



# ESG Report 2023

Hi there, we  
are yuman.

We connect  
digital transformation  
with human nature.



The future  
is human



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Yuma is carrying out digital transformations in a way that benefits various companies in achieving their ideas.

Yuma consists in 2023 of XPLUS, Luminis (including Eleven & OpServe), Total Design and BPSOLUTIONS.

# Preface

01

For many years, when I was asked to summarize my main responsibility as a CEO, I had a quite simple answer: CEO's must ensure the long-term viability of the organization. It was a very straightforward statement, generally well understood and accepted by large audiences. This was by far not an easy task and even if not explicitly mentioned, I guess that most people would understand that "viability" was primarily ensured through "economical healthiness", measured in terms of growth percentage, profitability and cash position.

I changed my mind. Do I still believe that economic success is a "must have" goal? Yes, but I consider that two other equally important factors must be considered: social and environmental successes.

Of course, we did not suddenly discover that happy colleagues working in a pleasant atmosphere was also good for the productivity figures nor that contributing to a sustainable environment had a positive impact on the company image. But the evolution of our society in the last decades has placed both human concerns and environmental issues in a prominent position. And these elements became heartfelt purposes in themselves, not only as levers to achieve a (alleged) more important (economical) goal.

As a market leader in solutions for Digital Transformations, we have specific responsibilities in this respect. I see at least two reasons.

The first one is linked to the fact that the tech industry, because of its power to bring profound and breakthrough changes to the way people live, is a fantastic lever to take up the challenges of our society. If technology is a privilege, it comes with a duty. Yuma is a Group of Companies that endorse this vision and acknowledge its responsibility in this matter. Excellence in bringing top-notch digital competences at the service of our stakeholders brings natively the ability to deliver solutions adapted to today's concerns. Our capabilities in Green Computing for example are definitely part of these assets.

The second one is based on our experience with large Digital Transformations: some of them fail not because of a lack of technical competence, but because of a lack of consideration for the human aspect. Even the most brilliant solutions need to be adopted by the human stakeholders (clients, end-users...) to deliver its promises at full scale. At Yuma, we decided to put the Human Experience (HX) at the forefront of our concerns when delivering our services. Being human in all that we do is part of our values. By doing so, we intend to contribute to the reduction of the digital divide that is experienced by many people.

This first edition of our ESG report describes the concrete commitments that we took as Yumans and is primarily dedicated to all our colleagues. We all have to endorse a part of the responsibility and I count on you all to contribute to our ambition. We want it to be clear, simple, facts and results oriented. It translates how we, as a team, intend to contribute to today's challenges.

**We are Yuma.**

We connect Digital Transformation with Human Nature.  
Please send us your suggestions.

**Pascal Laffineur**  
Yuma CEO



# Narrative

02



In the digital age, we, the humans of Yuma, choose: “Digital yet human.” Our aim is to harmonize humanity and technology. We want to carry out digital transformations in a way that truly benefits people, enabling them to understand and actively participate. We believe in the power of digital technology to enhance the human element and perhaps further evolve our humanity. Unfortunately, the harmony between humans and technology is often lost in the present world. Digital transformations frequently go awry due to insufficient consideration for people and their needs. Yuma aspires to change this. We place the human at the core of our approach and our results—a challenging goal that we are yet to fully realize. Achieving this necessitates acquiring and developing new competences, comprehending the delicate balance between humans and technology, and actively involving people in our plans, developments, and implementations.



Narrative

This responsibility extends not only to our clients and the market but also to our own employees and the surrounding community. Our social responsibility, the ‘S’ in ESG, begins with our own people and delves even deeper—into ourselves. By treating ourselves, our employees, colleagues, and our societal environment well, we can better serve our customers in a more human-centric manner. This social consciousness is the driving force behind our brand’s vision: “Digital yet human.”

Merging the digital with human nature is a forward-looking approach within the IT and automation sector, but it has long been standard practice in other fields. Designers, for instance, have embraced it for quite some time. However, there are sectors where the human is no longer central.

Environmental activists and even the scientific community openly call for a departure from anthropocentrism. Limiting ourselves to the human perspective depletes our natural surroundings. Humans

themselves are responsible for climate change, the hole in the ozone layer, and the oceans’ plastic pollution. In a world filled with technology and prosperity, systems aimed at convenience, efficiency, and profit often fail to bring out the best in people.

Our natural surroundings and the planet suffer as a result. The human nature obstructs nature, and ultimately, ourselves. We are our planet’s greatest threat and thus our own threat. But the solution also lies in our, human, hands. Creativity is inherent in our nature. We devise solutions to problems and implement them. By striving for a better planet, we not only care for nature but also for ourselves and future generations.

The most significant transformation we face today demands a change within ourselves to save nature and ourselves. This requires all of our social connectivity and ingenuity, alongside our technology. We have to connect technology and our way of working to human nature, to bring out the best in both dimensions. This is why our motto is

## “Connecting digital transformation to human nature.”

ESG is not a side issue or obligation; it is at the core of our brand and intimately tied to our business. It is not solely about people; it is about humanity. Humanity for the world, its nature and for each other. This transcends anthropocentrism; it is a natural approach.

# B-Corp

03

Yuma encourages its opcos to have a positive impact on the world around us. To anchor this ambition within our organization, we applaud Total Design's decision to become a B-Corp in 2021. What started with filling out a 150-question survey has now grown into a journey with results to be proud of. We hope to soon announce that Total Design is part of an ever-growing group of B-Corp companies. And we are convinced that our other companies will benefit from Total Design's experience, allowing them to follow their example.

Together, we can change the world for the better.



Total Design is a strategic creative company, with a progressive drive to create positive changes within themselves, their clients, and the world. It has always been in their DNA. Total Design has had various projects and structures in place to do things right, such as projects for charities, team sports, organizing input from employees, etc. However, these were isolated initiatives that were not all permanently embedded in the organization.

This realization came when they had to deliver a structured CSR plan for a tender in 2020. They then listed all the CSR initiatives and framed them. Almost effortlessly, they soon developed a long list of CSR activities, some already executed and others in development. The good news was that they were already doing or planning to do a lot, but no one knew about it—not their own employees, nor their clients. This was something to be proud of and really work on together! They decided it was time to tackle this in a structured manner.

This began with the decision to become a B-Corp. B-Corp stands for Benefit Corporations; a global movement of companies that excel in social and

environmental responsibility. There are about 8,250 certified B-Corps worldwide in 162 industries and 96 countries, nearly 400 of which are in the Benelux. Well-known B-Corps in the Netherlands and Belgium include Dopper, Triodos Bank, Tony's Chocolonely, Fairphone, Revive, Streetwize, DEPT, WeTransfer, and Auping. It's a positive community that Total Design was eager to join.

The desire to become a B-Corp stemmed from their intrinsic wish to be a 'do good company'. The B-Corp methodology helps to become that in a structured way. First, you complete the B-Corp impact assessment, a free evaluation consisting of 150 questions in 5 categories: governance, workers, community, the environment, and customers.

You can score a total of 200 points on the impact assessment. A minimum score of 80 is required to become a B-Corp. Patagonia has a total of 166 points, and the average score for companies taking the assessment for the first time is around 50. This was also the score at Total Design.



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 certified B-Corps  
 worldwide

The assessment is designed so you can directly identify improvements. It indicates which answers yield more points, allowing you to immediately derive improvements for all 150 questions, except, of course, where you have already achieved the maximum score. At Total Design, they then started working on all those improvements. This effort was led by Carmen van Diessen, who graduated on this topic, and Martijn Arts as the responsible director, estimating a workload of 0.3-0.5 FTE throughout this process. All matters are clearly documented and recorded in Confluence, making them accessible to everyone. They established five working groups (each consisting of 2-4 people) to involve employees and periodically presented the progress to everyone. This way, everyone became part of the ambition, the process, and the results.

Initiatives that were introduced during this journey include employee and customer satisfaction surveys, CO<sub>2</sub> compensation, office climate measurement and improvements, various policies such as a code of ethics, code of conduct, anti-corruption policies, a vitality program, updated supplier conditions, and more. Too many to list. Altogether, they now score 93.5

points on the B-Corp impact assessment, pending an audit. Let's hope this happens soon so they can officially call themselves a B-Corp!

“This process has brought us a lot. It's not only a structured way to be a ‘do good company’ but also serves as a platform to discuss this with colleagues and clients”

**Martijn Arts**

The ambition to become a B-Corp and the journey towards is something to be proud of. The B-Corp process is essentially aligning energy within your organization to move in the right direction together. More rationally, it's also an effective and efficient way to be a better and more streamlined company, better prepared for new regulations (such as CSRD), and better positioned in the market. In short: all important business aspects. Becoming a B-Corp is thus both good and wise, both progressive and commercial.

# Green Compu- 04 ting

# A need for Green Computing - Yuma

As the world shifts up another gear in its global drive for technological progress, the amount of power necessary to drive all systems seems to increase without letting down.

Getting used to the new benefits of the latest communication and IT systems, such as the energy-intensive processes behind neural networks, means that we can go a notch faster in meeting our goals for running and organizing things. But it also means that the amount of power needed by all the chips, processors and server racks involved in these complexes increases. And as we can see around us, we seem to be reaching limits in how much more our natural environment and our existing electrical networks can handle. More efficient data processing might mean more rapid results and thus having more efficient processes in business and society, but the externalities of (harmful) emissions and (outsized) power usage are easily left out of this equation. Plus, the paradigm of our linear economy in which we take, create, use and waste applies to the vast amounts

of computing components and electronics we've generated and wasted for so many years, too.

The negative consequences of a more highly developed technological global society haven't gone unnoticed, luckily. Many initiatives around the world are springing up to make us aware of the gloomy prospects of climate change and environmental destruction that could await us if we continue what we're doing. The world of IT is not exempt from blame: an estimated 5-9% of the world's total electricity use goes to powering our information (communication) technology systems<sup>1</sup>.



5-9%  
of the world's  
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information

<sup>1</sup> <https://www.enerdata.net/publications/executive-briefing/between-10-and-20-electricity-consumption-ict-sector-2030.html>



Data centers heat up more and more under the ever-increasing amounts of data processed on vast networks consisting of smaller and more complex chips and components. Blockchain technologies and current Large Language Model systems seem to gobble up massive amounts of energy to function at all. We benefit from the new possibilities they allow in secure transactions or generating and interpreting human language. But their negative consequences don't go unnoticed either. Technological advancement seems to go hand in hand with an increase in power consumption. And this puts strains on the energy grids, while also likely increasing emissions from electricity generation<sup>1</sup>.

Green Computing is a study towards these effects and aims for more environmentally sustainable practices in computing. The main goals in Green Computing are reducing the use of hazardous materials and maximizing energy efficiency. At the same time, the aim is to lower wasteful practices by increasing recyclability of components or ensuring biodegradability of defunct products and factory waste<sup>2</sup>.

Yuma, takes the goals of Green Computing very seriously. We strive to become recognized as the centre of excellence for Green Computing, attracting the best new projects, clients and staff that aspire to improve and achieve impact on this topic. To achieve that goal, we first will have to know exactly what Green Computing is, how we as Yuma are performing, and what we can improve ourselves. We will do this by putting theory into practice by scanning and calculating our own Green Computing score as well as a first set of clients. Based on this Yuma will be able to calculate the Total Green Computing Improvement Score (TGCIS) periodically, indicating the impact we have on our own IT as well as the score of our client's IT. In this way, Yuma can help set standards for the TGCIS by using PR, branding and marketing. Yuma aims to present the TGCIS at the International Green and Sustainable Computing (IGSC) Conference in 2025, a forum for presenting and discussing innovative research on a broad range of topics in the fields of sustainable and energy-efficient computing and computing for a more sustainable planet<sup>3</sup>.

It is Yuma's goal to become the number one player in Green Computing, by always striving for the best and most forward-thinking options for their clients and critically engaging with the communities around Green Computing. Because we humans have only one planet, we strive for a healthy balance with the ecosystem we're part of.

The only future for  
human computing  
is Green Computing.  
The Yuman way.

<sup>1</sup> <https://www.weforum.org/agenda/2024/05/data-growth-drives-ict-energy-innovation/>

<sup>2</sup> [https://en.wikipedia.org/wiki/Green\\_computing](https://en.wikipedia.org/wiki/Green_computing)

<sup>3</sup> <https://www.sigarch.org/call-contributions/the-14th-international-green-and-sustainable-computing-igsc-2023/>

# Diversity Equity & 05 Inclusion

We foster an inclusive, safe and collaborative environment for our employees, future employees, clients and all other humans.

One of the pillars of our ESG plans is Diversity, Equity and Inclusion (DEI). A theme that in this day and age every organization should want to be working on. Why? In the past decade, more and more studies highlight the positive impacts that DEI brings to society and the workplace.

DEI is essential for an organization's success as it cultivates a culture of respect and inclusivity, resulting in improved teamwork, elevated morale and productivity, superior decision-making, and increased profitability. Extensive research tells us that an organization where DEI is a top priority attracts more people and makes more profit. And on top of that, it's cool to be a nice person to others, also when they don't look or think like you.

At Yuma, humans are the center of our organization, and we want all our “Yumans” to feel welcome, appreciated and able to bloom.

No reason to not want a solid DEI plan right? Especially in the industry we are operating in: the Dutch and Belgium IT-sector is remarkably not diverse, especially not when talking about the male-female ratio. But also on other measurements, like race, religion, socioeconomic status and also neurodivergence, the IT-sector in the Benelux is not that diverse. It's an industry that is designed for only a small group of people. That's not to say to no one else is welcome, your chances of success are just smaller.

However, it doesn't have to be this way! A more diverse group of people can be successful in the IT industry. Take a look at one of our companies in Tunisia, Freedom of Dev: a dominantly non-white, non-Christian organization where 50% of the developers is female.

Our goal at Yuma is to be(come) an organization that celebrates the traits and characteristics that make people unique; gives fair treatment, access and advancement to each person; and creates an environment that makes people feel welcome, respected and valued. We are at the start of this journey and are still figuring out what exactly DEI means for us. We aim to be the best DEI organization that we can be, for our current employees, clients and other stakeholders, but also for the future humans of Yuma.



Take a look at one of our companies in Tunisia, Freedom of Dev: a dominantly non-white, non-Christian organization where

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Some people might be a bit wary of what's about to happen when 'suddenly' an organization wants to become more diverse.

“What does that mean for my position?”  
“Are the standards that I’m used to about to change?” “We are successful right now, why do we need to change things?”

Good news! You don’t have to worry at all. Instead of sharing your part of the pie with more people, the pie becomes bigger! Just because we want to invite more people to the party doesn’t mean that there is no space for you to be there, we just need to book a bigger table. And we want all of these party people to feel welcome, which is easily done by taking others into consideration and by taking care of each other.

In order to achieve this, we have an active DEI plan and to make real progress for diversity, equity and inclusion at Yuma. We must make changes that are

seen, felt, believed and trusted by individuals across the organization. Employee opinions are at the heart of achieving DEI goals and culture transformation. DEI progress is not about perfection but about improvement. It is an ongoing, moving, journey.

Want to know more about how we get started on our DEI journey? Feel free to contact me and ask all your questions! An open conversation is the best way to start learning and making progress.

Thanks for being part of this journey

# Zero Carbon

06

Yuma recognizes the potential influence of external factors such as European legislation and the crucial role ESG factors play in financial markets. However, we choose to focus primarily on our internal motivations.

Our starting point is rooted in internally driven aspirations to be an organization that prioritizes doing good and connecting with humanity. We harness innovative technology to improve lives and society. Our Zero Carbon Strategy, an embodiment of our commitment to sustainability, signifies our firm belief in people-centric transformations. Addressing climate change and integrating ethics into our operations is our way of making meaningful change, with achieving a zero-carbon footprint being a key component.

# How we want to achieve our ambitions

At Yuma, we strive to become energy neutral by 2030. We include our client partners and suppliers in this ambition. We will do this by focusing on three things:

01

Energy reduction as  
much as possible.

02

Switching to renewable  
energy wherever  
possible. This could even  
mean that we become  
CO<sub>2</sub> positive.

03

All CO<sub>2</sub> exhaust will be  
compensated.

Let's look at how we will reduce our energy consumption, switch to renewable energy, and compensate where needed. We have given some concrete examples from Yuma initiatives that are already in place or planned, but certainly more can be found at our Opcos.



## Focus Domain 1: Our Core Business



Managing our own business and consulting in a sustainable way at our clients, such as data centers, IT services, software, and data traffic, is a great way to make an impact.

### Reduce

Moving clients and our own data and services from on-premises to the cloud is a reduction by itself. Within each client, we aim to calculate the Total Green Computing Improvement Score (TGCIS) and discuss improvements.

### Green Energy

We aim to switch our operations to 100% renewable energy by 2026. We ensure that our data centers are models of energy efficiency. BPSOLUTIONS is certified. We ask all our partners and suppliers to sign our sustainability conditions, which include goals for green energy use.

### Compensate

We monitor our total CO<sub>2</sub> exhaust and aim to compensate all our own CO<sub>2</sub> by 2025. We will make agreements with our clients to do the same, offering to take care of that for them.

## Focus Domain 2:

# Mobility



Given the European Environment Agency (EEA) statistic that about 27% of total greenhouse gas emissions in the EU in 2018 were due to transport, with nearly 72% of these emissions coming from road traffic, Yuma acknowledges the need for greener mobility solutions. Transport is generally the second-largest source of greenhouse gas emissions, and approximately 60% of these emissions are from cars.

## Reduce

We have planned our geographical scope to 300km around Brussels so that we do not need to fly. We have a policy in place to reduce traveling by facilitating remote meetings, even though we also encourage meeting clients in person (the Yuma way). This is a fine balance.

## Green Energy

We have pledged to convert 50% of our vehicle fleet to electric or hybrid vehicles by 2028. We motivate staff to travel by train, with tickets between NL and BE reimbursed. TD and the XPLUS offices have a bicycle plan. We hope others will follow.

## Compensate

All airline tickets are compensated within Yuma. At TD, all CO<sub>2</sub> is compensated. The compensation is at Broughton Sanctuary, a client that carries out a huge rewilding project in the UK.

## Focus Domain 3:

# Housing



Aligned with International Energy Agency (IEA) data stating that nearly 40% of global CO<sub>2</sub> emissions come from energy consumption in buildings and construction activities, Yuma is actively working towards reducing this footprint.

## Reduce

We negotiate the best energy reduction and green energy labels for our offices. If needed, we move. At TD, the building has the highest BREEAM label. At XPLUS, the offices have a plan to become more sustainable.

## Green Energy

Based on our goal to switch our operations to 100% renewable energy, we strive to install on-site solar panels, obtain renewable energy from local providers, and ensure that our buildings are models of energy efficiency. Whenever a discount is asked by clients (and we need to comply), as an alternative, we offer to invest 5% of our annual budget in research and development of sustainable technologies and practices.

## Compensate

We will look for the best Yuma partner to compensate for the CO<sub>2</sub> emissions at our offices. It's not only important for a partner to plant trees but also to keep them alive to have a real impact with the compensation program.



# Commitment to a Sustainable Future

Yuma's Zero Carbon Strategy transcends being a mere objective; it embodies our commitment to fostering a prosperous and sustainable future. Our ambitions extend beyond achieving zero carbon emissions. We are equally dedicated to becoming a zero-waste office with a target of 0% waste-to-landfill by 2028. By doing so, we strive to be climate neutral as soon as possible, ensuring that we leave the earth in a better state than we found it.

0%  
waste-to-landfill  
by 2028

# Charity

07

Yuma aspires to be a ‘do good company’. To not only say it but also genuinely do it, we have designated our contribution to good causes (or charity) as a strategic priority. Walk the talk!

We have chosen a domain that is very close to us. As an entity responsible for digital transformation, we, the suppliers we work with, and the clients we serve, use a lot of energy. The IT sector as a whole urgently needs to work on its energy transition to use less and greener energy and to compensate for the gray energy still used. But this must be done in a way that is economically feasible and sustainable for ourselves, our clients, our suppliers, and partners.



The urgency is easy to explain. In 2009, Google calculated that an average Google search consumes 0.3 watt-hours (Wh) of energy. This translates to about 0.2 grams of carbon dioxide (CO<sub>2</sub>). A query to ChatGPT would consume ten times that amount of energy, namely 3 watt-hours (according to Utrecht University). Lancaster University calculated in 2023 that the IT sector is responsible for 2.1 to 3.9% of global emissions. For comparison: the global aviation sector is responsible for 2.5%.

Yuma wants to contribute to the much-needed energy transition in the sector. Our ambition goes beyond simply donating money to good initiatives in this area. Yuma wants to strategically embed this in all its processes, helping the energy transition and motivating Yuma itself, our suppliers and partners, and our clients to do even better.

By focusing on the three goals - **reducing, greening, and compensating** - in everything we do, we make our objectives explicit and can continuously work on them. In this regard, we do not see this as charity but as our core business.

However, what we can add as charity, we will do. In November 2024, we will motivate as many of our employees as possible to plant trees together with the organization Natuurkracht<sup>1</sup>. We offer all customers using AWS and Azure cloud services the Cloud Cleanup monitoring tool for free so that CO<sub>2</sub> emissions can be continuously monitored.

In the coming year, we will seek, develop, and partner with various initiatives and partnerships to reduce energy, use greener energy, and implement compensatory measures. We do this hands-on, just as we do with our projects. Preferably together with our clients, partners, and employees.

<sup>1</sup> <https://natuurkracht.org>

# Appendix

08

ESG 2023 Factsheet

# Company presentation

## General information

ESG Contact	Martijn Arts, Nils Lenstra, Pascal Laffineur
Type of Investment	Direct & majority shareholding (63.5%)
Data as of :	December 31st 2023
Main scope evolution :	In 2023 we reported for the first time on Yuma, the year 2022. The name Yuma was not invented. The Opcos involved were XPLUS and Luminis. BPSOLUTIONS was acquired December 2022 but not included in the report. In 2024, we now report on 2023. In that year the Yuma name and brand was invented. Total Design was acquired as fourth OpCo. We also acquired Mockus and merged within TD and we acquired Eleven and merged within Luminis. The report on 2023 that lies before you reports on the four Opcos: XPLUS, Luminis, BPSOLUTIONS and Total Design. Mockus and Eleven are not reported separately for they are merged in the formed Opcos.

## CSRD

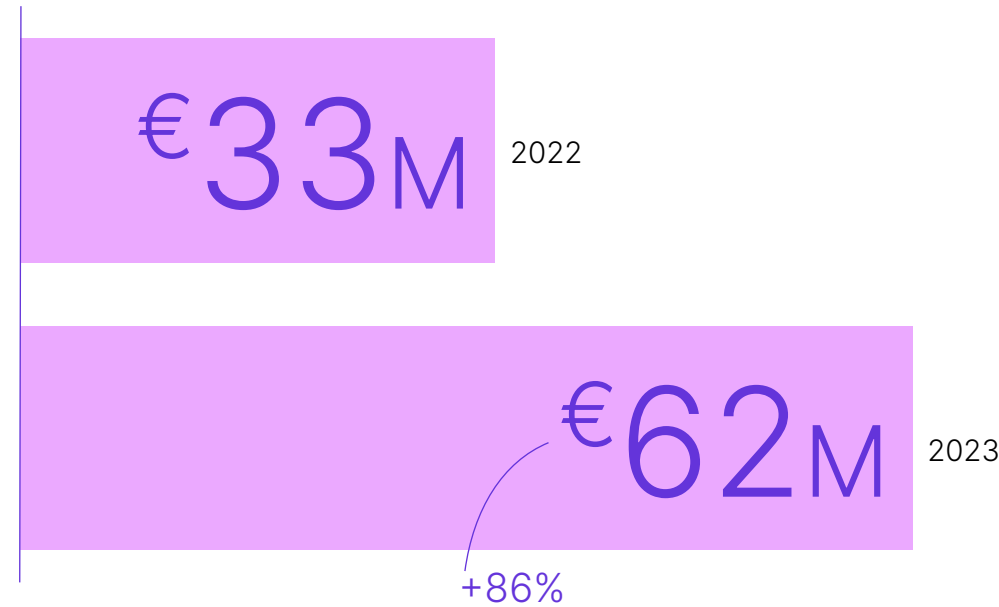
In scope :	Yes
First year of reporting:	2026 (on 2025 data)
Steps already taken:	Yuma has set up an ESG framework with five pillars, along with action plans and reporting. They plan to draft their first double-materiality assessment by 2024. Then, by 2025, they aim to produce a detailed ESG report compliant with CSRD regulation.

## Taxonomy

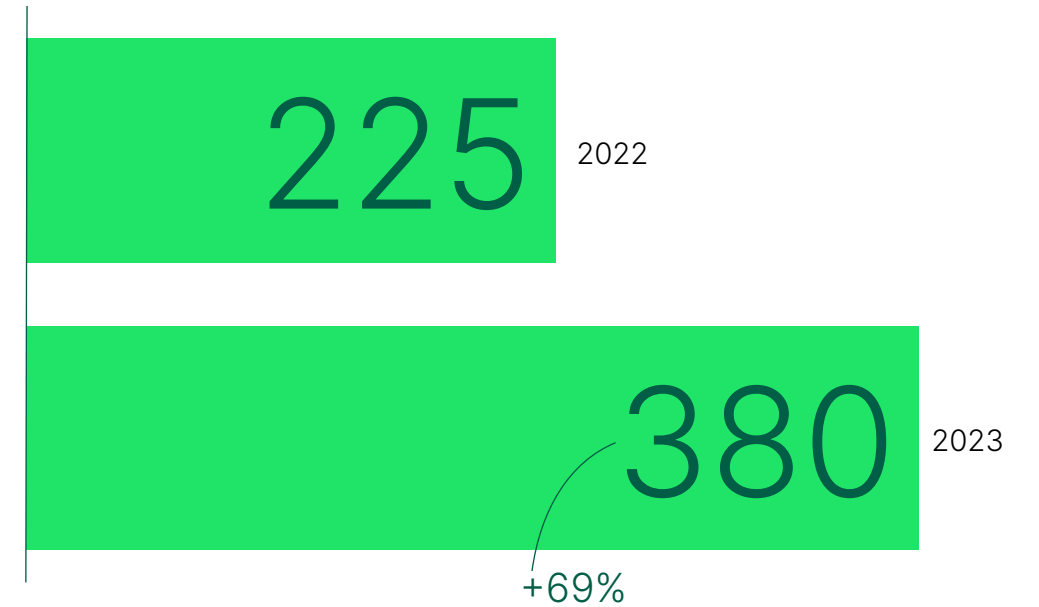
In scope :	Yes, as subject to CSRD
Steps already taken:	None
Cority's assessment:	Yuma provides consulting services, develops software engineering solutions, and offers data hosting capabilities.  The company could be eligible for Objective 1: 'Contributing to climate mitigation' and Objective 2 'Contributing to climate adaptation' as it works in the Data processing, hosting and related activities sector.

# Overview

## Revenue



## Total Employees



## Reporting Coverage

2022

100% of the group in 2022 (including Xplus (Luminis) and excluding BPSOLUTIONS and Total Design acquired after November 2022).

2023

100% (includes BPSOLUTIONS and Total Design, acquisitions in 2023 are included).

## Questionnaire completion rate



# Business activity

Yuma operates in Belgium, France, Luxembourg, and the Netherlands.

Founded in 2010, **XPLUS** provides expert advice in enterprise IT architecture – a crucial role to develop digital transformation blueprints. XPLUS differentiates itself through its thought leadership and extensive expertise in business and IT architecture, and its expanded offering which now includes programme and change management.

**Luminis** was founded in 2002. Luminis expanded with Eleven and OpServe in 2023. Luminis offers customers high-quality Cloud and Data solutions and has partnerships with Amazon Web Services (AWS) and Microsoft, among others. In addition, Luminis is the initiator and driving force of the IT training program Accelerate with Thales, Bosch and the Dutch Tax Authorities.

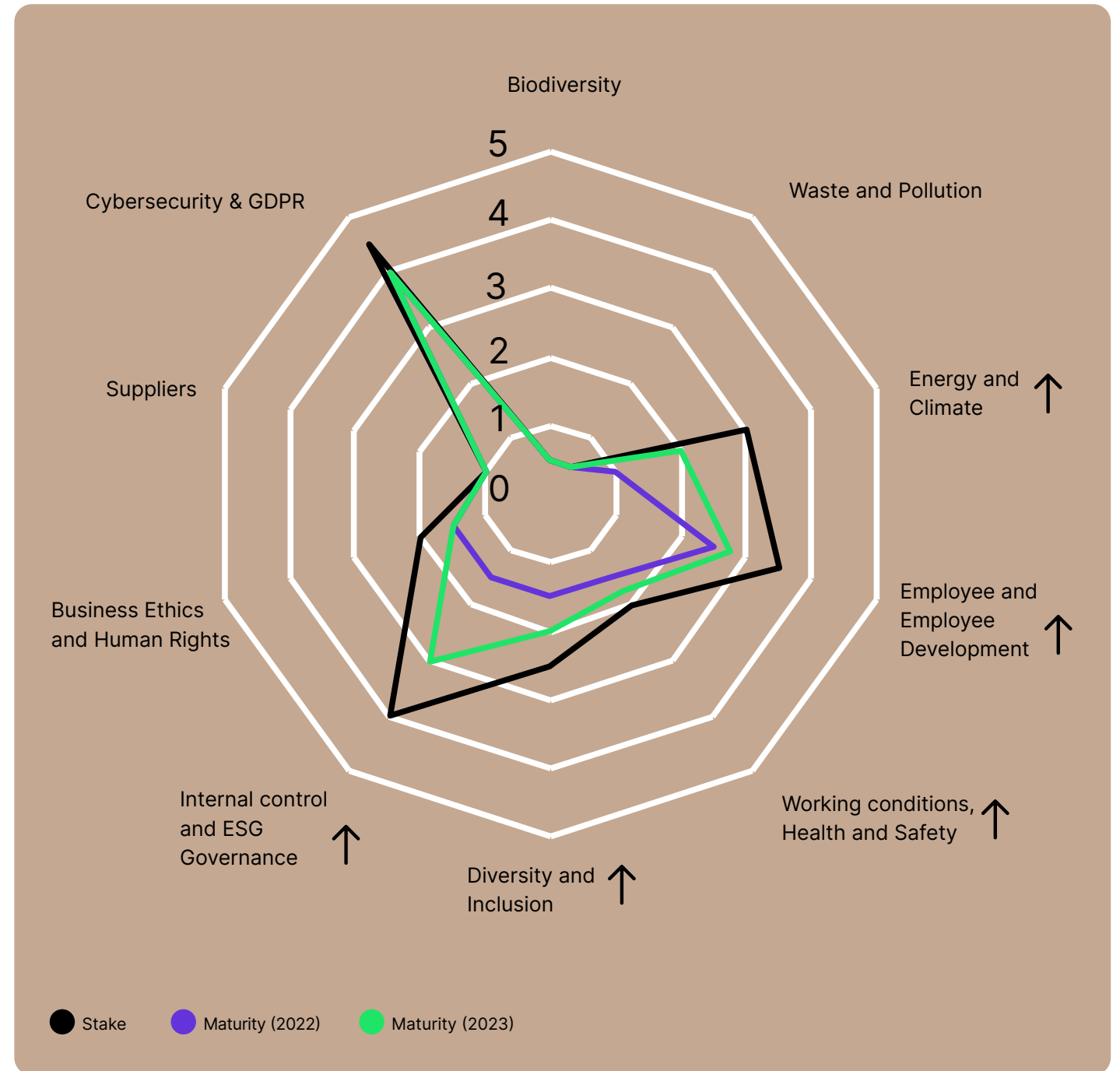
Established in 1963, **Total Design** is a multi-disciplinary, creative agency which combines technology, communication and branding to help brands develop their future. Since 2022, Cascade (corporate reporting) and Zuiderlicht (Maastricht based creative consultancy) joined the organization to expand expertise and help clients to discover their paths.

**BPSOLUTIONS** helps organizations to arrange their mission critical IT to make organization smarter and adaptable to the future. BPSOLUTIONS offers cloud and managed services and works with data analytics and AI. The company has DELL, IBM, SAP and Lenovo among its strategic partners in order to realize their mission.

# ESG Maturity Assessment

See also “ESG Maturity Assessment” on page 51

The ESG Maturity Assessment provides a comprehensive evaluation of Yuma’s environmental, social, and governance performance. This assessment includes a detailed analysis of selected key areas such as internal control and ESG governance, Energy and Climate, Cybersecurity, GDPR & Business Ethics, Employee and employee development and Diversity and Inclusion, drawn from a broader list of potential focus areas. By measuring the company’s current practices and future plans, the assessment highlights strengths and areas for improvement, offering a roadmap for sustainable growth and compliance with emerging regulations.





### Positive impact of the company's products and services

Yuma's direction follows the motto of "Digital yet human". The company aims to harmonize humanity and technology when providing expert advice in enterprise IT architecture, and high-quality solutions in the field of Cloud and Data.

Yuma is carrying out digital transformations in a way that benefits various companies achieve their ideas. By providing IT solutions for industries, Yuma contributes to Sustainable Development Goals #9, "Industry, Innovation and Infrastructure".

#### KPIs:

- % of annual budget in research and development of sustainable technologies and practices. – To be reported in 2025.
- Total Green Computing Improvement Score – To be reported in 2024.

### Maturity Assessment by ESG Stake

## 1. Internal Control and ESG Governance

#### Contextualization of ESG Stake:

Consequent M&A operations, during 2022 and 2023, expanded the presence of the group at the Benelux and French market, requiring additional control and governance on ESG to harmonize the processes across the group.

#### Main Best Practices:

- In 2023, Yuma developed an internal CSR Policy. Moreover, at every operating company there is a dedicated person designated for CSR: they constitute the ESG/CSR team of Yuma, together with Martijn (board member and responsible for ESG on Yuma level) and Pascal (CEO of Yuma). The team is responsible for implementing the five pillars outlined in Yuma's ESG strategy and reporting.
  - Yuma's internal ESG strategy pillars: Green Computing, Diversity, Inclusion & Equity, B-Corp Certification, Charity and Zero Carbon initiatives.
- BPSOLUTIONS is ISO14001 certified in 2024, and Total Design will be ISO9001 certified in 2025.

#### Main Actions planned to be implemented:

- Total Design is currently at the auditing stage of the B-Corp Certification which should be finalized in 2024. This will enable Yuma to share the most effective ESG practices utilized throughout the certification journey with other subsidiaries.

- Communicate the ESG progress, by July 2024, to employees and other stakeholders – in the form recommended by the aforementioned ESG-responsible committee (e.g. by creating a dedicated sustainability section/page on the website, etc.).
- Implement the ESG strategy which is planned for 2024.
- Extend Total Design's Code of Conduct to all other subsidiaries in 2024.

## 2. Energy and Climate

#### Contextualization of ESG Stake:

Offices and data centers' energy consumption, the usage of diesel and gasoline cars, as well as the overall sectoral trend on climate neutrality makes carbon footprint important pillar of Yuma's ESG performance.

#### Main Best Practices:

- Luminis and XPLUS implemented a lease car policy for electric and hybrid vehicles, and a ticket reimbursement mechanism for public transport.
- At Luminis, 50% of energy supplied at the offices is either wind or solar.
- 2023 developments for BPSOLUTIONS:
  - The company performed a carbon audit in 2023 and became ISO 14001 certified (Environmental Management System).
  - **Initiatives:**
    - Promoting awareness and education regarding fuel consumption and the principles of economical driving practices. Advocated the adoption of greener routes and encouraged for electric driving options. This communication was conducted through internal channels (e.g. newsletter).
    - Actively engaging employees in the pursuit of the company's environmental objectives.
    - Implementing effective waste management strategies, including the segregation of waste streams. This is executed through the facility manager of Secoya.
    - Eco-design approaches of the company include ESG server settings and using ISO14001 qualified data-centers.
    - BPSOLUTIONS has chosen Digital Realty as their strategic datacenter partner due to Digital Realty's commitment to sustainability. Digital Realty prioritizes renewable energy in the regions where their data centers operate and aims for climate neutrality in their EU data centers by 2030. They also configure servers according to sustainability guidelines from software vendors.

- 2023 developments for Total Design:
  - Formalization of a sustainability policy on waste, energy, raw materials, and suppliers.
  - The company performed a carbon audit in 2023.
  - **Initiatives:**
    - Implementation of measures to reduce energy consumption and/or increase the utilization of renewable energy sources, reduce GHG emissions, strategies to reduce water consumption effectively and enhance waste reduction and recycling efforts.
    - Integration of eco-design principles into the development of products and services to minimize environmental impact.
    - Adopting green IT practices to minimize the environmental footprint of technology operations.
- 2023 developments for XPLUS:
  - The 2024 car policy mandates for the transition to a fully electric car fleet.
  - Implemented sustainable initiatives at the Officenter co-working facilities, including the installation of solar panels and the development of plans to promote biking as a commuting option.

#### Main Actions planned to be implemented:

- Develop a first environmental policy that will include ambitions, and where possible commitments, on energy-efficiency and full electric car fleet, as well as reduction of GHG emissions.
- Initiate communication with essential subcontractors (by defining a materiality threshold) to acquire their individual carbon footprint calculations. Upon receiving the data, evaluate methods to incorporate it into Yuma's own carbon footprint assessment.
- Yuma plans to switch its operations to 100% renewable energy before 2026. This involves installing on-site solar panels, obtaining renewable energy from local providers, and ensuring that their buildings and data centres are energy-efficient models.
- Yuma intends to convert 50% of the vehicle fleet to electric or hybrid vehicles before 2028. The company is also working towards implementing a monitoring mechanism to track the types of mobility used and the distance travelled during commuting.
- As part of the Zero Carbon strategy, Yuma aims to achieve 0% waste-to-landfill status in the offices before 2028 through recycling programmes, partnerships and incentives. The company will also invest 5% of its annual budget in research and development of sustainable technologies and practices. These data points will start being reported from 2025 onwards.
- Starting in 2024, Yuma will start scanning and calculating the Green Computing score of the entire client's IT infrastructure. Based on this Yuma proposes a value-based contract, or addendum to contract, including Green Computing targets.

### 3. Cybersecurity, GDPR & Business Ethics

#### Contextualization of ESG Stake:

Data protection and cybersecurity are cornerstone of XPLUS (Luminis) business model and requires the highest level of attention and ambition, especially for the clients in healthcare and education sector.

#### Main Best Practices:

- ISO 27001 certification on information security and an information system security policy is in place at Luminis Technologies. BPSOLUTIONS is also ISO27001 and NEN7510 certified.
- Luminis appointed data protection officer that is supervising information- and cyber-security procedures for the company.
- Data breach reporting process has been implemented.
- Registration system for both the current and potential employees are implemented at Luminis.
- Cybersecurity mentioned as one of the topics of post-merger integration plan (PMI) with certain action points mandatory for harmonization of processes at a group level, such as getting ISO 27001 certified.
- In 2023, part of the IT team is dedicated to data protection.

#### Main Actions planned to be implemented:

- By the end of 2024, Yuma will have a dedicated cell focused on cybersecurity and data protection. They will work for external clients and support internal processes. This will progress on harmonizing ISO 27001 certification, and other major GDPR and cybersecurity-related actions for all the portfolio companies of the group.

### 4. Employee and employee development

#### Contextualization of ESG Stake:

Talent management, recruitment and development is a major ESG trend in the IT and consulting industry given the lack of available and skilled engineers on the market. Mental health risks due to workload and pressure can drive the employee turnover rate.

#### Main Best Practices:

- All Yuma companies perform employee satisfaction surveys every year to assess what can be improved. On top of that, once a year, eNPS is performed at Yuma level. At XPLUS, the survey is also extended to subcontractors.
  - Total Design, starting in 2024, will perform employee satisfaction surveys twice a year. The results will be discussed in a continuous employee working group, and the

- conclusions and suggestions will be communicated in the bi-weekly Total Design plenary meeting, and in the bi-weekly newsletter.
- Regular industry trainings are organized to make sure that the people are up to date with the latest technology solutions.
- On health and safety, Yuma's companies conduct audits on safe workplace environment (ARBO) and ensure safety measures.
  - At Luminis, they have a risk assessment and evaluation (RI&E) in place and internal training program, with topics ranging from technical skills to also personal "soft skills".
  - At Total Design, they implemented Emergency Response Officers.
  - XPLUS has a training policy which covers onboarding training, academy calendar, learning sessions, and AMS reduction.
- Regarding employer-brand activities:
  - Luminis' employees receive a monthly reimbursement for sports/relaxation activities and for home office expenses.
  - Total Design's initiatives and events are published on social media and shared via email. They have implemented a working group for vitality to promote an active lifestyle. Along with that, they also have a social committee that organizes events and shares B-day posts.
  - XPLUS provides each employee with personal coaches, personalized training budgets, access to Antwerp Management School, the XPLUS Academy, and community events.

#### Main Actions planned to be implemented:

- Before the end of 2024, Yuma will have a trial class that follows an integral Acceleration plan to test and try the implementation of their training policy at a group level .
- Develop a policy aimed at fostering the continuous development and enhancement of employees, accompanied by regular progress reporting.

## 5. Diversity and Inclusion

#### Contextualization of ESG Stake:

Historical dominance of male engineer employers requires extra attention in diversity and inclusion initiatives (e.g., Women in Tech).

#### Main Best Practices:

- Working group organized by the Head of Marketing and supervises the following initiatives:
  - Participation in local initiatives.
    - Luminis is involved in "Women's Inc", an initiative that aims at making the tech industry in the Netherlands more diverse.
  - Dedicated outreach to universities to attract more female applicants.

- Regarding policies and charters, BPSOLUTIONS and Total Design have a clear statement reaffirming the company's commitment to anti-discrimination and equal opportunities. It prohibits discrimination based on protected characteristic and ensures the implementation of diversity and inclusion initiatives to foster a welcoming and respectful work environment. In case of incidents of discrimination and harassment, there are mechanisms in place to address and report these incidents.
- Luminis has a Diversity and Inclusion committee in place which discusses relevant DEI topics and advises the Management Team. One MT member is in the committee. The committee strategic goals are:
  - Implement unconscious bias trainings across all company.
  - Draft and publish a DEI statement with specific recruitment goals.
  - Open discussions on sensitive topics such as: menstrual leave, menopause, transgender leave; to improve working conditions.
  - Foster an active involvement in initiatives like "Women's Inc".
  - Raise awareness and educate colleagues through internal newsletters, posts on social media on various occasions, like Ada Lovelace Day and International Woman's Day.
  - Actively stimulate colleagues to invite more diverse guests (speakers) at events.

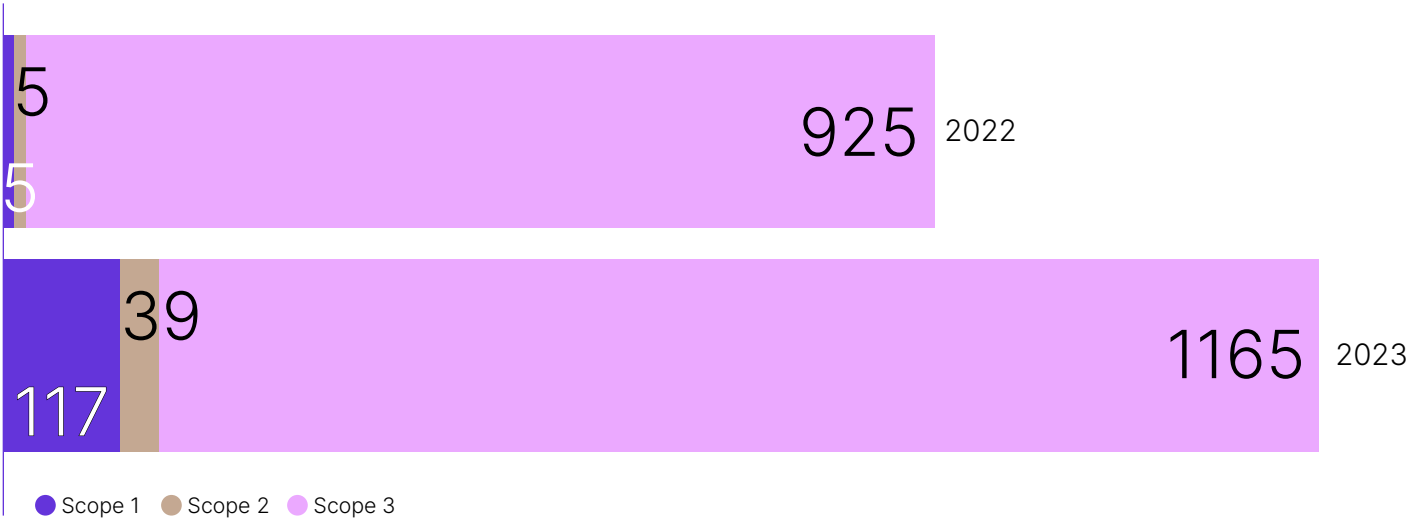
#### Main Actions planned to be implemented:

- Develop a first diversity policy for internal use in 2024, with the ambition to make it public in the future as part of the recruitment process. This can include formal diversity and inclusion commitments and the signing of a sectoral diversity charter such as "Women in Tech", etc.
- Propose to female and/or male employees to participate to sectoral networks and initiatives.
- Yuma plans on conducting benchmarks and baseline measurements, revealing key areas for prioritization. Following this assessment phase, the next step is to develop a dynamic dashboard featuring Diversity, Equity, and Inclusion (DEI) metrics. Simultaneously, fostering awareness through targeted training initiatives and effective communication strategies will be pivotal in driving meaningful progress.
- Continue the research on inclusive workplace development.

# Carbon Footprint Assessment<sup>1</sup>

See also “Carbon Footprint Methodology” on page 52

## Scope breakdown (TCO<sub>2</sub>eq)



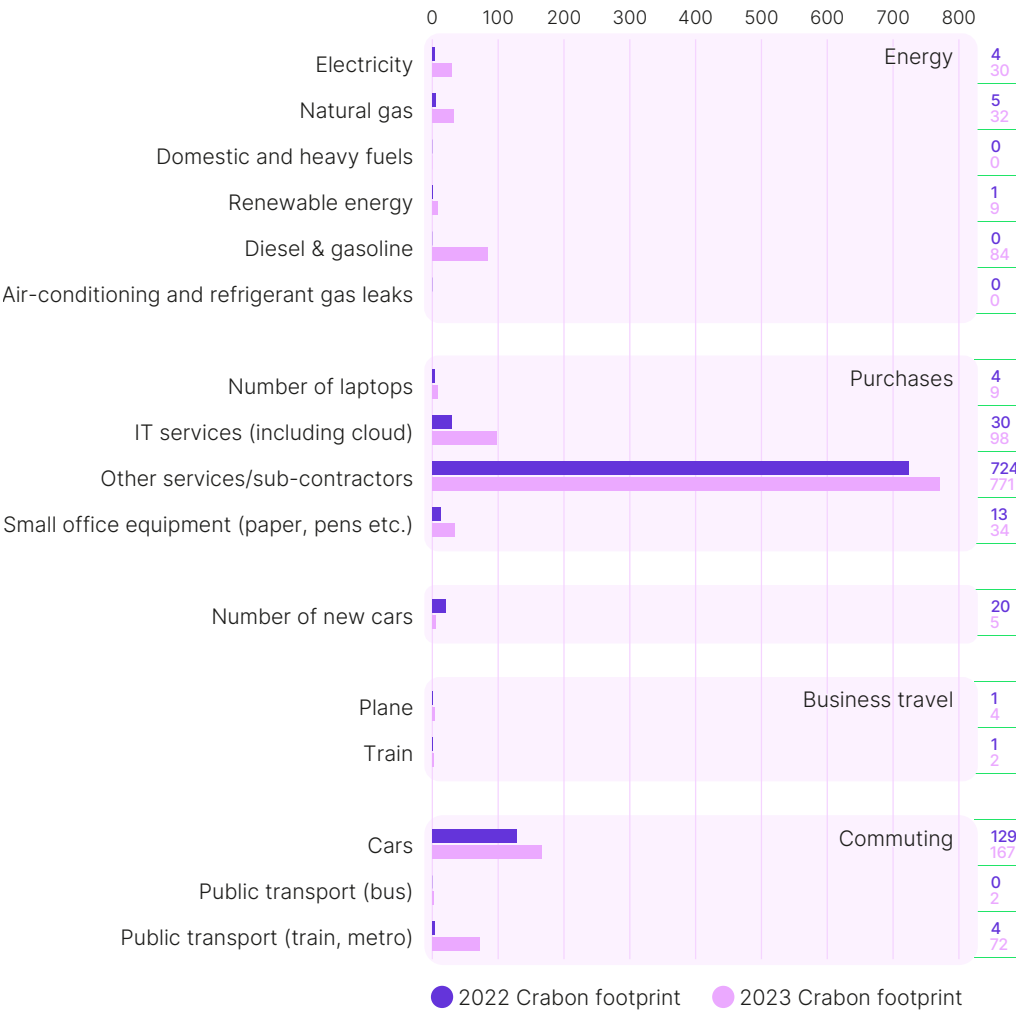
## Scope breakdown (TCO<sub>2</sub>eq)

Ratios	2022	2023	Benchmark
Carbon intensity per revenue (TCO <sub>2</sub> eq/M€)	28.09	21.30	72 <sup>2</sup>
Carbon intensity per employee (TCO <sub>2</sub> eq/FTE)	6.92	5.62	–

<sup>1</sup> The 2022 data has been updated when either 2022 activity data provided by the company and/or emission factors from international databases have been updated.

<sup>2</sup> Sectoral benchmark: Software companies in the Netherlands. Source: Carnegie Mellon University Green Design Institute. (2019) Economic Input-Output Life Cycle Assessment (EIO-LCA) US 2007 (388 sectors) Producer model.

### Yuma - 2023 Carbon Footprint (TCO<sub>2</sub>eq) Breakdown by emissions source



#### Evolutions in 2023:

- The 2023 GHG emissions increased in absolute value (+284%). This value cannot be effectively compared in relative terms unless it is contextualized against the intensities, given the size of the acquisitions performed. However, the surge in GHG emissions stems mainly from the expenses increase for subcontractors and other purchases, which has surpassed revenue growth in percentage terms.
- The majority of the GHG emissions for Yuma come from purchases: other services/sub-contractors represent 84% of the total, while IT services (including cloud) account for 3%. Car commuting is also among the main emission categories, accounting for 5% of the total.
- It is important to note that Yuma's companies have already implemented mechanisms such as policies and incentives to drive the Carbon Footprint reduction, as part of their Zero Carbon strategy.

#### Areas of improvements for 2024:

Kindly refer to the paragraphs "Energy & Climate" of section "ESG Maturity Assessment" for more information on Yuma's best practices and areas of improvement.

# ESG data tables

## Governance

Indicators	Unit	2022 ESG reporting	2023 ESG reporting	ΔN-1 Value	Data Explanation
Independent members	%	0.00	0.00		
Members of the board of directors/supervisory board - Women	%	0.00	0.00		
First operational governance body - Women	%	20.00	14.29	-29%	
Board Committees	MCQ	No	No	Different	
Code of ethics / Code of conduct	MCQ	There is no formalized code of conduct/ ethical code	There is no formalized code of conduct/ ethical code	Identical	
Ethical litigations	Yes/No	No	No	Identical	
Global Compact Compliance mechanisms	Yes/No	No	No	Identical	
Global Compact Violations	Yes/No	No	No	Identical	
Sustainability policy	MCQ	None of the above	Yes, we have an internal CSR policy (not public)	Different	
Sustainability governance	MCQ	Yes, a CSR manager; Yes, a CSR team	Yes, a CSR committee; Yes, a CSR team	Different	
Cybersecurity breaches	Number	Not available	0.00		

## Environment

Indicators	Unit	2022 ESG reporting	2023 ESG reporting	ΔN-1 Value	Data Explanation
Environmental policy	MCQ	100% No	50% Yes, on waste; 25% Yes, on water; 50% Yes, on energy; 25% Yes, on raw materials; 50% Yes, on suppliers; 25% Yes, other (please detail in comments); 50% No	Different	Other: ISO 14001 Certified - Environmental Management System
Total - Energy consumption	kWh	92,997.07	532,682.00	473%	Total design has offices (high overhead); BPSOLUTIONS (hosting servers and offices)
Share of non-renewable energy consumed	%	62.10	42.40	-32%	Increase in renewable energy consumption; all energy is purchased
Share of non renewable energy produced	%	0.00	0.00		
Hazardous waste	Ton	0.00	0.01		
Non-Hazardous waste	Ton	0.00	0.00		
Emissions to water	Ton	0.00	0.00		
Climate Change - Risk Exposure Assessment	MCQ	No	No	Identical	
Activity impacting biodiversity	Yes/No	0% Yes; 100% No	0% Yes; 100% No	Identical	
Environmental litigations	Euros	0.00	0.00		
GHG emissions - Total Scope 1	TCO2eq	5.16	116.76	2163%	
GHG emissions - Total Scope 2	TCO2eq	4.86	38.82	699%	
GHG emissions - Total Scope 3	TCO2eq	925.41	1,165.27	26%	
GHG emissions - Total	TCO2eq	935.44	1,320.84	41%	
Total carbon emissions intensity	TCO2eq/m€	28.09	21.30	-24%	
Total carbon emissions intensity based on FTE	TCO2eq/FTE	6.92	5.62	-19%	



## Social

Indicators	Unit	2022 ESG reporting	2023 ESG reporting	ΔN-1 Value	Data Explanation
Physical headcount - Total employees	Integer	225	380	69%	Includes the freelancers
Physical headcount - External growth	Integer	0.00	29.00		
Share of women	%	10.67	15.00	41%	
Share of permanent contracts	%	59.56	56.05	-5.9%	
Net job creation	Integer	7.00	-3.00	-143%	
Turnover - calculated	%	19.33	25.13	30%	Evolution linked to the integration post-acquisition
Absenteeism rate	Integer	11.82	11.04	-7%	
Frequency rate of accidents with lost days (LTIFR)	Integer	0.00	0.00		
Severity rate	Integer	0.00	0.00		
Share of employees trained	%	36.44	24.47	-33%	
Unadjusted gender pay gap	%	29.27	25.82	-12%	
Profit-sharing system	Yes/No	100% Yes; 0% No	67% Yes; 33% No	Different	
Share of shareholder employees	%	0.00	0.53		
Philanthropy	Euros	0.00	80,600.00		

Suppliers

Indicators	Unit	2022 ESG reporting	2023 ESG reporting	ΔN-1 Value	Data Explanation
Responsible purchasing charter	MCQ	100% No	50% Yes, a supplier code of conduct addressed to suppliers; 50% No	Different	Total Design and BPSOLUTIONS have a Supplier Code of Conduct
Share of suppliers in Human rights risk areas	%	0.00	0.00		
Share of suppliers in Corruption risk areas	%	0.00	0.00		

# Progress against the ESG Action Plan

Overall, Yuma was able to make some progress on its 2023 action plan:

- In 2023, Yuma created the ESG committee which includes representation of every subsidiary, and an ESG framework with five pillars. This reporting year, Yuma disclosed new data points allowing for a more comprehensive carbon footprint.
- Yuma has implemented employee surveys in every subsidiary.
- In 2024, Yuma's strategic focus should center on advancing the action plan, particularly by prioritizing the following initiatives: sharing best practices among subsidiaries, crafting a sustainability policy, enhancing communication regarding progress on environmental, social, and governance (ESG) fronts, prioritizing Cybersecurity and GDPR compliance, and fostering diversity and inclusion initiatives. These areas have been identified as high-priority objectives, some of which were deferred from the previous year.
- As a priority for 2024, Yuma will focus on finalizing the process of B-Corp certification for Total Design in order to use it as a best practice for the other subsidiaries. The company will also work on ESG communication with stakeholders and investigate the possibility to use renewable electricity supply across the group.

## Governance

Stake	Possible course of action	Scope	KPI for monitoring	Target	Deadline	Priority	Progress
Internal control and ESG Governance	Finalize the process of B-Corp certification	Total Design	The process is finalized: Yes/No B-Corp certification is obtained: Yes/No	Yes Yes	2023 2024	1 2 3	In progress
	Share best ESG practices implemented on the way to the B-Corp certification with other subsidiaries	Yuma	Best practices identified and shared: Yes/No	Yes	2023 2024	1 2 3	Not started Plan to have the certification in place by September 2024. By the end of the year all Opcos should have been visited to share the best practices and align initiatives.
	Investigate whether and how this could be used in other subsidiaries		Use-cases for other subsidiaries found: Yes/No	Yes	2023 2024		
	Creation of ESG-responsible committee which reports at least once annually directly to board of directors	Yuma	ESG committee created: Yes/No	Yes	2023	1 2 3	Completed
	Presence of role of ESG lead in every subsidiary	Yuma	ESG lead is present in every subsidiary: Yes/No	Yes	2023	1 2 3	Completed
	Developing a first sustainability policy for internal use, with the ambition to make it public in the future	Yuma	Internal sustainability policy created: Yes/No	Yes	2024		Not started
	Such policy is to include measurable sustainability goals and must come with reporting on their progress		Measurable sustainability goals are included: Yes/No	Yes	2024	1 2 3	
			Progress on the goals is monitored: Yes/No	Yes	2024		

## Governance

Stake	Possible course of action	Scope	KPI for monitoring	Target	Deadline	Priority	Progress
Internal control and ESG Governance	Communicate on ESG progress to employees and other stakeholders (e.g., by creating a dedicated sustainability section/page on the website with main objectives, targets, and actions)	Yuma				<div><div>1</div><div>2</div><div>3</div></div>	<b>Not started</b> (to initiate communication in 2024 programmatically in newsletters and business updates (in events))
	Link executive management compensation to sustainability goals set in the policy	Yuma				<div><div>1</div><div>2</div><div>3</div></div>	Not started
Cybersecurity & GDPR			Gap analysis carried out: Yes/No	Yes	2023 2024		
	Carry out gap analysis between major IT and cybersecurity practices among subsidiaries to identify best practices		Best practices identified: Yes/No	Yes	2023 2024		
	Replicate the best practices(including relevant ISO certifications*) across the subsidiaries to harmonize IT risk management system at group level	Yuma	Sharing of best practices is in progress: Yes/No	Yes	2024	<div><div>1</div><div>2</div><div>3</div></div>	<b>In progress</b> (start of the gap analysis in Q3/Q4 2024)
	Monitor the implementation of the best practices with semi-annual board updates on the progress		Harmonization of cybersecurity practices monitored: Yes/No	Yes	2024		
			Harmonization of cybersecurity practices completed: Yes/No	Yes	2024		
Business ethics and human rights	Train all employees on business and technology ethics**	Yuma	Share of employees trained	100%	2024	<div><div>1</div><div>2</div><div>3</div></div>	<b>In progress</b>

## Environment

Stake	Possible course of action	Scope	KPI for monitoring	Target	Deadline	Priority	Progress
Energy and climate	Actively investigate how to use renewable electricity supply across the group  Create a working group to monitor the energy use	Yuma	Renewable electricity supply research conducted: Yes/No	Yes	2023		
			The working group created: Yes/No	Yes	2024	1 2 3	In progress
			Share of renewable electricity in the energy mix	(30% 50%)	(2023, 2025)		
	Integrate existing and new acquisitions in the carbon footprint as a part of the next reporting campaigns with M80 and Reporting 21  Create a carbon reduction plan based on the results of the carbon footprint assessment  Monitor and refine the reduction targets yearly	Yuma	Acquisitions integrated into carbon footprint: Yes/No	Yes	2023		
			Carbon reduction plan in place: Yes/No	Yes	2024	1 2 3	In progress
			Reduction targets monitored and refined yearly: Yes/No	Yes	2024		
	Integrate GHG emissions from the vehicles used by the payroll employees as a part of the next reporting campaigns with M80 and Reporting 21	Yuma	Monitoring in place: Yes/No		2023		
			The carbon footprint calculation is integrated: Yes/No	Yes Yes	2023	1 2 3	Completed
	Develop a first environmental policy that will include ambitions, and where possible commitments, on energy-efficiency, including incentives for employees to promote green mobility	Yuma	Environmental policy formalized: Yes/No	Yes	2023		
			Ambitions and commitments on energy efficiency included: Yes/No	Yes	2023	1 2 3	Ongoing (Development of the 5 pillars in 2023, and the plan for 2024)
			Green mobility incentives: Yes/No	Yes	2024		

## Social

Stake	Possible course of action	Scope	KPI for monitoring	Target	Deadline	Priority	Progress
Employee retention & recruitment	Roll out quarterly measurement and annual in-depth review of the employee satisfaction survey implemented at Luminis to the whole group	Yuma	Employee satisfaction survey in place: Yes/No	Yes	2023	<div><div>1</div><div>2</div><div>3</div></div>	Completed
	Identify main areas of improvement based on outcome of the survey		Main areas of improvement identified	Yes	2024		
		Develop a unified employee engagement brand strategy to streamline internal and external communication regarding subsidiaries' actions on employee well-being	Yuma	Employee engagement brand strategy in place: Yes/No	Yes	2024 2025	<div><div>1</div><div>2</div><div>3</div></div>
Diversity and Inclusion	Develop a first diversity policy for internal use, with the ambition to make it public in the future as part of the recruitment process	Yuma	Internal diversity policy in place: Yes/No	Yes	2024	<div><div>1</div><div>2</div><div>3</div></div>	Not started
			The diversity policy publicly available: Yes/No	Yes	2026		
	Include in the policy formal diversity and inclusion commitments		Formal diversity and inclusion commitments included: Yes/No	Yes	2026		
	Participate in sectoral diversity initiatives such as “Women in Tech”		Participation in sector diversity initiatives: Yes/No	Yes	2026		
	Monitor share of women in applications for jobs, in interviews for jobs, and by departments and position levels of the company	Yuma	Monitoring of share of women in recruitment: Yes/No	Yes	2023 2024	<div><div>1</div><div>2</div><div>3</div></div>	Not started (No progress in 2023 but part of the priorities for 2024 as it is a 5 pillar of the ESG Plan at Yuma)
	Investigate whether and how to monitor other specific groups	Monitoring of share of women by departments and position: Yes/No	Yes	2023 2024			
		Incentivize employees to participate in sectoral networks and initiatives	Yuma	Education and communication on sectoral networks and initiatives in place: Yes/No	Yes	2024	<div><div>1</div><div>2</div><div>3</div></div>



# ESG Maturity Assessment

The collected data allowed SIRSA to determine the company stakes and maturity levels in the following 10 areas. For each area evaluated, the stake and maturity levels are rated out of 5.

## 1 Evaluation of the ESG stake

0 = no stake: 5 = significant stake

The stake is rated in relation to the size of the company, its sector of activity, the countries in which it operates, the data reported, and to a lesser extent, in relation to the other companies in the portfolio.

## 2 Evaluation of the maturity

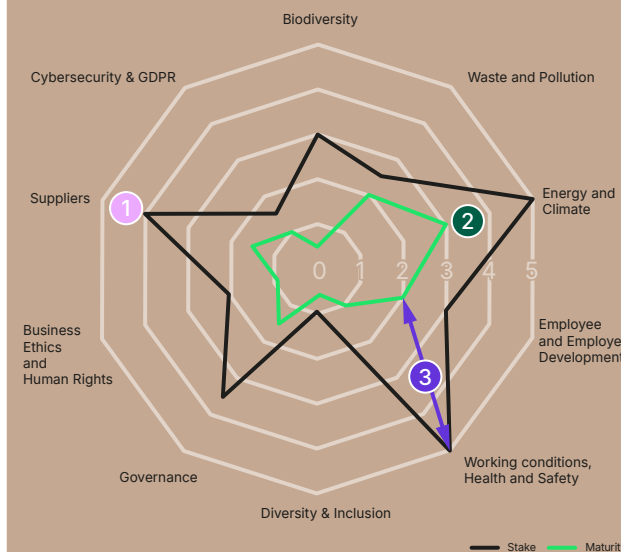
It is rated in relation to the stake level and the following elements:

- Is the company a flare of the stake?
- Does the company have policies in place to deal with this stake?
- Does the company track quantitative data on this stake?
- Are the results satisfying (in absolute value, in intensity, compared to the benchmark, and in evolution over time)?
- Has the company done everything in its power to respond to the stake, and is there no potential room for improvement?

## 3 Evaluation of the residual ESG risk

The more important the gap between the stake level and the maturity level, the higher the ESG risk is.

## Level of ESG Stakes and Maturity



There are 3 levels of residual risk:

- Major ESG risks not addressed
- ESG stakes are partially addressed
- ESG stakes are being addressed

## Methodological limits

- The graph above is designed for presenting a synthetic picture of the company's most salient ESG footprint and stakes. This synthetic representation is only an aid allowing to visualize the company's ESG stakes in its sector and market, and should be supported by the quantitative and qualitative elements from the following pages.
- The ESG analysis is carried out on the basis of the quantitative and qualitative data provided by the company on Reporting 21 and information collected during a telephone interview with the management. SIRSA's point of view (and therefore the representation of the ESG stakes) may be rendered incomplete or biased due to partial erroneous or unavailable information.
- By definition, this graphical summary contains analysis methodological biases.
- In order to provide materiality in the portfolio level analysis, the analysis results of each portfolio company are also harmonized and made consistent with those of the other companies in the portfolio.

# Carbon Footprint Methodology

## The tool

The Carbon Footprint is a **method for evaluating** GHG emissions produced by human activities. Its objective is to identify the **main sources of greenhouse gas** in order to **implement a reduction strategy** and manage an effective action plan.

## The methodology

SIRSA's consultants are trained in the Carbon Footprint methodology by the "Bilan Carbone" Association (a reference organization in France, depending on ADEME, the French public agency for the environment and energy management. The emission factors are mainly taken from the ADEME's Database ("Base Carbone").

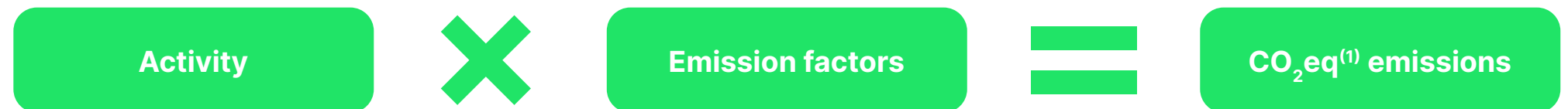
## Scopes 1 & 2

Data points for scopes 1 (direct emissions) and 2 (indirect emissions associated with the consumption of electricity, cold and heat networks) are common to all M80 Partners portfolio companies.

## Scope 3

To calculate total GHG emissions on Scope 3, it is necessary to collect a considerable number of data points, potentially several hundred. In a logic of rationalization, and because the result of a carbon footprint is generally not exempt from the Pareto Principle (20% of data points represent 80% of the carbon footprint), Sirsa identified for the portfolio company the most significant data points for the calculation of Scope 3

## The principle



(1) CO<sub>2</sub> eq = CO<sub>2</sub> equivalent: Unit of measurement that converts all Greenhouse gas into CO<sub>2</sub>-equivalent

