environmental performance of projects.

HELPING CUSTOMERS REDUCE POLLUTION AND MANAGING SUBSTANCES OF CONCERN

Through some of its solutions, the Sogelink Group contributes to reducing pollution and improving the management of substances of concern. It supports its customers in identifying, treating, and monitoring these elements, thereby promoting more responsible practices that comply with health and environmental regulations.

SOCIAL ISSUES



TALENT ATTRACTION AND RETENTION

The Sogelink Group ensures that it has the necessary human resources, both in terms of staff numbers and skills, to support the development of its businesses and its growth ambitions. The company also creates conditions conducive to employee engagement by cultivating an attractive and sustainable working environment.

HEALTH, SAFETY, AND QUALITY OF LIFE AT WORK

The Sogelink Group is committed to ensuring safe, fulfilling working conditions that respect human rights for all its employees. The company ensures that the fundamental rights of its employees are respected and that a working environment conducive to well-being, safety, and quality of life is in place.

GOVERNANCE ISSUES



CYBERSECURITY AND DATA PROTECTION

The Sogelink Group mobilizes the necessary resources to prevent cyberattacks and guarantees the security, integrity, and confidentiality of data, whether sensitive or not. This approach is part of a commitment to strengthen stakeholder confidence and meet regulatory requirements for data protection.

CORPORATE CULTURE

The Sogelink Group's corporate culture is based on fundamental values, as defined in the Group's Ethics Charter. It forms a common foundation that guides behavior, strengthens internal cohesion, and supports commitments at all levels of the organization.

Identifying and analyzing these priority issues has enabled us to structure a coherent sustainability roadmap, refocusing our actions on high-impact levers. This approach reinforces the consistency of our ambitious sustainability policy, which is aligned with the expectations of our stakeholders and the Group's values.



4 PILLARS OF OUR SUSTAINABILITY STRATEGY

01

**Attract and
develop our
talents**

02

**Engage in responsible
business throughout
our value chain**

03

**Act to preserve
our planet in our direct
operations**

04

**Give back to
our ecosystem**

SUSTAINABLE DEVELOPMENT GOALS: OUR COMPASS FOR IMPACT

Our commitments and policies are aligned with the Sustainable Development Goals most relevant to our business activities and areas where we have a meaningful influence across our value chain.





Attract and develop our talent

At Sogelink Group, we are building a sustainable organization that respects its employees, where well-being at work is a priority. We strive to create an inclusive, fulfilling, and secure professional environment that promotes engagement, recognition, and development for everyone. This approach is fully in line with our vision of responsible and people-centered growth.

01



Foster wellbeing and inclusion in the workplace

COMMITMENTS

- Promote a respectful and inclusive workplace.
- Ensure ethical behavior, as described in our Ethics Charter, which all employees must comply with.
- Ensure diversity, gender equality, and promote the employment of people with disabilities during the recruitment process, through awareness-raising initiatives, training, and career management.
- Offer employee benefits through health programs (health insurance and life insurance) that meet the needs of all employees.
- Promote social dialogue by maintaining close relationships with employee representative bodies and engaging employees through annual internal surveys.





ACTIONS

- **Recruitment and onboarding:** The Sogelink Group has implemented a high-quality recruitment process with a comprehensive onboarding program to ensure a smooth transition for new employees. Our teams respond to 100% of applications, irrespective of the outcomes of the application.
- **Whistleblower mechanism:** Provides a confidential and secure procedure that protects employees and other stakeholders when reporting misconduct or unethical behavior.
- The Human Resources department provides **local support**, and the team receives **ongoing training**.

Gender equality

Pay equity is verified for each position, sexual and gender-based harassment officers are appointed, and local support for parents is offered.

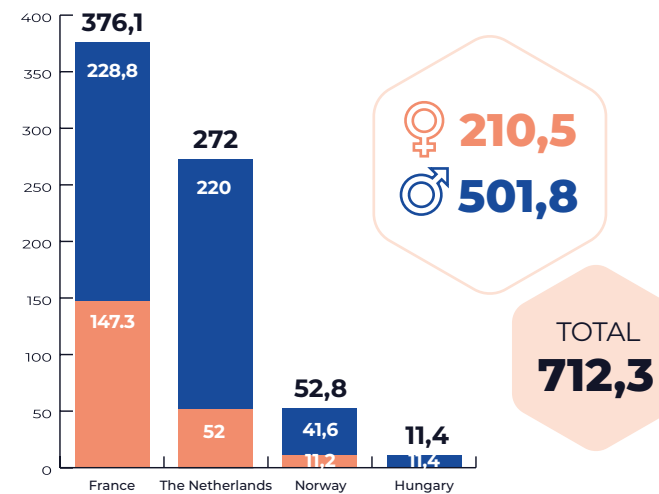
In terms of professional equality, Sogelink France **scores highly** on the **Gender Equality Index**, with 85 points out of 100.

SOGELINK
FRANCE
85/100

In its first year of assessment, Sogelink Engineering scored 83 points out of 100, confirming **the group's commitment to equal pay and reducing pay gaps**.

SOGELINK
ENGINEERING
83/100

Breakdown of staff by gender





● **Partnerships:** Local partnerships with schools and universities are established through events and recruitment initiatives.

● **Sponsorship:** Sogelink France provides financial support (€1,000) to employees to help them carry out their projects. The company has supported para-cycling events, a mountain bike orienteering race, and a robotics project.



Atelier langage des signes pendant la SEEPPH 2024

The Sogelink Group has always paid particular attention to implementing and adhering to an inclusive policy for its teams.

The Sogelink Group has always paid particular attention to implementing and adhering to an inclusive policy for its teams. The company is committed to fostering a climate based on trust, tolerance, and respect for differences. This commitment is reflected in concrete actions: the appointment of a disability representative, the implementation of specific accommodations

adapted to individual positions and needs, personalized monitoring of employees with disabilities, awareness-raising activities organized each year as part of European Disability Employment Week, training dedicated to managers, and the systematic posting of all job offers on specialized platforms such as Agefiph and Coline.care.



Sogelink France is a signatory to the “Charte des 1000 in Lyon”.

The French government, the Lyon metropolitan area, and the Maison Métropolitaine d'Insertion pour l'emploi (Metropolitan Employment Integration Center) have created the *La Charte des 1000*, a partnership with companies willing to commit to the Lyon metropolitan area. Since 2022, Sogelink France has been a signatory to this Charter, a commitment that brings

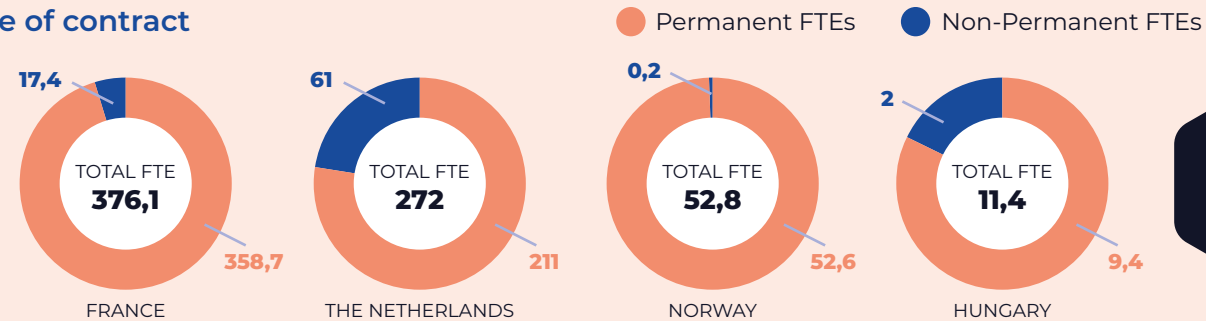
together several companies willing to take concrete action to help the most vulnerable find employment (long-term job seekers, recipients of low-income support, young people from priority neighborhoods in the city). Several actions are carried out throughout the year, such as organizing mock interviews for young people returning to work.





Breakdown of staff by type of contract

In 2024, the Sogelink Group's staff turnover rate stood at 15.5%, reflecting the dynamics of our workforce and our commitment to continuing initiatives aimed at strengthening employee loyalty and engagement.



Health and Safety

In 2024, the accident frequency rate at Sogelink France is low and stood at 7.70%, which corresponds to the number of accidents resulting in more than one day of lost work per million hours worked over a 12-month period. Half of these accidents were commuting accidents. An awareness campaign was conducted for employees to prevent these accidents.

This indicator is a key element in monitoring health and safety at work and guides our prevention actions. Furthermore, the Group did not record any fatalities related to injuries or health problems occurring in the course of work.

NUMBER OF WORKPLACE ACCIDENTS:

France: **5**
The Netherlands: **0**
Norway: **0**
Hungary: **0**

In 2024,
at Sogelink France,

15 employees have been trained to Occupational Health and Safety and

15 employees have been trained to Fire First Responder.

Compensation

Within the Sogelink Group, all employees receive remuneration in accordance with the legal or contractual requirements of the country in which they work. While some people are paid the minimum wage, the majority receive higher remuneration, particularly with the variable part of their salaries, reflecting our commitment to fairness and recognition of skills.

In France, 100% of employees are covered by a collective agreement, guaranteeing social rights and working conditions in line with legal and sectoral standards.

Focus on Human Rights

Sogelink conducts its business in a way that respects and promotes human rights.

We uphold human rights across all aspects of its operations and value chain though prohibition of all forms of discrimination, harassment, bullying, violence, and human rights abuses. Our practices are aligned with the OECD Guidelines for Multinational Enterprises, the UN Guiding Principles on Business and Human Rights, and the Ten Principles of the UN Global Compact.



Promoting skills development and evolution

COMMITMENTS

- Encourage skills development through training.
- Promote internal mobility and offer career advancement opportunities for all employees.





ACTIONS

- A *Career Development Program* training program is offered to employees in various formats: access to dedicated platforms, group sessions (Sogelink Universities), and smaller committee sessions (Live My Life, Co-development sessions).

Our training platforms

Employees have access to several educational platforms designed to strengthen their language and writing skills.



SPEEX is an online English learning solution with group lessons and individual exercises.



Projet Voltaire is a recognized online spelling course that offers a self-adaptive and fun way to improve your spelling skills.

- The training budget exceeds legal requirements.

In 2024, Sogelink France and Sogelink Norway devoted a total of 5,155.5 hours to training for their employees, representing an average number of training hours per employee that reflects the importance placed on skills development and employability.

	FRANCE	NORWAY	TOTAL
Number of women trained	179	5	184
Total number of hours for women	1476	450	1926
Training hours per woman employee	8,2	90	98,2
Number of men trained	195	19	214
Total number of hours for male	1918	1293	3211
Training hours per male employee	9,8	68,1	77,9

64%

of Sogelink French and Norwegian employees received training in 2024.



- Career development is monitored through regular professional interviews and human resources interviews, career committees, to support employee development and internal mobility.

47% of French employees had an individual interview with HR in 2024.

34% of vacancies were filled internally in 2024.

Our policies

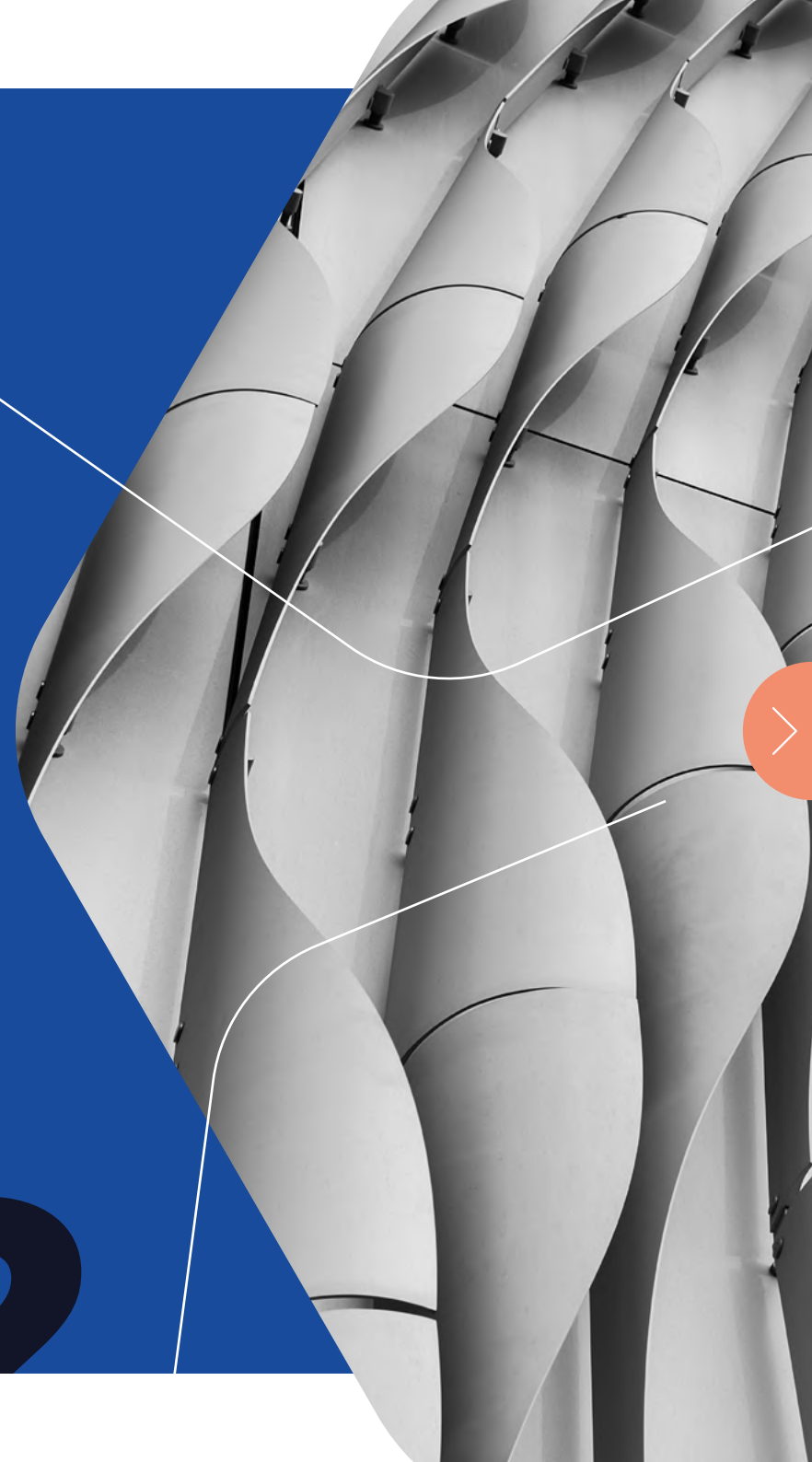
- Human Resources Policy
- Disability Policy
- Ethics Charter
- Whistleblower procedure and form



Engage in responsible business across our value chain

The Sogelink Group is committed to responsible business at every stage of its value chain, offering digital solutions designed to address security, compliance, environmental performance management, and efficiency challenges, while integrating sustainable practices into solution development and supplier relationships.

02





Through our product offering

COMMITMENTS

- Helping our customers coordinate their projects, better manage risks, and ensure site safety through digital solutions that improve efficiency, minimize resource use, and strengthen the resilience of infrastructure projects.

ACTIONS

- The Sogelink Group offers solutions that ensure regulatory compliance through digitalization.
- The Sogelink Group offers solutions for planning and coordinating projects and travel to enable more efficient and sustainable management of activities and minimise waste of resources.
- The Sogelink Group's innovation center supports the development of new, more sustainable offerings.





- **DICT.fr** helps prevent damage and safety and environmental risks associated with excavations by providing accurate data on subsoil conditions.



DICT.fr

We facilitate the implementation of regulatory procedures such

as the Call Before Your Dig (CBYD), which allows network operators to be informed before any construction work begins. This approach aims to prevent the risk of damage to infrastructure and ensure the safety of those involved. Through supporting our clients in this key stage and providing accurate and reliable data on the subsoil, we actively contribute to reducing accidents and better controlling the environmental impact of the work. This approach helps to make construction sites safer while limiting the impact on the environment and existing infrastructure.

Preserving plant life

The solution helps protect trees during excavation work by providing accurate data on underground networks. This information allows intervention methods to be adapted to avoid damaging roots and preserve biodiversity, while ensuring site safety.

- The Group offers solutions to control risks associated with hazardous substances and ensure the safety and good working conditions of exposed workers and the public.

ASBESTOS 360 Exposure:



**Amiante360
Exposition**

The solution plays a key role in preventing risks associated with asbestos exposure. It enables precise monitoring of employee exposure on construction sites. ASBESTOS 360 Exposure helps control health risks and improve working conditions.

ASBESTOS 360 Patrimoine:

The solution identifies risk areas using interactive mapping and triggers the necessary corrective actions (surveys, protective measures, work). Through the digitization of diagnostics, the solution also offers social landlords and contractors with a consolidated view of the condition of buildings, promoting the sustainable management of real estate assets.

- The **SIREO platform** provides information on the road network and infrastructure to ensure the safety and maintenance of structures.

Ensuring safety and optimizing road infrastructure maintenance

SIREO

The SIREO solution is software dedicated to road network and road asset management, primarily used by local authorities and road managers. It centralizes and visualizes all road-related data, including road conditions, interventions, budgets, and permits and authorizations. It centralizes data on infrastructure quality, including pavement condition and signage, and cross-references this information with indicators such as accident rates. Through this analysis, SIREO helps identify areas of the network requiring intervention, such as resurfacing, and provides concrete information to guide decisions regarding maintenance works. It is a strategic tool for managing network maintenance, optimizing investments, and addressing infrastructure safety and performance issues.



In the design of our products

COMMITMENTS

- Optimise resource utilisation across our digital ecosystem and infrastructure.

- Cybersecurity and data protection: maintain strict data security protocols to protect sensitive information, including customer and employee data.



0 reported data breaches





ACTIONS

● **Hosting our software:** we design our software with scalability in mind so that our solutions can be adapted to our customers' actual needs. Our servers automatically adjust their load and energy consumption, thereby avoiding the use of unnecessary resources. This approach, combined with continuous optimization, allows us to reduce costs while ensuring high performance and responsible use of resources.

● **Testing and development** environments are completely shut down every night and on weekends, reducing energy consumption.

● The use of **serverless technologies** means that resources are only consumed when a function is executed, reducing energy waste.

100 %

of the electricity consumed by one of our cloud providers (AWS - Amazon) came from renewable energy sources in 2024 and 2023.

(Source: <https://sustainability.aboutamazon.com/climate-solutions/carbon-free-energy?energyType=true#progress>)



● Promote **eco-design of interfaces** using Agile development principles.



Grégoire LEON
Head of engineering

TESTIMONIAL

From the design stage onwards, we integrate the principles of digital sobriety: optimising memory usage, developing sober algorithms, and limiting heavy elements to reduce environmental impact.

We adopt an **MVP (Minimum Viable Product)** approach, starting with simple solutions that meet customers' essential needs, then evolving them.

On the implementation side, we guarantee **quality and compliance** through continuous training, code review, peer programming, and automatic checks. Our interfaces, such as **DICT.FR**, are designed according to eco-design principles and optimised for web performance (lazy loading, compression, bundling).

Our ambition? To offer solutions that combine **innovation, responsibility**, and an **optimal user experience**, in order to simplify and streamline our customers' daily work as much as possible.



In our practices and supplier selection

COMMITMENTS

- Work with integrity, transparency, and fairness, without any form of corruption or undue influence on our relationships with our suppliers.
- Defend human rights throughout our value chain by prohibiting all forms of discrimination, harassment, intimidation, and violence.

ACTIONS

- Promotion of business integrity through the whistleblower procedure, ensuring that ethical practices, transparency, and responsible sourcing are upheld across all supplier and partner operations.



0 incident have
been reported

- Drafting of a Partner Charter that defines health and safety, governance and compliance, ethics, and environmental requirements that must be respected and followed by all suppliers and service providers.





Act to preserve our planet in our direct operations

At Sogelink Group, we are actively committed to reducing our environmental footprint while strengthening our positive contribution to the planet. This approach translates into concrete actions aimed at limiting our consumption of resources and supporting sustainable initiatives. We firmly believe that every company has a role to play in the ecological transition, and we are committed to building a resilient business that addresses existing environmental challenges and is prepared to anticipate future changes.

03





Reducing our footprint through climate action

COMMITMENTS

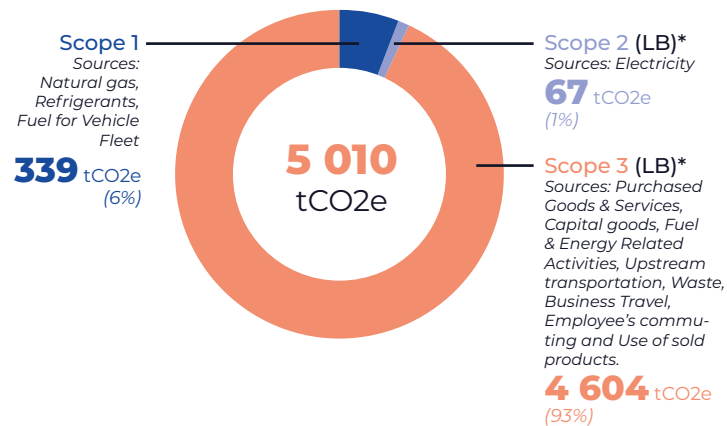
- Measure and reduce our greenhouse gas emissions across the Group to actively contribute to the fight against climate change.
- Integrate sustainable practices into all our activities, ensuring we limit our environmental footprint and optimize the use of resources.
- Cultivate a responsible corporate culture that encourages the rational use of resources and raises awareness of environmental issues among our teams.





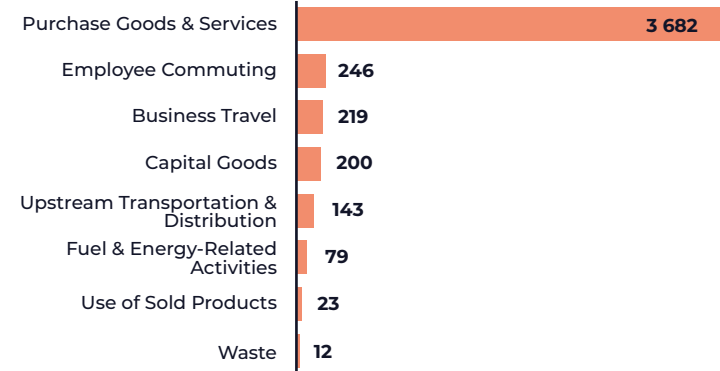
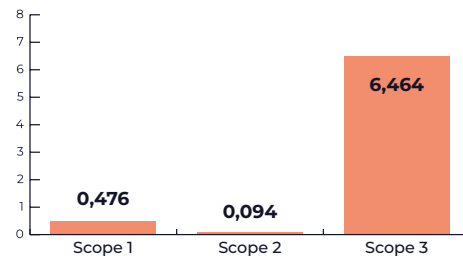
ACTIONS

- Sogelink's first Group Carbon Footprint Assessment was carried out in 2025, based on activity data from 2024. The assessment is aligned with the GHG protocol.



Scope 1 & 2 emissions are predominantly driven by scope 1 emissions related to mobile combustion (Sogelink car fleet). These emissions, which are a result from diesel and petrol use, account for 55% of total Scope 1&2 emissions.

Greenhouse gas emissions intensity (tCO₂e/FTEs)



Scope 3 represents 92% of the total footprint: Scope 3 emissions are predominantly driven by the purchased goods and services category (3 682tCO₂e), representing 80% of the overall scope 3 emissions.

The following main contributors are employee commuting and business travel categories.





Programs in place to actively reduce our emissions

SUSTAINABLE MOBILITY



- Sustainable modes of transport are favored whenever possible for business travel.
- Sustainable mobility is encouraged through a sustainable mobility plan and appropriate coverage for commuting in France: 50% reimbursement for public transportation, bicycle mileage allowances available for employees, bicycle safety training, and two days of work from home per week.



+44 %

of French employees
receiving bicycle mileage
allowances between 2023
and 2024.



+20 %

increase in train travel
between 2022 and 2024.

1/3



of service vehicles
are electric in the
Netherlands.



19 %

of employees use public
transportation to get
to work.



18 %

commute to work
by bicycle or on foot.





CIRCULAR ECONOMY AND WASTE MANAGEMENT



Sogelink has implemented multiple ongoing initiatives that align with the principles of the circular economy. These initiatives focus on reusing and recycling resources wherever possible, minimizing waste, and promoting more sustainable consumption patterns.

Sogelink France works with partners who recondition and recycle IT equipment.



Sogelink works with RECYCLEA to recondition and recycle IT equipment.

Recyclea is a specialized company that reconditions and recycles IT equipment while promoting the inclusion of people with disabilities. Its model combines environmental performance with a positive social impact by limiting transport-related emissions and making the most of resources.

The internal *Greenmakers* community organizes events to raise awareness about ecology throughout the year.



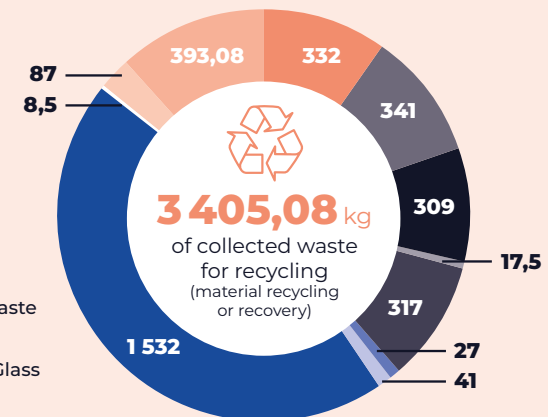
Waste reduction and employee awareness of internal recycling practices are managed in France by ELISE.



Sogelink collaborates with ELISE for the collection and recycling of office waste.

ELISE is a social enterprise specializing in the collection and recycling of office waste, while creating sustainable jobs for people with disabilities or in integration programs. Its model combines environmental performance and social impact, recovering value from waste while supporting the local economy.

Recycling waste collected by ELISE
(4 sites in France)



In 2024, the Sogelink Group generated no hazardous waste.



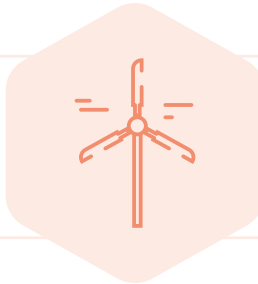
ENERGY CONSUMPTION AND EFFICIENCY



In our offices in Norway and the Netherlands, we have opted for a power supply that is partly based on renewable energy, thereby contributing to the reduction of our carbon footprint in these geographical areas.

29 %

of the energy consumed comes from
renewable sources.



Total energy consumption

	FRANCE	THE NETHERLANDS	NORWAY	TOTAL
Renewable (kWh)		157 372	11 951,7	169 323,7
Non- Renewable (kWh)	248 500	50 194	123 679,7	422 373,7
TOTAL	248 500	207 566	135 631,4	591 697,4

Energy efficiency improvements are carried out in partnership with the owners of our buildings in order to improve performance and comply with energy conservation principles. For example, temperature settings are limited to 19°C at certain Sogelink France offices.

The Sogelink Group has measured its greenhouse gas emissions and identified the main areas of impact. Building on this, we are committed to advancing our ambition to minimise our environmental impact by setting science-based reduction targets for Scopes 1, 2, and 3, aligned with the Science Based Targets initiative (SBTi), in the coming year.





Our approach to resilience: Climate risks and opportunities

Recognizing the critical importance of climate change and its potential impact on our business and society, we have conducted a comprehensive climate risk assessment to evaluate potential exposures arising from both physical risks, such as extreme weather events and long-term environmental shifts, and transition risks associated with the shift to a low-carbon economy. The assessment covers all the sites of Sogelink. Beyond risks, we have assessed the climate-related opportunities that may arise from strategic investments and operational adjustments. To ensure rigor and consistency, we partnered with AXA and utilized their “Altitude” tool, which allowed us to quantify and model the climate resilience of our operations.

Climate-related risk results

As a technology company, Sogelink inherently has a lower exposure to climate-related risks compared to many other industries. We have assessed 16 **physical risks**, including extreme heat, extreme precipitation, sea-level rise and

water stress, using data from the Shared Socioeconomic Pathways (SPSS) scenarios developed by the Intergovernmental Panel on Climate Change (IPCC). Our assessment indicates that the overall risk is low, however, there might be some geographies where the water stress of the area is slightly elevated.

To further assess our exposure and following the recommendations of the Voluntary Sustainability Reporting Standard for SMEs (VSME), we conducted an analysis using the WRI Aqueduct Water Risk Atlas tool. This assessment includes the water-stress levels of the areas in which we operate, and the results indicate that some of these locations have higher water-stress levels. These locations include Vittel in France and sHertogenbosch in the Netherlands.

Given the nature and purpose of our commercial offices, and as our business operations do not require significant amounts of water, our overall exposure remains limited. Furthermore, following our Double

Materiality Assessment, water-related impacts have not been identified as a material topic for our business.

To date, we have not experienced any related impacts in these areas. However, following this assessment, we intend to work on monitoring total water consumption across our premises to better anticipate potential future impacts.

From a **transition risk** perspective, the only minor exposure identified relates to increases in energy and electricity costs. Sogelink Group is proactively managing it as risk: currently, 29% of our energy consumption comes from renewable sources, and we are actively collaborating with our landlords to enhance energy efficiency and explore additional renewable energy opportunities.

Climate-related opportunities result

In addition to assessing risks, our climate analysis with AXA's Altitude tool also identified potential transition opportunities that may

become material by 2030 under the Net-Zero 2050 scenario. For the sectors in which Sogelink Group operates, the analysis highlighted a high opportunity associated with shifts in customer preferences toward sustainable and low-carbon solutions. This aligns with Sogelink's technology-driven approach, positioning the company to capitalize on growing demand for environmentally responsible services. A lower, but still notable, opportunity was identified in access to new markets, which may emerge as sustainability considerations increasingly influence business and procurement decisions globally. By monitoring and strategically responding to these opportunities, Sogelink Group can strengthen its competitive positioning while contributing to broader climate objectives.



Give back to our ecosystem

Since 2010, through its corporate Foundation, Sogelink France has been actively contributing to the common good and supporting projects of general interest.

04





Since 2010, through its corporate Foundation, Sogelink France has been actively contributing to the common good and supporting projects of general interest.



COMMITMENTS

- The purpose of the Corporate Foundation is to support or implement, in France and abroad, any action aimed at "improving living conditions," whether:

MATERIAL: access to water, sanitation, electricity, and telecommunications, particularly through the deployment of networks, infrastructure, and/or pipelines, but also through public awareness and mobilization initiatives.

HUMAN: development of social ties, education, access to healthcare, culture, protection of the immediate environment of populations, etc.

To this end, it provides financial resources primarily targeting the populations for whom these issues are most crucial.

The Foundation supports between two and three projects each year, both in France and internationally.

28 charities
supported since
2010

3 charities
per year

Total annual grant
since 2010:

€ **30 000**

The choice of charity to support is put to a vote by Sogelink employees.





ACTIONS



- The internal Linkmakers community organizes events and raises funds throughout the year.



- In France, each employee is entitled to half a day of community service, which allows them to get involved and devote time to a charity during working hours.

*Stéphanie Goncalves,
who volunteers with
Les Restos du Cœur.*



*Thibaud Weber, who volunteers
with the LPO association.*

- Since 2020, the Netherlands has implemented a charitable donation system for employee referrals.





Our long-term perspective

In 2024, we laid strong foundations for our sustainability program, establishing the key principles, governance structures, and initial initiatives that would guide our long-term approach. These early steps allowed us to define our priorities and build the internal capacity necessary to embed sustainability across the Sogelink Group.

In 2025, based on a dual materiality analysis, the Group conducted in-depth analysis and structuring of its sustainability approach, laying the foundations for a clear roadmap. This roadmap is now structured around measurable strategic objectives, aligned with our vision of a responsible company. **In 2026**, this roadmap will be rolled out and enhanced, with concrete actions and strengthened management to place sustainability at the heart of our corporate strategy. The results and progress related to these objectives will be presented in the 2026 sustainability report to ensure transparency and follow-up with our stakeholders.





APPENDIX

AIM AND SCOPE

P 41

GRI CONTENT INDEX

P 42

VSME CONTENT INDEX

P 45

CONTACTS

P 48





Aim and scope

AIM

This report reflects Sogelink's progress in sustainability during 2024. It demonstrates our commitment to integrating sustainability principles into our strategy, governance, and operations, and illustrates the progress we have made in embedding sustainability into our business model.

SCOPE

Sogelink's headquarters are located in Caluire-et-Cuire, in the Auvergne Rhône-Alpes region. Sogelink is part of the Sogelink Group, which is majority-owned by the investment funds CVC and Keensight Capital. This group comprises several holding and operating companies, including two based in France, one in Norway, one in Hungary, and one in the Netherlands.

This report therefore covers the activities of the Sogelink Group in France, Hungary, the Netherlands, and Norway based on a consolidated basis. It includes the actions and initiatives carried out by all of our wholly owned entities, reflecting our shared commitment to sustainability.

All reporting covers our 2024 fiscal year, from January 1 to December 31, 2024.

Reporting frameworks

Our reporting approach is informed by the basic module standards of the VSME and is written with reference to the GRI (Global Reporting Initiative). This procedure ensures transparency and consistency of our sustainability approach, with a focus on material issues and indicators relevant to our stakeholders. Our emissions calculations are performed in accordance with the GHG Protocol.





GRI content Index

Statement of use

SOGELINK has reported the information cited in this GRI content index for the period 1 January to 31 December 2024 with reference to the GRI Standards.

GRI 1 used

GRI 1: Foundation 2021

GRI Standard	Disclosure	Page	Section/Comments
General disclosures			
	2-1 Organizational details		SOGELINK, SAS is a Private limited Company with its registered office at 131, chemin du Bac -à-Traille 69300 Caluire-et-Cuire, registered in the Lyon Trade and Companies Register under the number 432993780. 131, chemin du Bac -à-Traille 69300 Caluire-et-Cuire, Lyon, France Tel: +33 09 70 70 03 03 The Group has operations in France, in Norway, in the Netherlands and in Hungary. For location of operations, please consult our website: https://www.sogelink.com/en/
	2-2 Entities included in the organization's sustainability reporting	41	Aim and scope
	2-3 Reporting period, frequency and contact point	3-41	A message from our CEO and our HR & ESG Director Aim and scope For any questions about this report or any information included in this report please contact the HR & ESG Director, Laure-Hélène Chevallier on laure-helene.chevallier@sogelink.com .
GGRI 2: General Disclosures 2021	2-6 Activities, value chain and other business relationships	3-4	A message from our CEO and our HR & ESG Director About Sogelink
	2-7 Employees	16	Attract and develop our talents
	2-9 Governance structure and composition	9	Governance and accountability
	2-12 Role of the highest governance body in overseeing the management of impacts	9	Governance and accountability
	2-14 Role of the highest governance body in sustainability reporting	9	Governance and accountability
	2-22 Statement on sustainable development strategy	3-11	A message from our CEO and our HR & ESG Director Sogelink sustainability strategy
	2-23 Policy commitments	16	Attract and develop our talents
	2-26 Mechanisms for seeking advice and raising concerns	16	Attract and develop our talents
	2-27 Compliance with laws and regulations	9	Governance and accountability



GRI Standard	Disclosure	Page	Section/Comments
Material topics			
	3-1 Process to determine material topics	13	Sogelink sustainability strategy (Double Materiality Assessment)
	3-2 List of material topics	13	Sogelink sustainability strategy (Double Materiality Assessment)
GRI 3: Material Topics 2021	3-3 Management of material topics	9-16-23-29	Compiled under each of the following sections in this report: · Governance and accountability · Attract and develop our talents · Engage in responsible business throughout our value chain · Act to preserve our planet in our direct operations
Economic			
GRI 205: Anti-corruption 2016	205-3 Confirmed incidents of corruption and actions taken	28	In our relationships and supplier selection
Environmental			
GRI 302: Energy 2016	302-1 Energy consumption within the organization	30	Reducing our footprint through climate action
	302-4 Reduction of energy consumption	30	Reducing our footprint through climate action
	302-5 Reductions in energy requirements of products and services	30	Reducing our footprint through climate action
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	30	Reducing our footprint through climate action
	305-2 Energy indirect (Scope 2) GHG emissions	30	Reducing our footprint through climate action
	305-3 Other indirect (Scope 3) GHG emissions	30	Reducing our footprint through climate action
	305-4 GHG emissions intensity	30	Reducing our footprint through climate action
	305-5 Reduction of GHG emissions	30	Reducing our footprint through climate action
GRI 306: Waste 2020	306-2 Management of significant waste-related impacts	30	Reducing our footprint through climate action
	306-3 Waste generated	30	Reducing our footprint through climate action
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	23	Engage in responsible business throughout our value chain



GRI Standard	Disclosure	Page	Section/Comments
Social			
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	16	Attract and develop our talents
	403-2 Hazard identification, risk assessment, and incident investigation	17	Section in this report: A safe working environment
GRI 403: Occupational Health and Safety 2018	403-5 Worker training on occupational health and safety	17	Foster wellbeing and inclusion in the workplace
	403-6 Promotion of worker health	17	Foster wellbeing and inclusion in the workplace
	403-9 Work-related injuries	17	Foster wellbeing and inclusion in the workplace
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	21	Promoting skills development and evolution
	404-2 Programs for upgrading employee skills and transition assistance programs	21	Promoting skills development and evolution
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	17	Foster wellbeing and inclusion in the workplace
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	29	Give back to our ecosystem
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	26	Cybersecurity and information privacy



VSME content index

Our current approach is guided by the VSME standard recommendations, and we are committed to continuously improving it to enhance alignment with the standard. The report covers all the operations of Sogelink, unless otherwise stated in the report.

Following our double materiality analysis, certain disclosures have been omitted from the report in accordance with the “If applicable” principle of the VSME standard. Additionally, some disclosures including B1-07 and B1-08 as indicated in the VSME index table below, have been omitted due to confidentiality. However, this information can be provided upon request to key stakeholders.

Disclosure		Page	Section/Comments
Generic information			
B1: Basis for preparation			
B1	B1-01: Module choice	41	Reporting frameworks
B1	B1-02: Omissions of classified or sensitive information	45	VSME content index
B1	B1-03: Scope of the report: individual basis or consolidated (including subsidiaries)	41	Aim and scope
B1	B1-04: List of subsidiaries included in the report	4	About Sogelink
B1	B1-05: The undertaking's legal form	4	About Sogelink
B1	B1-06: NACE sector classification code(s)		NACE: 58.29C
B1	B1-07: Size of the balance sheet (in Euro)	45	VSME content index
B1	B1-08: Turnover (in Euro)	45	VSME content index
B1	B1-09: Number of employees in headcount or full-time equivalents	4	About Sogelink
B1	B1-10: Country of primary operations and location of significant asset(s)	41	Aim and scope
B1	B1-11: Geolocation of sites owned, leased or managed	41	Aim and scope
B1	B1-12: Description of sustainability-related labels or certifications obtained (including, if applicable, the certifying or issuing bodies, the date, and the rating/score)	11	Sogelink sustainability strategy
B2: Practices, policies and future initiatives for transitioning towards a more sustainable economy			
B2	B2-01: Statement on the existence of specific practices, policies, or initiatives on sustainability topics	11-16	Sogelink sustainability strategy Attract and develop our talents
B2	B2-02: Statement on the existence of the policies on sustainability issues, whether they are publicly available, and any separate environmental, social or governance policies for addressing sustainability issues	11-16	Sogelink sustainability strategy Attract and develop our talents
B2	B2-03: Statement on any future initiatives or forward-looking plans that are being implemented on sustainability issues	39	Our long-term perspective



Disclosure		Page	Section/Comments
Environmental disclosures			
B3: Energy and greenhouse gas emissions			
B3	B3-01: Total energy consumption	30	Reducing our footprint through climate action
B3	B3-02: Gross Greenhouse Gas (GHG) emissions (according to the 2004 GHG Protocol) for Scope 1 and 2	30	Reducing our footprint through climate action
B3	B3-03: Gross Greenhouse Gas (GHG) emissions (according to the 2004 GHG Protocol) for Scope 3	30	Reducing our footprint through climate action
B3	B3-04: GHG intensity	30	Reducing our footprint through climate action
B6: Water			
B6	B6-01: Total water withdrawal		Not available
B6	B6-02: Amount of water withdrawn from sites located in areas of high-water stress	29	Act to preserve our planet in our direct operations
B6	B6-03: Water consumption		Not available
B6	B6-04: Water consumption at sites located in areas of high-water stress		Not available
B7: Resource use, circular economy and waste management			
B7	B7-01: Disclose on whether the company applies circular economy principles	30	Reducing our footprint through climate action
B7	B7-02: Details on how the company applies circular economy principles	30	Reducing our footprint through climate action
B7	B7-03: Total annual waste generation (hazardous)	30	Reducing our footprint through climate action
B7	B7-04: Total annual waste generation (non-hazardous)	30	Reducing our footprint through climate action
B7	B7-05: Total annual waste diverted to recycling or reuse	30	Reducing our footprint through climate action
Social disclosures			
B8: Workforce – General characteristics			
B8	B8-01: Number of employees by contract type	4	About Sogelink
B8	B8-02: Number of employees by gender	4-16	About Sogelink Attract and develop our talents
B8	B8-03: Number of employees by country	4-16	About Sogelink Attract and develop our talents
B8	B8-04: Employee turnover rate	16	Attract and develop our talents



Disclosure		Page	Section/Comments
B9: Workforce – Health and safety			
B9	B9-01: Number of recordable work-related accidents	16	Attract and develop our talents
B9	B9-02: Rate of recordable work-related accidents	16	Attract and develop our talents
B9	B9-03: Number of fatalities as a result of work-related injuries and work-related ill health	16	Attract and develop our talents
B10: Workforce – Remuneration, collective bargaining and training			
B10	B10-01: The employees receive pay that is equal or above applicable minimum wage for the country it reports in, determined directly by the national minimum wage law or through a collective bargaining agreement	17	Foster wellbeing and inclusion in the workplace
B10	B10-02: Percentage gap in pay between its female and male employees	17	Foster wellbeing and inclusion in the workplace
B10	B10-03: Percentage of employees covered by collective bargaining agreements	17	Foster wellbeing and inclusion in the workplace
B10	B10-04: Average annual training hours per employee	21	Promoting skills development and evolution
Governance disclosures			
B11: Convictions and fines for corruption and bribery			
B11	B11-01: Number of convictions for violations of anti-corruption and anti-bribery laws		No convictions for violations have occurred



Contacts

FRANCE

Lyon (headquarter)

Les Portes du Rhône – 131 Chemin du Bac à Traille
69647 CALUIRE ET CUIRE CEDEX
Telephone: +33 9 70 70 03 03

Angers

35 rue du Château d'Orgemont
49000 ANGERS

Brest

Immeuble « La Vigie » – 20 Quai Malbert CS 42905
29229 BREST CEDEX 2

Nantes

Golden Gate, Cité Expandis – Bâtiment, 3 rue du Mail, BP40275
44702 ORVAULT CEDEX

Rouen

ZAC de la Breteque – 94 rue Louis Bleriot
76230 BOIS-GUILLAUME

Toulouse

9 rue Antoine Becquerel
31140 LAUNAGUET

Sophia Antipolis

955 Rte des Lucioles
06560 VALBONNE

Toulon

344, impasse Lavoisier - Le norecrin
83260 LA CRAU

Vittel

530, rue division Leclerc
88800 VITTEL

THE NETHERLANDS

Sogelink Netherlands

Fultonbaan 52
3439 NE Nieuwegein, NL

NORWAY

Focus Software

Billingstadsletta 19B, Billingstad,
VIKEN 1396, NO

HUNGARY

Budapest

Biró utca, 9/B
BUDAPEST, 1122, HU

For any questions about this report or any information included in this report please contact the HR & ESG Director,
Laure-Hélène Chevallier on laure-helene.chevallier@sogelink.com