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Sustainability policy

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1 PREAMBLE

Sogelink Group is the leading European Construction Tech company providing a full suite of software solutions to all key stakeholders of the infrastructure ecosystem. Established in 2000, it optimizes workflows, enhances collaboration, and promotes a paperless environment, driving efficiency and reducing errors. As the undisputed leader in its niches, Sogelink Group has delivered over a decade of continuous top-line growth.

Committed to sustainability for several years, our mission is to drive concrete, sustainable, and measurable actions, to deepen our commitment and harmoniously advance our economic, social, and environmental performance.

As a software publisher, Sogelink Group acts as an accelerator and facilitator for sustainable transition in the construction sector. We help 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.

In addition, we make sustainability a central part of our approach to human resources in order to build a working environment where the well-being of our employees is paramount.

The purpose of this Policy is to define and uphold the principles of sustainability, guiding all activities toward a responsible business management model focused on the creation of value for stakeholders, while maximizing their contribution to the achievement of the Sustainable Development Goals.

2 SCOPE OF APPLICATION

This Policy applies globally to all offices and to all employees of Sogelink Group. It governs activities related to human resources, office management, product development, service delivery, and internal operations. We also actively encourage our suppliers, partners, and broader value chain stakeholders to align with the principles outlined in this document.

3 COMMITMENTS AND PRINCIPLES OF ACTION

Our sustainability approach is guided by the following four pillars:

1.ATTRACT AND DEVELOP OUR TALENTS

Build a sustainable organization that respects its employees and makes well-being at work a priority.

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Foster wellbeing and inclusion in the workplace

Our 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.

Our principles of action:

- An accessible and anonymous whistleblower procedure to protect employees.
- A high-quality recruitment process with a comprehensive onboarding program.
- Local HR support and a HR team that receives ongoing training.
- Local partnerships with schools and universities through events and recruitment initiatives.
- The appointment of a disability advisor, specific accommodation and personalized support for employees with disabilities, awareness-raising activities, and training for managers.
- Verification of pay equity for each position, monitoring of diversity indicators, appointment of sexual and gender-based harassment advisors and implementation of parental benefits.

Promoting skills development and evolution

Our commitments:

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

Our principles of action:

- A structured training program using dedicated platforms, group sessions, and smaller committee meetings.
- Career monitoring through regular professional and HR interviews, career committees, and reviews to support employee development and internal mobility.

Our policies:
Human Resource Policy
Disability Policy
Whistleblowing Procedure

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Ethical Chart
Remote Working Chart

2.ENGAGE IN RESPONSIBLE BUSINESS THROUGHOUT OUR VALUE CHAIN

Limiting our impact by helping our customers improve their environmental performance and taking action for responsible digital technology.

Through our product offering

Our 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.

Our principles of action:

- Offer solutions that ensure regulatory compliance through digitization.
- Offer solutions that enable the planning and coordination of projects and travel for more efficient and sustainable management of activities and to minimize waste of resources.
- Offer solutions to control risks related to hazardous substances, ensure safety, and provide good working conditions for exposed workers and the general public.
- Support the development of new sustainable offerings within the innovation center.

In the Design of our products

Our commitments:

- Optimize resource utilization across our digital ecosystem and infrastructure.
- Maintain strict data security protocols to protect sensitive information, including customer and employee data.

Our principles of action:

- Optimize the environmental footprint of our infrastructure by adapting server loads, shutting down testing environments, using serverless technologies, and applying eco-design to improve energy efficiency.
- Reflections on digital accessibility for people with disabilities.

In our practices and supplier selection

Our commitments:

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

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Our principles of action:

- Share the Partner Charter, which defines health and safety, governance and compliance, ethics, and environmental requirements that must be met and followed by all suppliers and service providers.
- Promote business integrity through the whistleblower procedure and by offering employees training on cybersecurity and anti-corruption.
- Implement a process for continuously monitoring supplier performance.

Our policies :

- Partner Charter

3.ACT TO PRESERVE OUR PLANET IN OUR DIRECT OPERATIONS

Minimize our impact and maximize our positive contribution to the environment.

Our 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.

Our principles of action:

- Measure and monitor our group's GHG emissions in order to identify the main sources of emissions.
- Set science-based targets (SBTI) for reducing emissions for scopes 1, 2, and 3.
- Improve energy efficiency in partnership with our building owners to improve performance and comply with energy efficiency principles.
- Prioritize sustainable modes of transportation whenever possible for business travel.

Our policies:

- Group Travel Policy
- Group Car policy

4.GIVE BACK TO OUR ECOSYSTEM

Actively contribute to the common good and support projects of general interest through our Fondation.

Our commitments:

- The purpose of our foundation is to support or implement, in France and abroad, any action aimed at improving living conditions.
- Support 3 to 4 associations per year with a budget of 30 000.

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- Submit the choice of supported associations to a vote by employees.

Our principles of action :

- Organize events and raise funds throughout the year.
- Increase the number of employees engaged in volunteering activities during the half-day of community service.
- Deploy the half-day of community service internationally.

4 COMPLIANCE

We proactively track and adapt to evolving laws, regulations, and standards in every country where we operate, ensuring our practices remain up to date and fully compliant. In the case of wrongdoing, the Company has a communication channel in place, which can be used by employees alike to raise doubts, make suggestions, or report any unethical or unlawful behavior that comes to their attention: referentalerte@sogelink.com. They can also fill out the whistleblower form, available in the whistleblower procedure.

Our policies:
Whistleblowing Procedure

5 RESPONSIBILITIES AND GOVERNANCE STRUCTURES

An agile governance framework underpins Sogelink's commitment to sustainable development.
The Supervisory Board validates the Group's strategic direction on sustainability and monitors progress at regular intervals. It ensures that environmental, social, and governance considerations are integrated into the company's overall strategy, risk management, and long-term objectives.
Our sustainability strategy, its key initiatives, and the associated indicators are presented, approved, and regularly monitored by the Group Executive Committee (GEC), the governing body responsible for steering the company's overall strategy.
The HR & ESG Director ensures that sustainability considerations remain central to strategic discussions, while maintaining alignment between operational execution and the priorities defined at the governance level.
Operational coordination is entrusted to the ESG Project Manager, reporting to the HR & CSR Director, thus forming the ESG team. This team is responsible for translating the company's sustainability strategy into concrete actions across the organization, ensuring alignment with the established ESG objectives. The ESG team works closely with other internal cross-functional teams, fostering collaboration between departments to embed sustainability initiatives into all relevant processes.

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6 COMMUNICATION

This Policy is communicated on an annual basis to all employees through a global meeting (ESG university). It is also displayed on communication channels, available to contractors and other external stakeholders and on our website.

7 REVIEW AND UPDATE

This Policy is reviewed annually or in the event of any change in related government policy or material changes to the company's operations. Any significant modifications will be subject to validation and approval by the Group Executive Committee prior to implementation.

This Sustainability Policy was approved in its 1st edition by the GEC in November 2025.

The policy was last updated in 2025.

Signé par :
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HR & ESG Director