

Last update : 02/09/2025

CSR REPORT 2024

PUBLIC DOCUMENT

TABLE OF CONTENTS

GENERAL INFORMATION.....	2
OUR MISSION	2
OUR VALUES.....	2
OUR STRATEGY	2
OUR KEY FIGURES AND LOCATIONS	3
OUR ORGANIZATIONAL CHART	3
OUR FINANCIAL PERFORMANCE	6
OUR CSR KPI.....	6
CSR INITIATIVES AND DONATIONS.....	7
OUR SOCIAL COMMITMENT.....	12
WITH OUR EMPLOYEES	12
WITH OUR SUPPLIERS	14
OUR ENVIRONMENTAL COMMITMENT.....	17
GREEN IT.....	17
GREEN MOBILITY	17
CONCLUSION	18

Last update : 02/09/2025

1. GENERAL INFORMATION

OUR MISSION

As an IT and cyber consulting company, our mission is to provide, anywhere in the world, the best solution by analysing the match between the needs of our customers and your skills and aspirations.

Thus, we help companies meet the challenges of tomorrow, while supporting our employees to flourish. We are a team, a community, a collective... with a common Goal: **to grow and grow our business together**.

Moreover, we are convinced that sustainable growth is possible within Digital Services Companies. Therefore, we work, every day, to reconcile expertise, commercial development, quality of human relations while limiting our environmental impact.

OUR VALUES

We structure our management and business strategy based on 5 key values: expertise, agility, transparency, equity, and sustainability. These essential values guide us daily and ensure our continuous growth.

All our employees share the same vision as the company and bring these common values to life.

- Expertise: specializing and striving for excellence.
- Agility: Innovate and adapt in all situations.
- Clarity: Engaging and sharing information with all stakeholders.
- Fairness: Embracing and promoting diversity.
- Sustainability: Anticipate the challenges of tomorrow.

OUR STRATEGY

As written below, we believe that it is possible to reconcile growth and quality of human relations, which contributes to a sustainable growth. To meet this challenge every day, we have implemented a strategic plan based on:

Last update : 02/09/2025



The expertise and the involvement of our collaborators



The attractiveness of the company to welcome new talent



International development of our activities



The enrichment of our offers with strong added value



Development of our Corporate Social Responsibility

OUR KEY FIGURES AND LOCATIONS



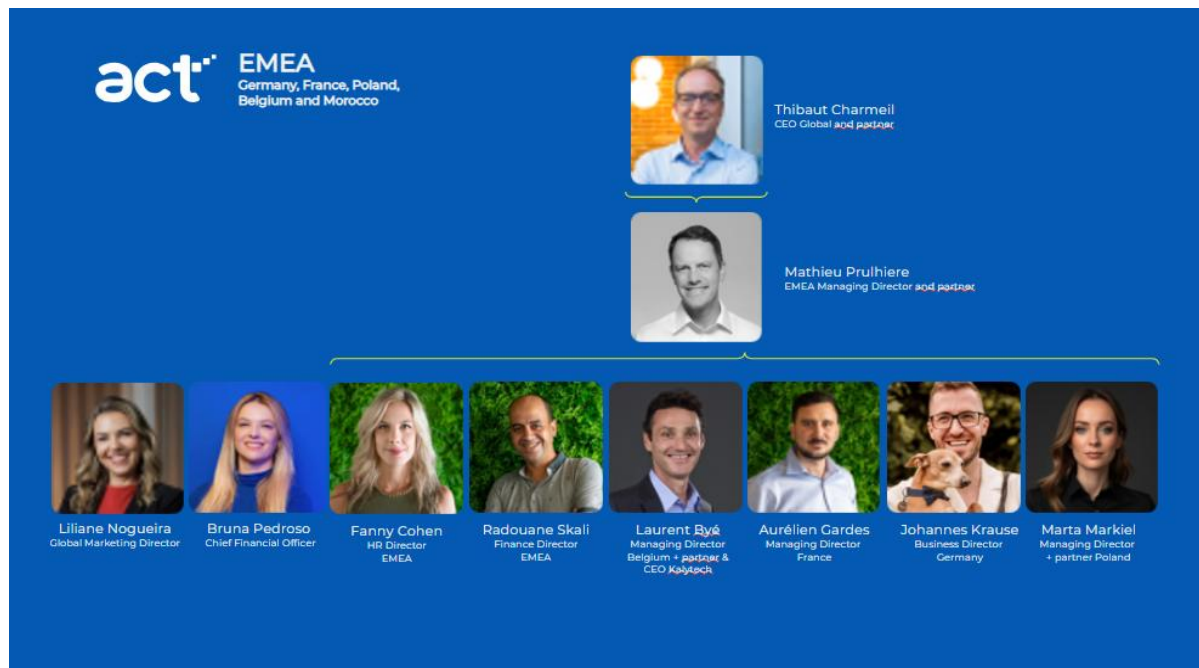
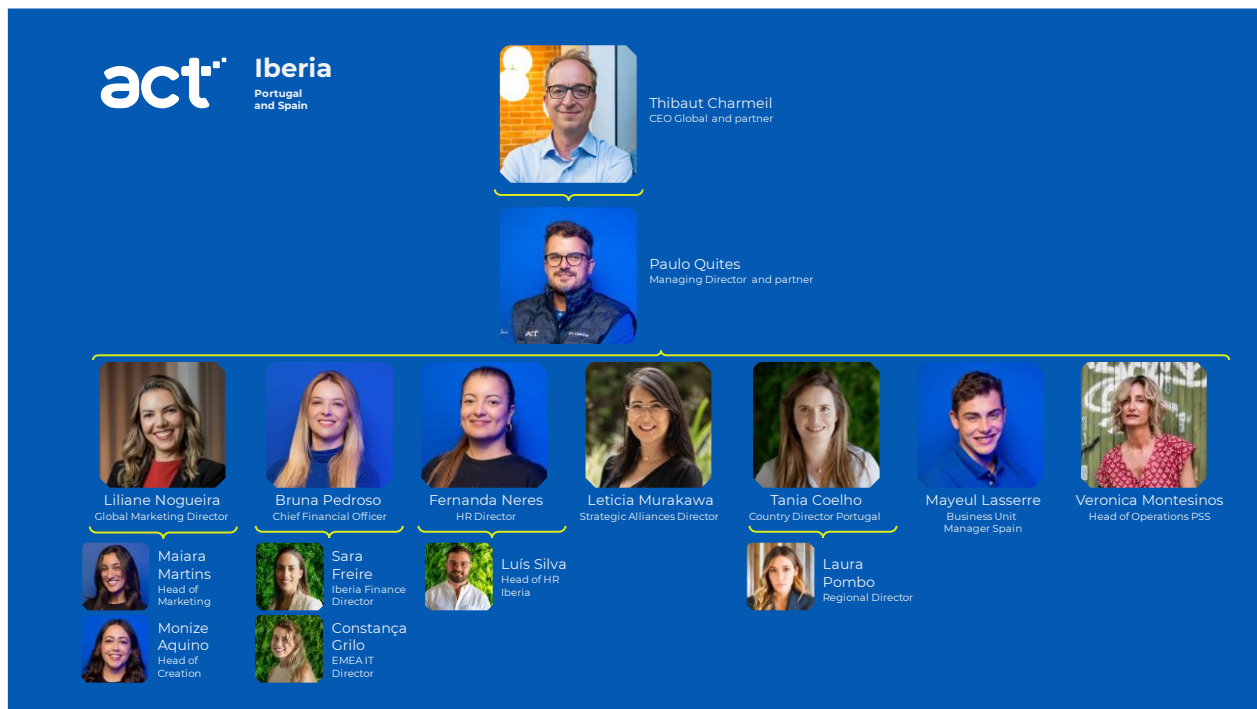
OUR ORGANIZATIONAL CHART

Since we have joined the act digital group, our supervisory committee is composed by two of its shareholders :

- Thibaut CHARMEIL: <https://www.linkedin.com/in/thibaut-c-682503/>

Last update : 02/09/2025

- Mathieu PRULHIÈRE: <https://www.linkedin.com/in/mathieu-prulhiere-609bb675/>



In 2024, 47,37 % of our directors were women, instead of 44% the previous year. Discover our Group Directors below:

Last update : 02/09/2025

Group level

- President: Thibaut CHARMEIL
- Executive General Manager: Mathieu PRULHIÈRE
- HR Director: Fanny COHEN
- Financial & Accounting Director: Radouane DAHBI SKALI
- Product and Technical Operations Director: Constança GRILLO
- Marketing & Communication Director: Liliane NOGUEIRA

France

- Operation Director: Aurélien GARDES
- Sales Directors: Omar TAZI

Portugal

- Managing Director : Tania COELHO
- Regional Director : Laura POMBO
- Business Directors: Gonçalo GÓIS, Gonçalo RODRIGUES, Gonçalo MOURA

Belgium

- Managing Director : Laurent Byé

Germany

- HR Director: Tanja ZASTROW
- Head of Business Development: Johannes KRAUSE

Poland

- Managing Director: Marta MARKIEL

Last update : 02/09/2025

OUR FINANCIAL PERFORMANCE

Turn-over per country	2023	2024
Act digital Benelux	8.5 M€	7,9 M€
Act digital Deutschland	9.5 M€	8,3 M€
Act digital España	0.2 M€	0,5 M€
Act digital France	15.6 M€	14,4 M€
Act digital Morocco	0.3 M€	1 M€
Act digital Polska	3.7 M€	8,5 M€
Act digital Canada	NA	0,2 M€
Act digital Portugal	24.7 M€	21,7 M€
TOTAL GROUP	59.3 M€	59,3 M€

OUR CSR KPI

In addition to financial indicators, it is important to monitor our extra-financial performance. This is why we have defined three ESG (Environmental, social, and governance) key indicators at Act digital:

2024			
		Results	Objectives
Social	% of women	28%	30%
	% of trained people	31%	15%
	Rate of women trained	21%	30%
	Work-related accident rate	0%	0%
	No. of ethical alerts raised	0%	2 (maximum)
	Gender index	88	85
	Overall perception (GPTW)	84%	80%
	Trust index (GPTW)	84%	80%
2024			

Last update : 02/09/2025

		Results	Objectives
Environmental	Carbon footprint (tons of eCO2/M€)	8,71	9 (maximum)
	Water consumption (m3/M€)	7,09	8 (maximum)
	Electricity consumption (kWh/M€)	1401	1000 (maximum)
		2024	
		Results	Objectives
Gender	% of women in management positions	48%	20%
	% of alerts related to corruption	0	0




CSR INITIATIVES AND DONATIONS

In 2024, we continued to develop social and environmental initiatives with associations and local partners.


CSR initiatives within the group

SUBSIDIARY	Initiative description	SDG
ACT DEUTSCHLAND	<p>Mental health program:</p> <p>Contract with an external therapist for monthly sessions with employees, entirely confidential and paid by the German subsidiary.</p> <p>Monthly internal newsletter with different mental health subjects.</p> <p>HR Department has an additional training as “Mental Health First aid”. Every employee can reach them out for a conversation.</p>	




Last update : 02/09/2025

	<p>Partnership:</p> <p>Establishment of “green” electricity in all office locations.</p>	
ACT FRANCE	<p>Donations:</p> <p>Participation in the Green Santa Claus with Secours Populaire, at the end of 2024. Thanks to this initiative, we collected toys for children.</p> <p>Continuing this partnership and still working with Secours Populaire, we donated 17 computers to help reduce digital inequality among families in need.</p>	
	<p>Partnerships:</p> <p>Partnership with Berlingotte, which creates newborn gifts with an ESAT (Etablissements ou Services d'Aide par le Travail), located in France.</p> <p>Partnership with CEDRE, which is our waste management partner, employing disabled people who cannot access the labour market.</p>	

Last update : 02/09/2025

<p>ACT PORTUGAL</p>	<p>Team buildings:</p> <p>In January 2024, our Back-Office teams from Lisbon and Porto took part in a joint event combining a business kick-off with a social-impact teambuilding activity. The day was organized in collaboration with Associação Padel Sem Barreiras, a nonprofit that promotes the social inclusion of people with disabilities through adapted padel practice.</p> <p>After a morning dedicated to reviewing the past year's results and setting objectives for the year ahead, we shared lunch with the young participants from the association, followed by an afternoon of inclusive padel on court together.</p> <ul style="list-style-type: none"> • The event strengthened internal team cohesion while raising awareness on diversity and inclusion, showing how our teambuilding initiatives can be combined with meaningful social engagement. 	
----------------------------	---	---

Last update : 02/09/2025

	<p>Partnership:</p> <p>As a continuation of this collaboration, we donated 11 laptops and 11 mobile phones to Associação Padel Sem Barreiras, supporting their ongoing work to foster inclusion through sport..</p>	
ACT POLSKA	<p>Charity :</p> <p>We participated in the 7th edition of #WszyscyDoWioseł, a sports and charity event organized by the Legia Foundation and Fundacja Kochasz Dopilnuj, held at the Legia Warszawa stadium.</p> <p>The 2024 edition focused on cancer prevention, aiming to raise both awareness and funds for this important cause. Teams of four competed in 10-minute rowing sessions on ergometers, combining physical effort with a spirit of solidarity.</p>	
ACT BENELUX	<p>Partnership:</p> <p>To promote sustainable mobility, we introduced a bike leasing program in partnership with Ubike. Employees can choose any type of bike (city, electric, cargo, etc.) with full insurance, maintenance, and roadside assistance included. The leasing plan runs for 36 months,</p>	

Last update : 02/09/2025

	<p>after which employees become the bike's owner at a reduced cost.</p> <p>The program supports eco-friendly commuting, improves employee well-being, and contributes to reducing CO₂ emissions linked to daily travel.</p>	
--	--	--

Last update : 02/09/2025

2. OUR SOCIAL COMMITMENT

Social challenges faced by companies are various: discrimination, equity, ethics, wellness, disability, among others. At Act digital, we focused our actions on wellness and equity, while continuing to work on ethics, disability at work and non-discrimination.

To tackle these challenges, we included all our stakeholders. Therefore, we have identified 3 categories of stakeholders: our employees, our suppliers, local partners and associations. In this paragraph, we will describe social initiatives made in 2024 with our different stakeholders.

WITH OUR EMPLOYEES

Great Place To Work® certification

In 2024, we worked with Great Place To Work®, which is a certification recognizing employers who create an outstanding employee experience.

We are very proud to achieve this GPTW certification in November 2023 for Act digital Benelux, Act digital Deutschland, Act digital France, and Act digital Portugal for the 2nd time, and Act digital Polska for the 1st time. This certification valid until November 2024 brings out the great work which has been done by all Act digital' subsidiaries to create the best work conditions for our employees.

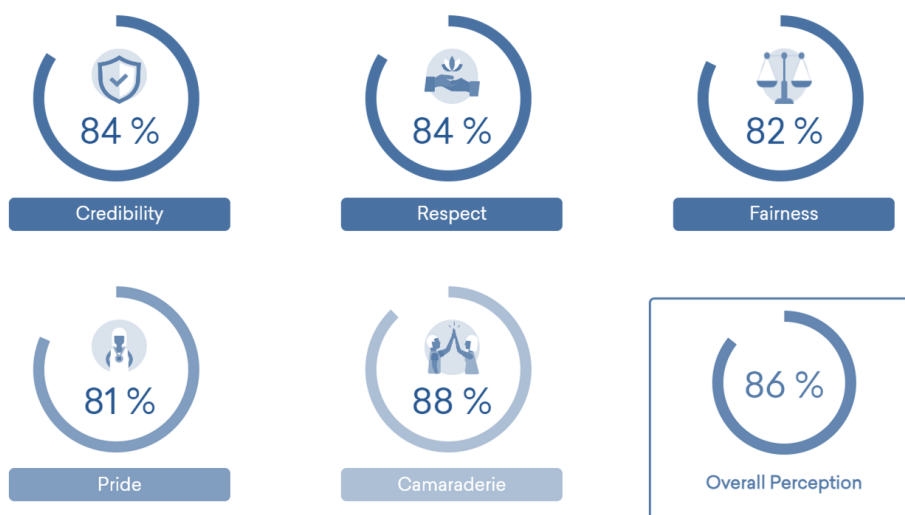


Through this survey, we have measured 5 values. Each values is made of categories, and each categorie gets a percentage according to 4-5 questions asked.

We have also measured our Global Perception, which is a rate of people who

Last update : 02/09/2025

agree to say: “globally, Act digital is a good company to work for”.



Compared to 2023, we are proud to have increased all our rates as we can see below.

Act digital España and Act digital Maroc did not have enough employees at the time to be able to enter the survey.

	2024	2023
Total respondents	502 ↗	441
Overall Perception	86% ↗	80%
Credibility	84% ↗	79%
Respect	84% ↗	79%
Fairness	82% ↗	78%
Pride	81% ↗	76%
Camaraderie	88% ↗	83%

Awareness and training

At Act digital, we are really concerned about professional equality between women and men, and we are convinced that we can make a difference through awareness raising and training.

At Group level, we are strongly committed to fostering diversity, inclusion, and gender equality across all our entities. We believe that gender balance is not only a matter of fairness but also a driver of performance, innovation, and social

Last update : 02/09/2025

cohesion.

Our 2024 Gender Equality Action Plan reflects this commitment and is structured around five main development axes:

- **Equal Pay** – We uphold the principle of “equal pay for equal work” by ensuring transparent salary grids, monitoring pay gaps annually, and applying corrective measures whenever needed.
- **Recruitment & Representation** – We actively work to increase the number of women in our workforce, with targeted partnerships with schools and universities, inclusive job descriptions, and a systematic follow-up of recruitment indicators.
- **Access to Training** – We guarantee equal access to training and certification for both men and women, ensuring that career development opportunities are equally available and systematically monitored.
- **Career Management** – We promote balanced career progression, with a particular focus on supporting women’s access to management and leadership positions, encouraging parental leave for both parents, and raising awareness among managers.
- **Work-Life Balance** – We implement concrete measures to improve quality of life at work, including flexible working hours, teleworking, support after maternity or parental leave, and initiatives to foster a healthy balance between professional and personal life.

This plan is reviewed annually through a dedicated parity committee and supported by clear indicators, ensuring accountability and continuous improvement.

Through these actions, the Group reaffirms its broader CSR commitment: to guarantee equal opportunities for all employees, create an inclusive workplace culture, and contribute positively to society.

WITH OUR SUPPLIERS

Last update : 02/09/2025

All the suppliers selected at a group level are listed below. From the group, only one supplier does not have CSR commitments.

Suppliers	Type	CSR commitments (Y/N)	Local (Y/N)
HISCOX	Insurance	<u>Y</u>	Y
BOONDMANAGER	ERP	<u>Y</u>	Y
HUBSPOT	Sales	<u>Y</u>	N
LINKEDIN	Recruitment	<u>Y</u>	N
MICROSOFT	IT	<u>Y</u>	N
SMARTRECRUITERS	Recruitment	<u>Y</u>	N
SPENDESK	Expenses	N	Y

Alter Impact Program

In 2024, we were delighted to continue our volunteering program dedicated to Act digital 'employees. The launch started in July 2023 with France and continued in 2024 for the rest of the group.

We are all committed to getting involved in causes that affect us. Thanks to the Alter Impact program, it is possible to do this as much as they want during their inter-contract periods. It could be:

- 🙌 A helping hand, by carrying out one-off field actions.

Last update : 02/09/2025

- 🧑 Skills sponsorship, by bringing your personal or professional expertise to an association.
- 🤝 Sponsorship, supporting middle school students, high school students, people looking for work, in their professional career.
- 🛒 Collection, by contributing to material donation campaigns.
- 😊 CSR initiatives, by participating in internal actions such as welcoming a 3rd grade intern, making a business presentation to an engineering school, etc.

Donations

By the end of 2024, our donation had been divided in two parts:

1. One part had been donated to **Secours Populaire**, an organization that fights poverty and social exclusion in France and abroad, by providing access to food, healthcare, education, culture, and solidarity programs for vulnerable communities.
2. The other part had been divided to support **Associação Padel Sem Barreiras**, a Portuguese nonprofit organization that improves the quality of life and fosters the social inclusion of people with disabilities by adapting padel practice through specific equipment, training methods, and rules, while raising awareness and creating opportunities for empowerment through sport.

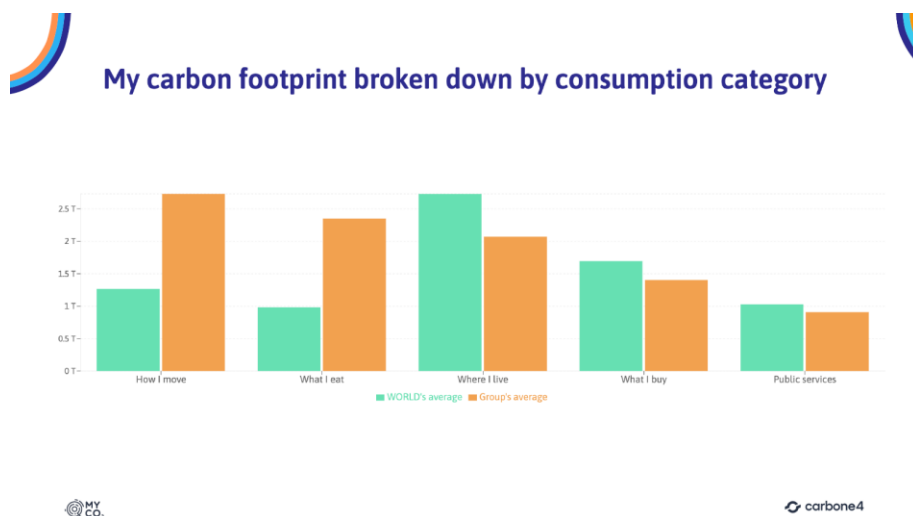
Last update : 02/09/2025

3. OUR ENVIRONMENTAL COMMITMENT

Our commitment to the environment is not new. For many years, we have been making our employees aware of the optimization of resources, the reduction and recovery of waste. Our environmental policy resumes these elements.

GREEN IT

Like every year, Act digital took part in Digital Cleanup Week. Like in 2023, in 2024 the entire group got involved. So, after a week, all subsidiaries were able to delete **750 GB of useless data** while at the same time **raising employee awareness of responsible digital practices**.



GREEN MOBILITY

Act digital Benelux has launched a new initiative, in collaboration with Ubike, that allows all Act digital Benelux's employees to lease an electric bike and deduct it on their gross salary. Additionally, the bike can become your propriety after 36 months with a limited cost.

Cherry on the cake: Act digital Benelux refunds for the kilometres they do on their commute to work and back!

Last update : 02/09/2025

4. CONCLUSION

2024 was a great year to consolidate our CSR strategy and keep moving on social and environmental actions. Indeed, at Act digital, we are convinced that all actions have impact at all levels of the company, that is why we encourage all to take part to our CSR strategy.