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REPORT

CSR REPORT Altares Group 2025

Smart insights to shape your future

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A word from our CEO

Since 2022, the Altares Group has published its annual CSR report to share the actions it has taken in terms of governance, social issues, and environmental impact. This initiative reflects our ambition to contribute, at our level, to sustainable development by incorporating today's major challenges into our decision-making and taking into account the expectations of our stakeholders.

Over time, our approach has become increasingly structured. We have defined clear policies, implemented processes, and introduced concrete measures to ensure steady, responsible, and consistent progress. The results have already produced visible results:

- **an improved EcoVadis score**, demonstrating overall enhancements in our practices;
- **a reduction in electricity consumption**, supported by initiatives across our buildings and changes in our usage patterns;
- **the renewal of our Great Place to Work certification**, illustrating the quality of our working environment and our commitment to our teams.

This momentum is driven by employee engagement and a collective determination to go beyond purely economic performance in order to meet the growing expectations of our stakeholders.

In 2024, we decided to go even further. A comprehensive assessment of our practices was carried out to identify areas for improvement, measure our progress, and define clear priorities. This initiative reflects our willingness to voluntarily align with emerging European standards that are reshaping how companies address sustainability. It drives us to embrace a long-term approach, where responsibility and innovation go hand in hand.

The roadmap resulting from this assessment will guide our actions through to 2030. It lays the foundation for a more structured and ambitious strategy, including:

- **the assessment of our suppliers** based on CSR criteria;
- **a strong commitment to a clear and sustainable remuneration policy** — with the rollout of a framework based on roles and levels by 2027;
- **the continued strengthening of our efforts to secure data and ensure reliable information** for our clients.

This approach reflects our collective way of moving forward and, over time, of giving greater scope and meaning to our commitment.

—

Luc Querton,
President of the Altares Group

About the Altares group

Altares is a business data expert that designs decisioning solutions and analytics of the economic and extra-financial performance of private- and public-sector organizations within their ecosystem.

As the exclusive partner in France, Benelux, and North Africa of Dun & Bradstreet, the leading international business information network, Altares draws on a global database of more than 600 million legal entities to help economic players develop sustainably, integrating, among other things, the essential issues of risk management, regulatory compliance, corporate social responsibility (CSR), and business development.

142 M€	Revenue
412	Employees
7	Countries: France, Belgium, Netherlands, Luxembourg, Algeria, Morocco, Tunisia
5000+	Customers
30,000	Data sources
620 M	Legal entities in the Altares Dun & Bradstreet global database
D-U-N-S	Our unique identifier for each company worldwide
2,000	Data quality control points
240	Countries covered

At a glance

CSR Strategy Altares Group 2025 - 2030

We are committed to reducing our environmental footprint

We are committed to inclusion, well-being, and social connection

We build trust through responsible governance and strong stakeholder relationships

Reduce our carbon footprint and optimize our energy management

Promote diversity and ensure equal opportunities for all

Secure data and ensure high - quality information for our clients

Adopt ethical and responsible conduct in our business practices

Altares in 2025

2024 revenue : €142 million

Group strategic operations: Acquisition of Companyweb

In March 2025, the Altares Group acquired Companyweb, a Belgian company specializing in B2B data and based in the Brussels region.

This acquisition strengthens our position as the market leader in Benelux. For many years, Companyweb has been a key player in the SME segment in Belgium, serving nearly 9,000 customers.

By integrating Companyweb into our Group, we are taking a significant step forward in the SME market and expanding the range of solutions we can offer to an even larger number of customers.

EcoVadis

Once again this year, our EcoVadis score has improved, increasing from **67 to 72** points out of 100 – an additional 5 points compared with last year.

We have maintained our Silver medal and now rank in the **89th percentile**, meaning that our score is equal to or higher than that of 89% of the companies assessed by EcoVadis.

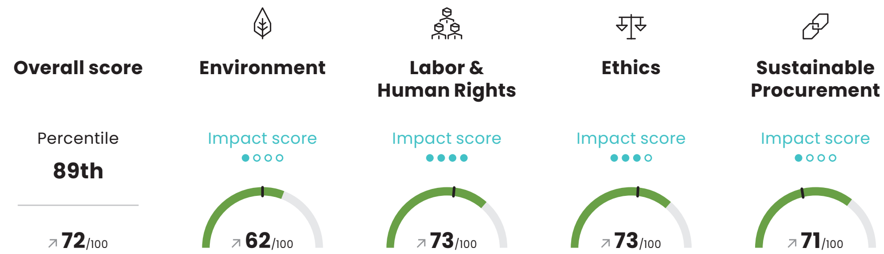
EcoVadis has rated our overall CSR performance as *advanced*, with progress recorded across all four sub-themes:

- **Environment**: +2 points
- **Social and human rights**: +3 points
- **Ethics**: +3 points
- **Responsible purchasing**: +21 points

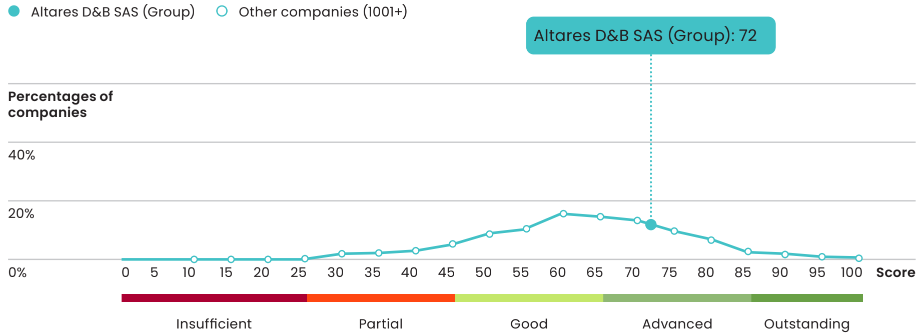
This achievement is the result of a collective effort by a multidisciplinary team bringing together several departments, who have contributed to:

» Implementing new CSR policies and measures;
» Producing additional CSR reports;
» Voluntarily engaging in a progressive alignment with CSRD requirements;
» Helping define an ambitious CSR roadmap.

These advances reflect a year of sustained efforts to improve our practices and strengthen our positive impact.

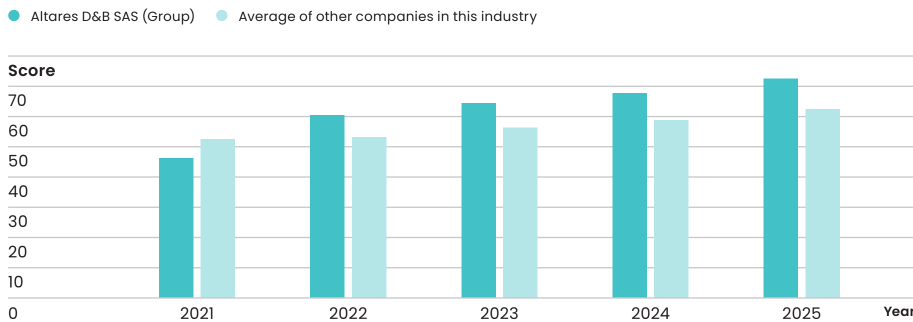


Other companies assessed by EcoVadis



Data covers a 12-month period

Comparison of scores over time



Period: last 5 assessments

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Great Place to Work

Great Place to Work

The Altares Group renewed its Great Place to Work® certification in December 2024 in France, Belgium, and the Netherlands. This recognition reflects our ongoing commitment to fostering a high-quality, inclusive, and fulfilling work environment.
It also reaffirms that Altares is a workplace where people thrive, innovate, and achieve their full potential.

Group-wide results:

- **85%** participation in the survey
- **75%** of favorable opinions on the statement *"Altares is, overall, a Great Place to Work"*
- **72%** average positive score across all statements.

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Memberships: Diversity Charter/Global Compact

The Altares Group has been a member of the Global Compact since January 2021 and a signatory to the Diversity Charter since December 2012.

I

Our evolving commitment

1. Context

The Altares Group's annual CSR report outlines the actions carried out across its three pillars: **environmental, social, and governance**.

In 2024, the Altares Group reached a decisive milestone by further structuring its CSR strategy. To support this approach, we engaged a specialised consulting firm in order to benefit from a robust methodological framework recognised at European level. This support enabled us to carry out:

- an **internal assessment** to map existing initiatives;
- an **in-depth consultation with our stakeholders**;
- **the identification and prioritization of key issues**;
- **the development of a CSR roadmap to 2030**, aligned with CSRD requirements.

This deliberate structuring aims to strengthen consistency, clarity, and impact of our commitments.

Why reinforce our approach?
Several internal and external factors explain our ambition to take our corporate social responsibility approach to the next level.

A stronger internal ambition

Structuring our CSR framework reflects our ongoing commitment to sustainable performance.

This approach aims to:

- **integrate CSR considerations** into our decision-making processes to enhance overall performance
- **increase our attractiveness** as an employer by offering a clear and rewarding environment for talent;
- **reinforce customer trust** by aligning our commitments with their growing expectations in terms of sustainability
- **drive innovation and operational efficiency** by identifying CSR-driven value-creation levers.

Growing external expectations

Our ecosystem is becoming increasingly demanding:

- customers now assess their partners based on CSR criteria;
- the **European regulatory landscape is evolving rapidly**, particularly the CSRD, which introduces new expectations regarding transparency and governance of non-financial information.

A voluntary commitment by the Altares Group

Although not subject to these obligations, the Group has chosen to adopt a **level of requirements comparable to European standards** in order to:

- adopt a more rigorous and structured approach;
- improve the accuracy and reliability of our reporting;
- stand out from companies of similar size or operating in similar sectors;
- build a sustainable strategy.

2. Understanding our challenges: double materiality analysis

A. The method

Our approach combines internal analysis, stakeholder consultation, and the application of the **double materiality** principle, in compliance with European standards.

B. The results

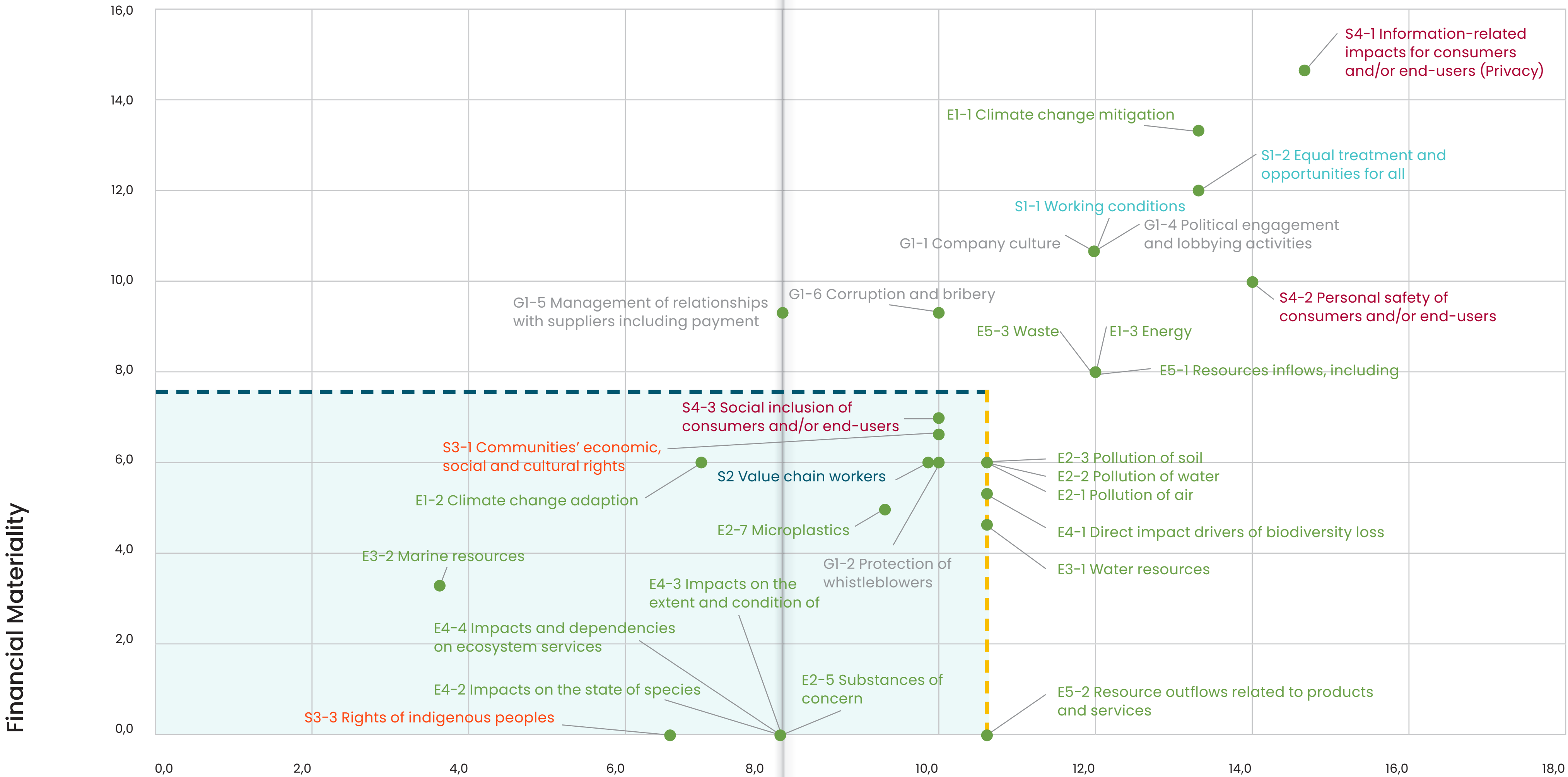
Figure 1 - Double materiality matrix (see next page)

Legend

Non-material stakes at this stage
Impact materiality threshold (>10,7)
Financial materiality threshold (>7,5)

ESRS Environment (E1 to E5)
ESRS Social (S1)
ESRS Value chain workers (S2)
ESRS Communities (S3)
ESRS Clients (S4)
ESRS Business conduct (G1)

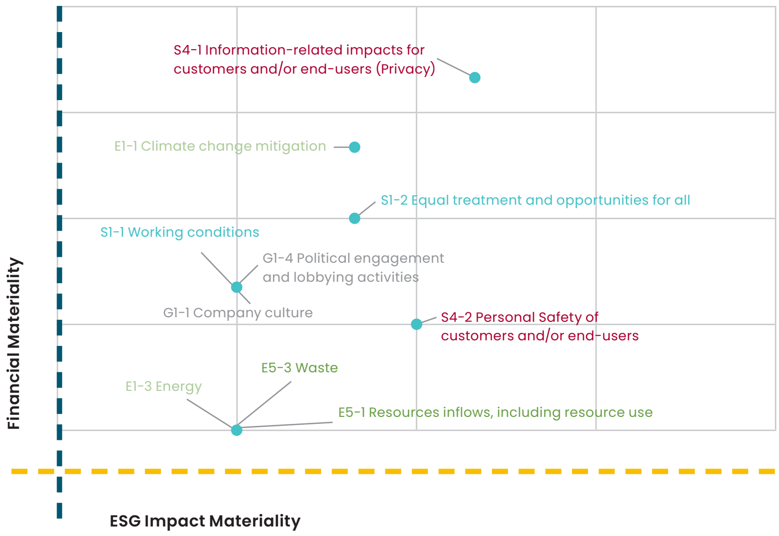
Figure 1 - Double materiality matrix



ESG Impact Materiality

Source: double materiality analysis conducted by GREENFLEX as part of CSRD compliance, March 2025

Figure 2 - Key findings - double materiality



Source: double materiality analysis conducted by GREENFLEX as part of CSRD compliance, March 2025

- **Customer-related and social issues,** particularly those concerning Altares Group employees, are considered a priority. Their financial impact is decisive, both in meeting client expectations and in safeguarding our reputation.
- **Environmental topics** generally fall at or below the materiality threshold, confirming the findings of previous analyses.
- **Issues relating to affected communities and value chain** workers are not considered material for the Group at this stage.
- **Business conduct–related topics** are regarded as strategic, both in terms of their impacts and their financial implications, given the ethical and regulatory issues they involve.

This prioritisation has enabled us to establish a CSR roadmap that structures high-impact topics in line with stakeholder expectations and European guidelines.

This prioritization has enabled us to develop a **CSR roadmap** that ranks high-impact issues in line with stakeholder expectations and European guidelines.

C. Our 2025–2030 CSR strategy: a structured roadmap

Our strategy is built around three core pillars that reflect our vision of responsibility and guide all our actions.

This roadmap, based on a double-materiality analysis, brings together stakeholder expectations with the actual and potential impacts of our activities. It enables us to focus on the issues that truly matter—both for the Group and for society—and to establish consistent, ambitious priorities aligned with our responsibilities.

Altares Group CSR Roadmap 2025–2030

	Commitment	Objective	Action	Indicator	Timeframe
Environmental pillar	We are working to reduce our environmental footprint	Reducing our carbon footprint and optimizing our energy management	Comprehensively quantify the Group's carbon footprint, including all activities and Scope 1-3 emissions	Percentage of Group sites included in the carbon footprint assessment (%) by 2030: 70%	Medium term (between 1 and 5 years)
Social pillar	We are committed to inclusion, well-being, and social cohesion	Promote diversity and ensure equal opportunities for all	Lay the foundations for a more transparent remuneration policy and make this transparency measurable and sustainably able by 2030	Implement a compensation framework based on positions/levels by 2027 & Integrate transparency indicators into annual performance reviews by 2028	
Governance pillar	We are building trust through responsible governance and high-quality stakeholder relations	**Priority 1:** **1.A:** Secure data **1.B:** Ensure high-quality information for our customers	Structure an approach aligned with the ISO 27001:2022 standard by 2030	**80%** of the requirements of the ISO 27001:2022 standard will be at a CMMI level greater than or equal to 4 by 2030	
		Priority 2: Adopt ethical and responsible conduct in our business practices	Altares' strategic suppliers must be certified according to recognized standards for one or more verified sustainable practices (standards, GDPR/ cyber compliance, environment, working conditions, etc.)	Percentage of certified suppliers: **85%** by 2030	

II

The pillars of our approach: our commitments & actions

Pillar 1: responsible governance

Acting with transparency, ethics, and commitment

1. Our vision of governance

Governance is the cornerstone of our sustainability approach and overall strategy. It brings together issues that that lie at the heart of our priorities: the quality and reliability of the products, data, and services we deliver; the satisfaction of our customers and all our stakeholders; effective risk management; ethical business practices; and transparency in our approach.

These topics shape our day-to-day operations and guide our decisions, influencing both the trust we inspire and the performance we aim to achieve over the long term.

This year, we initiated a twofold approach:

- **conducting an in-depth review** of our existing practices to identify areas for improvement and enhance the robustness of our system;
- **progressively strengthening our governance** by implementing new actions, procedures, and measures designed to support a more structured and responsible organization aligned with our ambitions.

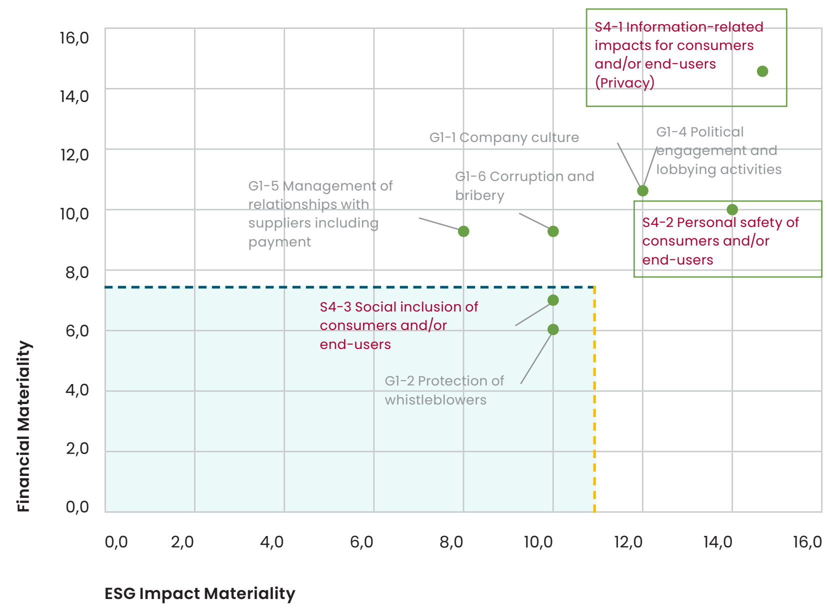
This approach enables us to anchor a vision of governance that is rigorous, transparent, and forward-looking.

2. Our priority challenges

Our priorities are centered on two key areas:

- **ensuring data security and delivering high-quality information to our customers,** in order to uphold high standards and build long-lasting trust.
- **promoting ethical and responsible conduct across all our business practices**, ensuring compliance with standards and safeguarding the integrity of our operations.

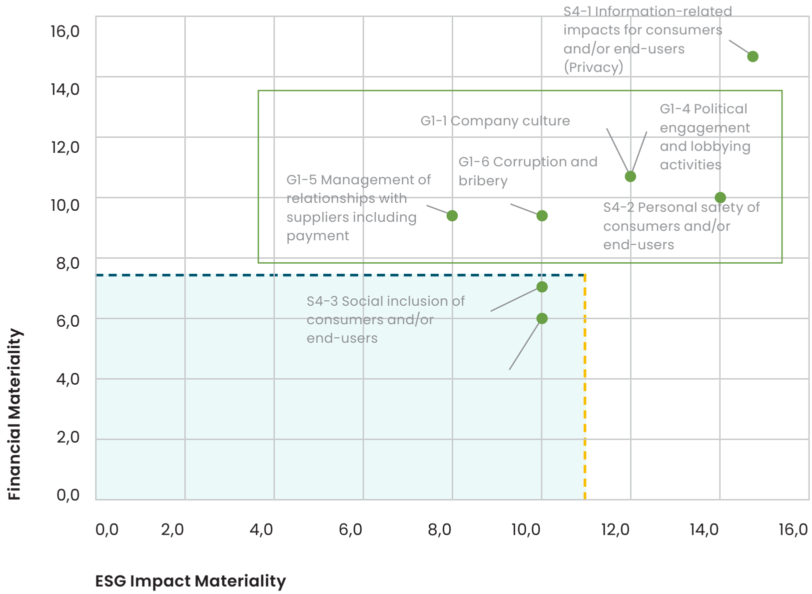
Clients



Threshold	ESRS
Impact materiality (>10,7)	ESRS S4: Consumers and en-users
Financial materiality (>7,5)	ESRS G1: Business Conduct

Source: double materiality analysis conducted by GREENFLEX as part of CSRD compliance, March 2025

Business conduct



Threshold	ESRS
Impact materiality (>10,7)	ESRS S4: Consumers and en-users
Financial materiality (>7,5)	ESRS G1: Business Conduct

Source: double materiality analysis conducted by GREENFLEX as part of CSRD compliance, March 2025

3. Our objectives

Commitment	Objective	Action	Related indicator	Timeframe
We strengthen trust through responsible governance and high-quality stakeholder relations	**A:** Secure data **B:** Guarantee high-quality information for our customers	Structure a quality approach compliant with ISO 27001:2022 by 2030	80% of the requirements of the ISO 27001:2022 standard are at a CMMI level greater than or equal to 4	Medium term (between 1 and 5 years)
Adopt ethical and responsible conduct in our business practices	Adopt ethical and responsible conduct in our business practices	Altares' strategic suppliers must be certified according to recognized standards for one or more verified sustainable practices (standards, GDPR/cyber compliance, environment, working conditions, etc.)	Percentage of certified suppliers: 85% by 2030	

4. Actions already undertaken

We have already rolled out several structural initiatives aimed at strengthening our approach to compliance, ethics, and responsibility:

An ethics alert tool accessible to all

Our ethics alert system is available to all **internal and external** stakeholders. It enables the confidential reporting of any situation that is contrary to the law, our internal policies or our values. The system is accessible via this link.

A strengthened supplier evaluation process

As part of the reinforcement of our Group-wide compliance framework, we have implemented a supplier evaluation process that integrates **compliance, CSR, and cybersecurity** criteria. The aim is to work with partners who meet high regulatory standards in terms of integrity, respect for human rights, data protection, and information system security. This framework enables us to better anticipate and prevent risks, secure our supply chain, and foster responsible and sustainable business relationships.

A Code of Conduct for external stakeholders

In addition to our internal Code of Ethics, we have developed a dedicated Code of Conduct for our **external stakeholders** (customers, suppliers, partners, etc.).

This document outlines our expectations regarding ethics, integrity, confidentiality, data protection, anti- corruption, and compliance with social and environmental standards. It is available on our website via this link.

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This Code provides a clear and essential framework to guide our partners toward responsible and sustainable practices.

The creation of an AI Committee

We have created an AI Committee responsible for overseeing the use of artificial intelligence tools within the Group, in order to ensure a controlled, ethical deployment aligned with regulatory requirements. This committee oversees best practices, assesses associated risks and promotes a responsible and transparent use of AI.

Altares strengthens its commitment to personal data protection

In 2025, Altares continued to pursue a responsible and proactive approach to data security and confidentiality. We updated our internal GDPR documentation to maintain a reference framework that remains aligned with recent regulatory developments and internal organizational changes.

We also revised our website’s data protection policy to provide users with clearer and more transparent information. It now outlines the types of processing carried out, their legal bases, retention periods, and other essential elements in full compliance with GDPR requirements. In addition, the GDPR appendices to our contracts have been simplified to ensure they are easier for all stakeholders to understand.

To support our teams, we introduced a practical guide dedicated to managing CNIL on-site inspections. This tool helps anticipate key steps, strengthen compliance reflexes, and reinforce the importance of continuous vigilance in the face of financial and reputational risks.

Finally, we are already preparing for the regulatory changes expected in 2026, particularly those resulting from the European Commission's new digital package. Among the changes under review are the creation of a single point of entry for incident reporting and the modernization of cookie rules to enhance the user experience. We remain committed to continuously adapting our compliance framework and ensuring robust data protection at every stage.

Cybersecurity

Audit and remediation of critical systems (Cloudflare, Microsoft Active Directory, global and local firewalls)

As part of our IT governance framework, we conducted an in-depth audit of the essential components of our infrastructure, including Cloudflare (web service protection), Microsoft Active Directory (identity and access management), as well as global firewalls (perimeter security) and local server firewalls (internal environment protection).

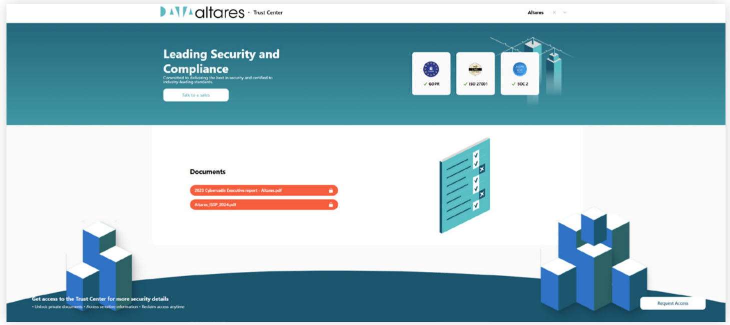
This audit aimed to assess the robustness of our existing systems, identify vulnerabilities, and verify compliance with security standards. The resulting remediation plan included configuration updates, strengthened access control policies, and the implementation of best practices aligned with internationally recognized standards such as ISO 27001 and CIS Benchmarks.

These measures significantly reduce cyber risks and reinforce the long-term protection of the Group's digital assets.

Establishment of a Trust Center

To enhance transparency and trust among our stakeholders, we have launched a Trust Center, accessible via this link. This platform centralizes our commitments to security, compliance, and data protection. It offers clear visibility into our policies,

certifications, and governance processes, enabling customers, partners, and authorities to easily verify our practices.



Automation of information reporting in the CMDB

To enhance the reliability of our configuration management database (CMDB), we have automated the collection and updating of data.

This automation enables:

- real-time updating of components and dependencies;
- a reduction in manual errors;
- greater visibility to support change and incident management.

This system reinforces the consistency of our IT governance and supports a more proactive approach to risk management.

Pillar 2: social & societal

Our diverse talents are our collective strength

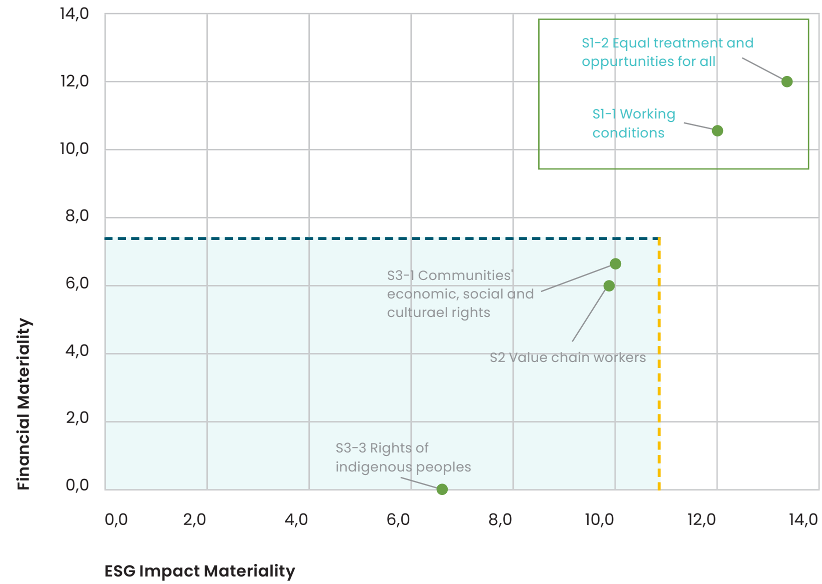
1. Our vision

Our social pillar is based on concrete actions for the well-being and engagement of our employees: precise monitoring of HR indicators, local initiatives led by teams, and active promotion of diversity and inclusion. Each initiative aims to strengthen a responsible, dynamic, and sustainable work environment.

2. Our priority challenges

- Promoting diversity and ensuring equal opportunities for all
- Develop attractive working conditions and improve the quality of life at work for our employees

Own workforce



Threshold	ESRS
Impact materiality (>10,7)	ESRS S1: Own workforce
Financial materiality (>7,5)	ESRS S2: Value chain workers
	ESRS S3: Affected communities

Source: double materiality analysis conducted by GREENFLEX as part of CSRD compliance, March 2025

3. Our objectives

Commitment	Objective	Related indicator	Timeframe
Promote diversity and ensure equal opportunities for all	Establish the foundations for a more transparent remuneration policy and make this transparency measurable and sustainable by 2030	Implement a remuneration framework based on positions/levels by 2027 **&** Integrate transparency indicators into annual performance evaluations by 2028	Medium term (between 1 and 5 years)

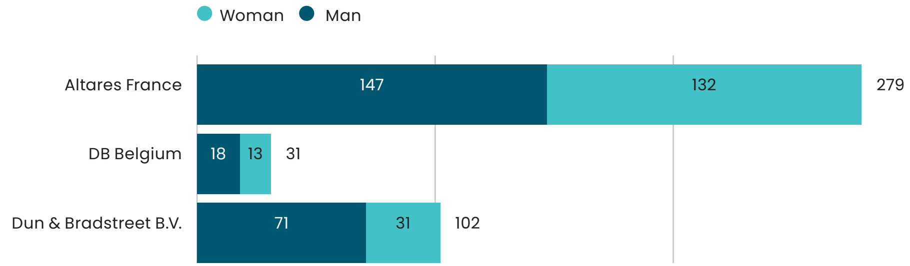
4. Actions already undertaken

Workforce and human resources management

Workforce

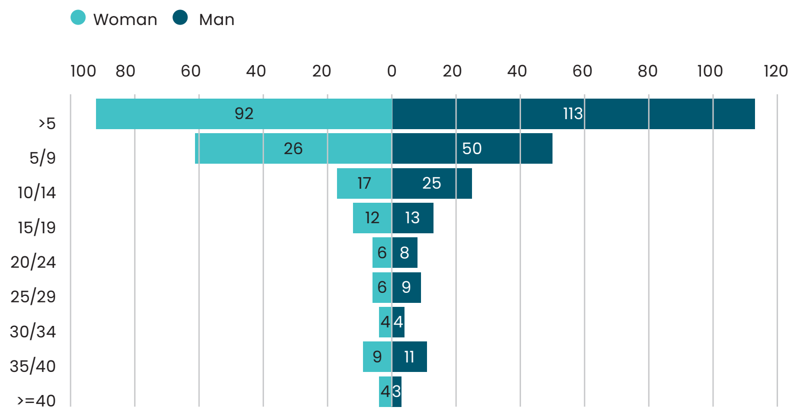
412 employees (as of December 31, 2024, excluding interns and the Newco Altares holding company):

- 68% Altares France
- 32% Altares Benelux



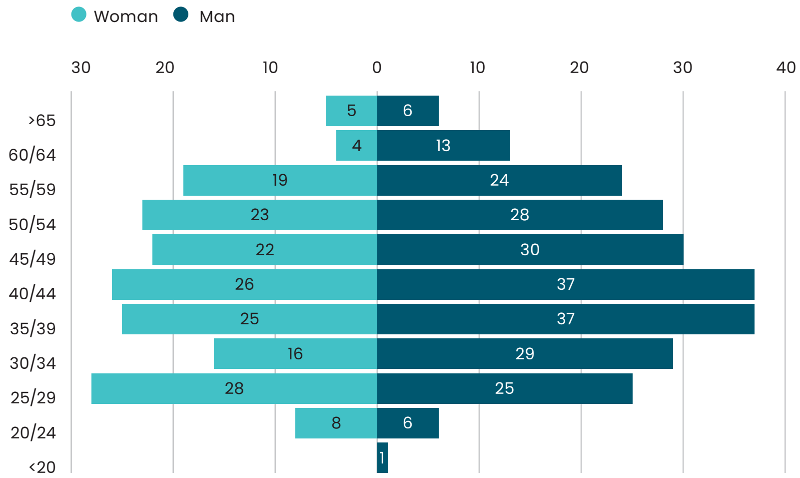
Seniority

The average length of service is 9 years, with the following distribution:



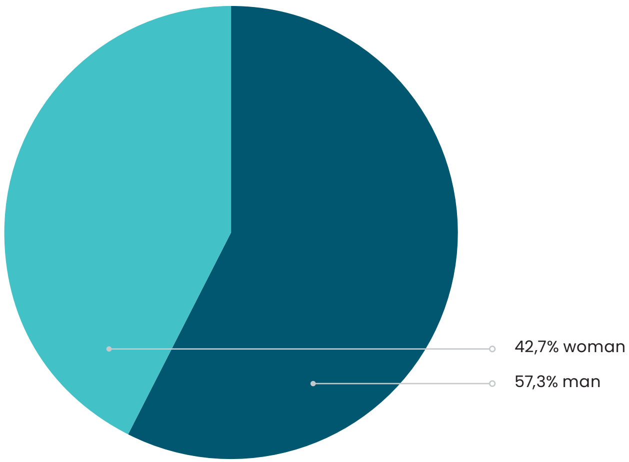
Average age

The average age is 42, with the following age distribution:



Male/female ratio

- 57% men
- 43% women



Male/female manager ratio

- 39% female managers, or 28/72
- 38% women on the Group's operational management committees and executive committee, or 9/24

New hires/departures

73 new hires

- 42% women / 58% men
- Average age of new hires: 35

63 departures, including:

- 35% resignations
- 44% women / 56% men
- Average length of service of those leaving: 4 years
- Average age of departures: 39

Internal mobility

- 5 employees took up new positions in other departments;
- 3 work-study students/apprentices were hired on permanent contracts (CDI).

Types of contract

- Permanent contract: 93%
- Fixed-term contracts: 4%
- Work-study: 3%

Recruitment policy

We are committed to promoting open and facilitated **internal mobility** within our Group. Aware that diversity of backgrounds is an asset, we actively remove barriers to mobility by encouraging prior exchanges between managers and simplifying transfer processes. All our job offers are systematically communicated internally and accessible to all interested employees, regardless of their department or level of education. We prioritize experience, skills, and individual potential over academic qualifications alone, in order to promote access to new professional opportunities and advancement within the company in line with each individual's aspirations.

We also encourage **fellow colleagues**, inviting our employees to recommend talented individuals to join our teams. This process, based on trust and commitment, allows us to strengthen our corporate culture while attracting profiles that align with our values. Co-opting offers many advantages: faster recruitment, reduced costs, smooth integration of new employees, and strengthened internal cohesion. We value our teams' involvement in this process, creating a collaborative and dynamic work environment.

Training managers in best recruitment practices

Altares France

We have trained our managers in best recruitment practices to ensure fairness, transparency, and compliance with legislation. A recruiter's guide has been developed to provide clear guidelines and prevent any form of discrimination.

Openness and valuing diversity are at the heart of our approach: each candidate is assessed on their skills and potential in a professional, supportive, and confidential setting. Interviews are structured in a transparent manner, and managers are committed to providing constructive feedback to all candidates they meet, even those who are not selected.

Working conditions

The prevention of psychosocial risks is central to our approach, supported by initiatives such as the right to disconnect, anti-harassment measures, and regular reminders of shared conduct guidelines.

Each Altares Group entity adapts its actions to ensure a respectful environment, thanks to continuous reflection based on local priorities and feedback from teams.

Across all Group entities, surveys are conducted to assess workload and work-life balance. The results are carefully reviewed and targeted training initiatives are implemented accordingly. For example, Altares France launched a training program on stress and priority management for employees who had reported difficulties in these areas.

At the same time, the Human Resources Department maintains regular contact with each entity's occupational physician to ensure close monitoring of sensitive individual situations.

Physical safety is also a priority and is supported through regular training sessions, strict procedures, and ergonomic equipment when necessary or upon request.

Local initiatives

- An integration program to introduce new hires to the Group's activities
- Regular information meetings at each site
- A mobility plan promoting the use of public transport, bicycles, and walking for daily commutes
- Small gestures to mark special occasions (birthdays, seniority, births, weddings, etc.)
- Social events and recreational or sports activities organized throughout the year by local committees

Compensation and benefits

2025 Salary Policy

Altares France
- A 2% increase in the total fixed-salary budget was allocated to individual salary increases.
- Value sharing bonus
- Reevaluation of meal voucher amounts;
- In 2025, 60% of employees received a salary increase as part of the annual pay review process.
- Proportion of employees who received a raise in 2025:
  - 87 women
  - 92 men

Altares Benelux
- 88% of employees received a salary increase in 2025 (including Belgium's statutory indexation).
- Proportion of employees who received a raise in 2025:
  - 39 women
  - 81 men
- In Belgium, an increase aligned with legal indexation was applied from January 1, 2025. Additional raises were granted on an exceptional basis, following managerial recommendations and review by a calibration committee.
- In the Netherlands, a decentralized system allowed managers to apply a uniform salary increase within their teams.
- In both countries, larger individual increases could be granted in cases of exceptional performance, within the limits of the allocated budget and subject to approval by the committee.

Training and skills development

Altares France
In 2025, awareness-raising initiatives and training programs supported the following strategic development areas:
- quality of life and working conditions;
- managerial skills to reinforce operational effectiveness and enhance employee and customer satisfaction;
- support for change, whether technological or structural.

Awareness
During the second half of 2025, Altares France organized six webinars, attended by 811 participants, for a total of 1,216 hours of awareness-raising on the following topics:
- quality of life at work and psychosocial risk prevention;
- work-life balance;
- prevention of musculoskeletal disorders;
- artificial intelligence;
- disability and change management

Overall, **73% of employees** took part in at least one awareness initiative.

Training programs
A training program dedicated to quality of life, working conditions, and operational efficiency enabled **27% of employees** to receive training in time and stress management methods.

Manager training covered both technical skills (e.g., setting SMART objectives) and managerial posture.

Training also supported the development of professional skills such as project management and IT technical skills.

In total, **55% of Altares employees** benefited from at least one training course.

Cybersecurity training
All new Altares employees are required to complete an e-learning course on cyber risks and cybersecurity best practices. In 2025, 57 employees completed the training, representing a total of 296 hours of training.

LinkedIn Learning
We provide all employees with access to LinkedIn Learning, a platform offering a wide variety of courses to support skills development and professional growth.

Use of LinkedIn Learning in 2024:
- 70 employees completed at least one course;
- 294 hours of training completed;
- An average of 2 hours and 50 minutes per employee who took at least one training course.

Javelo
Through the Javelo platform, we ensure regular and structured monitoring of individual performance. This process encourages constructive dialogue, sets clear objectives, and recognizes each employee's efforts, while aligning personal ambitions with company goals.

Work-study students and interns
The Altares Group supports the development of future talent and actively recruits work-study students (apprenticeship and professional training contracts) as well as interns.
In 2024, we trained 19 work-study students and 17 interns at the Group level.

Equality and diversity

Egapro Index
As of March 2025, for the 2024 financial year: **89/100**

Diversity Charter
By signing the Diversity Charter, the Altares Group reaffirms its concrete commitment to inclusion and non-discrimination. This commitment demonstrates a clear determination to ensure a respectful and inclusive working environment built on equal opportunities. Diversity in all its forms is seen as a lever to strengthen our corporate culture and enhance collective performance.

In 2024, five work permits were issued to enable Altares France to hire foreign employees.

Disability Policy
During Disability Awareness Week, the Altares Group implements a range of communication and awareness-raising initiatives to promote inclusion and diversity. Activities and workshops are organized to raise employee awareness of gender equality, diversity, and disability, helping them better understand the daily realities faced by people with disabilities.

Communication campaigns highlight best practices in inclusion and support accessibility initiatives. The Group also partners with local associations to facilitate the professional integration of people with disabilities into the workforce. These actions reinforce our shared commitment to build a more inclusive and equitable work environment.

In November 2025, the Group hosted a 30-minute webinar titled "*Understanding Disability in the Workplace*" and offered a morning of remote support and listening sessions.

DOETH 2024 declaration:

- 10.27 beneficiary units
- €15,000 in purchases from adapted companies (ESAT)

Social dialogue

Bimonthly meetings are held with local union delegations (the Social and Economic Committee – CSE- in France, the Ondernemingsraad – OR- in the Netherlands, and the union delegation in Belgium) to maintain open and constructive communication on working-condition matters. These exchanges allow employee concern to be addressed, potential improvements to be discussed, and joint solutions to be developed. This union delegation plays a key role in representing employees and fostering a stable and constructive social climate. This collaborative approach strengthens transparency and mutual trust.

Social commitment

By supporting local initiatives, educational projects, and social causes, the Altares Group actively contributes to community well-being. Partnerships with associations help promote values such as solidarity, equality, and sustainable development. Sponsorship and volunteer programs also encourage employees to engage in activities that serve the public interest. This social commitment reflects the Group's ambition to make a positive impact beyond its business activities.

Altares Benelux

Each employee has the opportunity to dedicate two working days per year to volunteer activities supporting causes they care about. This initiative enables everyone to take concrete action in solidarity projects while strengthening social ties and cohesion within the company. It reflects our commitment to contributing positively to the community and promoting civic engagement.

In 2025, employee engagement within our Dutch *AltaCares* team increased significantly, with 84% participation. This high level of involvement highlights the growing enthusiasm for our initiatives in the Netherlands. Activities organized during the year included support initiatives for the elderly, such as beach outings, zoo visits, and other social events.

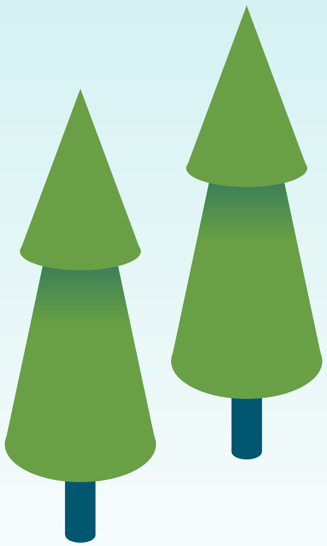
Building on this strong momentum, *AltaCares* will be launched in Belgium in 2026, allowing Belgian employees to take part in this meaningful and impactful program.

Pillar 3: environment

Reducing our footprint and preserving our resources for tomorrow

1. Our vision

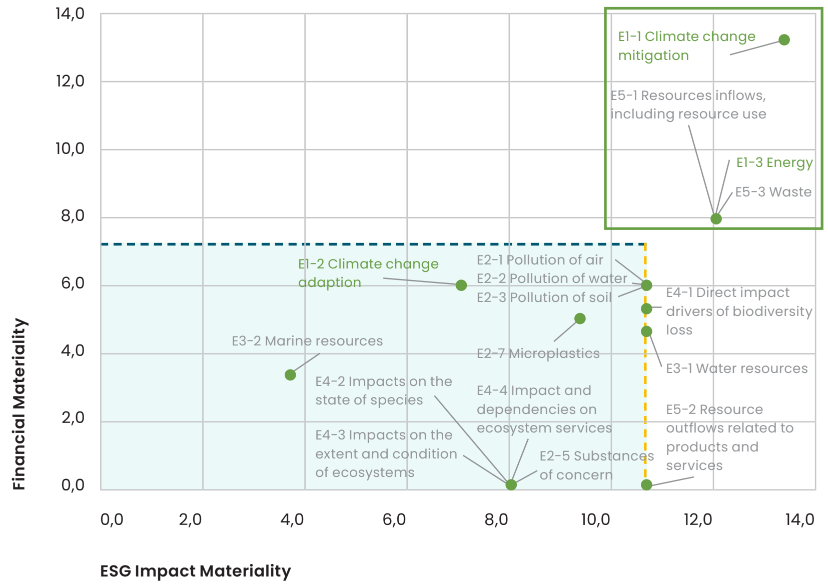
Our environmental policy is based on the continuous improvement of our practices to minimize our impact. We collaborate with **committed partners** and are intensifying our initiatives to **reduce energy consumption**, particularly through the optimization of electricity use, and to reduce our carbon emissions by switching our vehicle fleet to hybrid or fully electric models.



2. Our priority challenges

Reducing our carbon footprint and optimizing our energy management

Climate change



Threshold	ESRS
Impact materiality (>10,7)	ESRS E1: Climate change
Financial materiality (>7,5)	

Source: double materiality analysis conducted by GREENFLEX as part of CSRD compliance, March 2025

3. Our objectives

Commitment	Objective	Indicator	Timeframe
Reduce our carbon footprint and optimize our energy management	Comprehensively quantify the Group's carbon footprint, including all activities, and Scope 1-3 emissions	Percentage of Group sites included in the carbon footprint assessment: 70% in 2030	Medium term (1 to 5 years)

4. Actions already undertaken

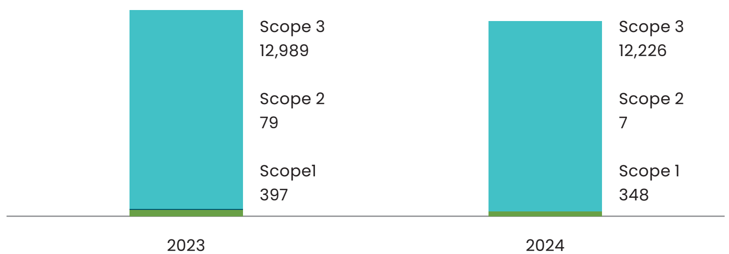
Greenhouse gas emissions assessment:

2024 carbon footprint (Greenscope)

Carbon footprint measurement results in tCO2eq

Scope 1 Scope 2 Scope 3

Breakdown by scope

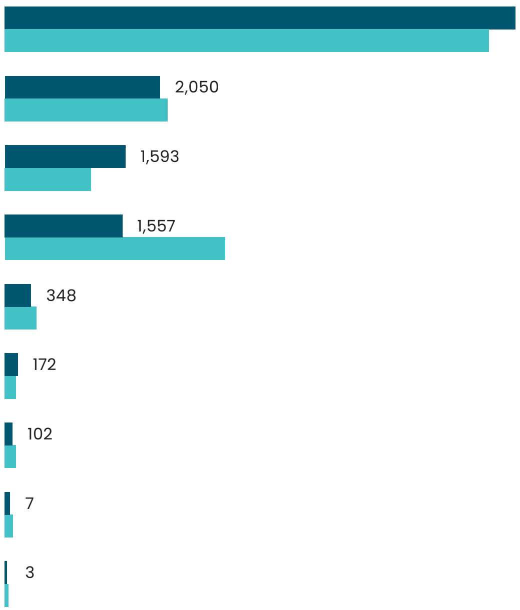


Analysis of the main variations:

- Scope 1: emissions decrease to 347.64 tCO2eq thanks to the reduction of gasoline and diesel
- Scope 2: emissions about to 6.66 tCo2eq in 2024. The significant decrease in emissions.
  This is due to the switch to 100% renewable electricity for the La Défense Offices
- Scope 3: emissions will fall to 12,225.73 tCO2eq in 2024, mainly due to lower depreciation, despite a slight increase in purchases.

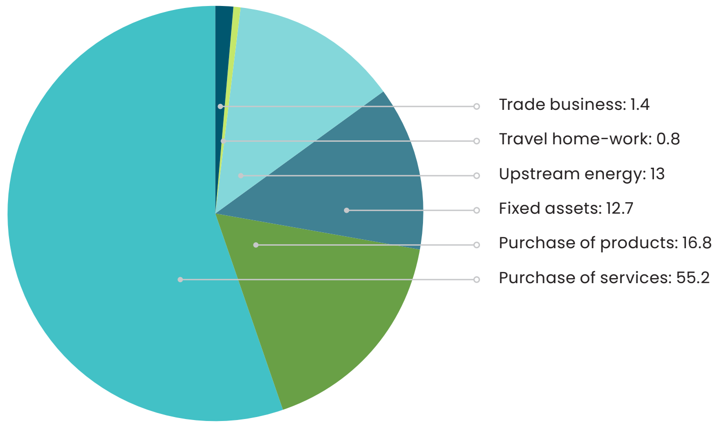
Ratios	2023	2024
tCO2/M€ revenue	66.81	88.6
tCO2e/FTE	33.1	30.54

Breakdown of main emission sources in tCO2eq



	tCO2eq	2023	2024 (in%)
Purchases of	6,749	47,9	54
Services Purchases	2,050	16,1	16
Of products	1,593	8,4	13
Upstream energy	1,557	22,0	12
Fixed assets	348	3,0	3
Direct energy emissions	172	1,0	1
Business travel commuting	102	1,0	1
Indirect energy emissions	7	0,6	0
Waste	3	0,0	0

Breakdown of emissions within scope 3



Scope 3 emissions are mainly related to purchases (85%)

Scope 2 emissions correspond 100% to electricity consumption

Scope 1 emissions are mainly related to gasoline consumption (64%)

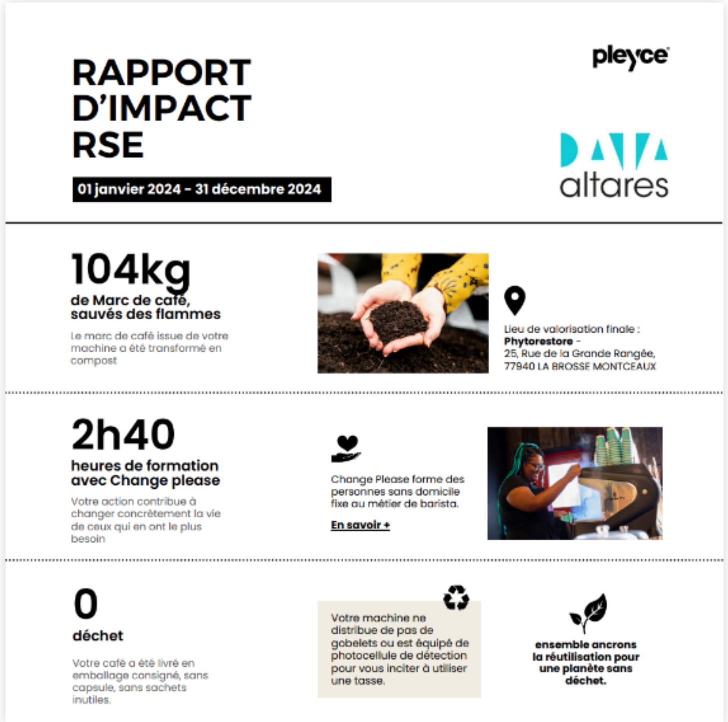
Scopes	Categories	Emissions items	2023 (tCO2e)	2024 (tCo2e)
Scope 1	Direct emissions - energy	Diesel - Consumption - Combustion	45	16
Scope 1	Direct emissions - energy	Gasoline - Consumption - Combustion	352	328
Scope 1	Direct emissions - energy	Renewable energy - Consumption - Combustion	0	4
Total Scope 1			**3G7**	**348**
Scope 2	Indirect emissions - energy	Non-renewable electricity (from the grid) - Consumption | France	79	7
Total Scope 2			**7G**	**7**
Scope 3	Business travel	Business travel - Car	129	166
Scope 3	Business travel	Business travel - Air travel	8	4
Scope 3	Business travel	Business travel - Train	3	1
Scope 3	Commuting	Commuting - Average for different modes of transport	133	102
Scope 3	Energy - upstream	Diesel - Consumption - Upstream	11	4
Scope 3	Energy - upstream	Gasoline - Consumption - Upstream	79	74
Scope 3	Energy - upstream	Non-renewable electricity (from the grid) - Consumption | upstream	8	7
Scope 3	Energy - upstream	Renewable electricity - Consumption	0	1
Scope 3	Fixed assets	Annual depreciation deductions - all types	2,936	0
Scope 3	Fixed assets	Depreciation | Plans and equipment (general plant, fixtures and fittings)	0	36
Scope 3	Fixed assets	Depreciation and amortization | Furniture	0	93
Scope 3	Fixed assets	Depreciation and amortization | Software	0	129
Scope 3	Fixed assets	Depreciation and amortization | Computer, electronic, and optical products	0	67
Scope 3	Fixed assets	Depreciation and amortization | Research and development	0	1,232
Scope 3	Product purchases	Total storage capacity	1,028	1,508
Scope 3	Product purchases	Development and infrastructure costs	2,152	2,050
Scope 3	Purchases of services	Data and database purchases - (GHG equivalent #9)	5,188	5,418
Scope 3	Purchases of services	Consulting services and fees	273	305
Scope 3	Purchases of services	Subcontracting costs	948	1,026
Scope 3	Waste	Total waste generated | Other	3	1
Scope 3	Waste	Total waste generated | Cardboard	0	1
Total Scope 3			**12 8G8**	**12,226**

Significant reduction in energy consumption at Altares France

- 55% reduction in energy consumption from 2024 to 2025 (75,000 kmh/mvh)
- 61% reduction in energy consumption between 2025 and 2023
- Signing of a green energy contract with Dalkia in 2024

Our partners committed to the Puteaux site (Headquarters)

- **PLEYCE**: since mid-2024, we have been using Pleyce to rent coffee machines and water coolers.

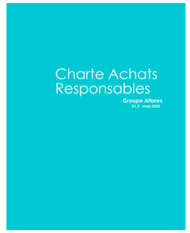


- **D CUBE**: we work with D Cube, a company committed to the secure and responsible destruction of confidential documents, while actively contributing to the preservation of the environment.

- **ADERNET**: since 2024, we have been working with ADERNET for the maintenance of our premises. ADERNET is a company committed to improving environmental practices.
- **DALKIA**: in 2024, we signed a green energy contract with Dalkia, which now manages all our energy-related installations (lights, electricity, ventilation).

Commitment to stakeholders

Update of the Responsible Purchasing Charter



This year, we revised our Responsible Purchasing Charter to better reflect our expectations. The update aims to strengthen our commitments and encourage closer collaboration with suppliers who share our dedication to responsible and sustainable practices.

Automotive Policy

Current status of the Group's vehicle fleet

Fleet of 152 vehicles:

Gasoline	51%
Hybrid	25 %
Electric	24 %

Planned fleet renewals in 2026

- **Altares Benelux**: 11 gasoline/hybrid vehicles to be replaced by fully electric models or a green mobility budget.
- **Altares France**: 44 gasoline vehicles to be replaced by hybrid or fully electric models.

» By the end of 2026, this strategy will eliminate 70% of gasoline vehicles from the fleet.

III Outlook and conclusion

The year 2025 marked a key milestone in our CSR approach. We structured our priorities around the issues that are material to our activities, as identified through the double materiality assessment. This approach enabled us to progress more effectively by focusing our efforts on concrete, Group-wide actions.

Several key achievements illustrate this progress in 2025

revision of our Responsible Purchasing Policy, aligning it with CSR criteria and the EcoVadis methodology, allowing us to integrate more specific expectations into our purchasing practices and supplier interactions;

actions to reduce our operational impact: we continued to reduce our energy consumption and strengthened initiatives related to well-being and diversity within our teams, in line with employee expectations.

enhanced governance and compliance: we reinforced internal procedures, particularly regarding ethics and compliance, to promote consistency of practices within the Group (new Code of Conduct, implementation of a supplier evaluation process, etc.).

Looking ahead to 2026, our roadmap will focus on three priority areas

1. **improving impact measurement** by defining clear indicators and implementing regular monitoring to assess the effectiveness of our actions;
2. **strengthening employee engagement** by further integrating CSR considerations into daily practices;
3. **structuring our interactions with external stakeholders** (customers, suppliers, partners) to expand the reach and influence of our initiatives beyond our direct operations.

2025 was therefore a year of **consolidation**: we identified our priorities, structured our practices, and laid the foundations for a more structured CSR trajectory, better aligned with the Group's actual challenges.

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