



Linedata



**DECLARATION
OF EXTRA-FINANCIAL
PERFORMANCE 2023**

LINEDATA, AN INTERNATIONAL COMPANY ON A HUMAN SCALE



1254*

Employees worldwide



22

Offices worldwide



183,3

Sales 2023
in millions of Euros (+6.1% vs 2022)



3,4

**Tonnes CO2 /
employee**

6

**Labs
innovations**



34%

**of women
in the
Group**

50%**

**of women
on the Board of
Directors**



18 years

**Average length
of service
in France**

8 years

**average length
of service in
the Group**

*1234 employees excluding apprenticeship contracts

**on average over the 2023 financial year



MESSAGE FROM ANVARALY JIVA, FOUNDER AND CEO OF LINEDATA

“ I am delighted to see Linedata continuing its many commitments to the environment, education and health. All these actions echo the company's historic commitment to meeting the challenges of eco-responsibility, which are essential to building a more inclusive, supportive and sustainable world. ”

The commitment of Linedata's teams to the deployment of the CSR plan was once again remarkable this year, earning us the EcoVadis silver medal, with a score up 12 points.

The launch of the diversity and climate awareness conference programme was a great success with employees. In addition to the many exchanges with the speakers during the sessions, the debate continued passionately in the various offices.

On the environmental front, Linedata continued to implement its emissions reduction plan, cutting its carbon intensity by 8%. Discussions with our partners have enabled us to implement new initiatives aimed at reducing our emissions, such as replacing one of our data centres in France with a more energy-efficient model.

Linedata's offices continued their flagship charity initiatives. In India, 950 pupils from the rural region of Maharashtra, on the outskirts of Mumbai, benefited from school kits assembled and distributed by our volunteers, more than 60 Tunisian families in need had access to meals during Ramadan and a major collection of school supplies was organised by our Boston and New York offices to mark the start of the new school year for underprivileged children in the United States.

We have made progress in organising a trip to East Africa by our regional ambassadors, representing the North American, European, North African and Asian offices. In 2024, they will visit the construction site of the university residence co-financed by Linedata and adjacent to the new hospital in Kampala, Uganda.

I am delighted to see Linedata continuing its many commitments to the environment, education and health. All these actions echo the company's historic commitment to meeting the challenges of eco-responsibility, which are essential to building a more inclusive, supportive and sustainable world.

Yours sincerely

Anvaraly Jiva

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1

AN INDEPENDENT AND SUSTAINABLE GROUP

1

A CSR strategy that contributes to the long-term future of the company

80%

Share held by management and employees

1

A GROUP INDEPENDENT AND SUSTAINABLE

- 1.1 Linedata Group activities
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1.1 The Group's activities

Linedata is a software, services and value-added data provider. The combination of these three components brings unique and exceptional operational capabilities to our 700 clients - traditional and alternative asset managers, fund administrators and credit and finance institutions.

Software

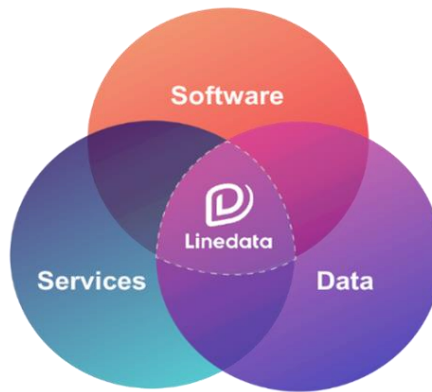
For 25 years, Linedata has been creating powerful software to simplify our clients' operations. Developed by our teams of engineers at the forefront of the latest scientific and technological advances, our software platforms are modular, available via the cloud and highly scalable thanks to the continuous delivery of new features and modules.

Data

Our data management services enable the right data to be structured and exploited from multiple sources, without redundancy or additional cost. Our artificial intelligence and machine learning tools provide unique insights to manage operational risks and help our customers develop effective mitigation strategies.

Services

Our services provide the human intelligence to make the most of our software and data. Our highly skilled experts complement our customers' teams in key operational functions, delivering results, resilience, scalability and efficiency.



Our offices around the world



1.2 Our market segments

Linedata offers a global range of software, services and value-added data dedicated to **asset managers, fund administrators and lenders.**

Asset Management

- **Asset management**

The asset management industry is in a state of flux: digital transformation, regulatory challenges, cost pressures and the evolving needs of international clients. Asset managers need to adapt constantly and quickly to manage the complexity of their business and drive growth.

Our cloud-based asset management platform, Linedata AMP (Asset Management Platform), is agile and collaborative, structured around a powerful data offering and supported by innovative software.

- **Fund administration**

For 25 years, we have been supporting fund administrators, fund managers and start-ups, offering them robust solutions and customised services designed by our experts.

Our recognised fund accounting, transfer agent and net asset value control services transform operations into to help them achieve operational excellence.

Lending & Leasing

We develop tailor-made front-to-back solutions for all our customers' credit and financing activities: car financing, business credit, consumer credit, capital goods financing, real estate credit and syndicated loans.

By automating and streamlining processes throughout the value chain, credit institutions can focus on their business and their customers. Customers benefit from faster financing and a smooth customer experience, while managing their risks.

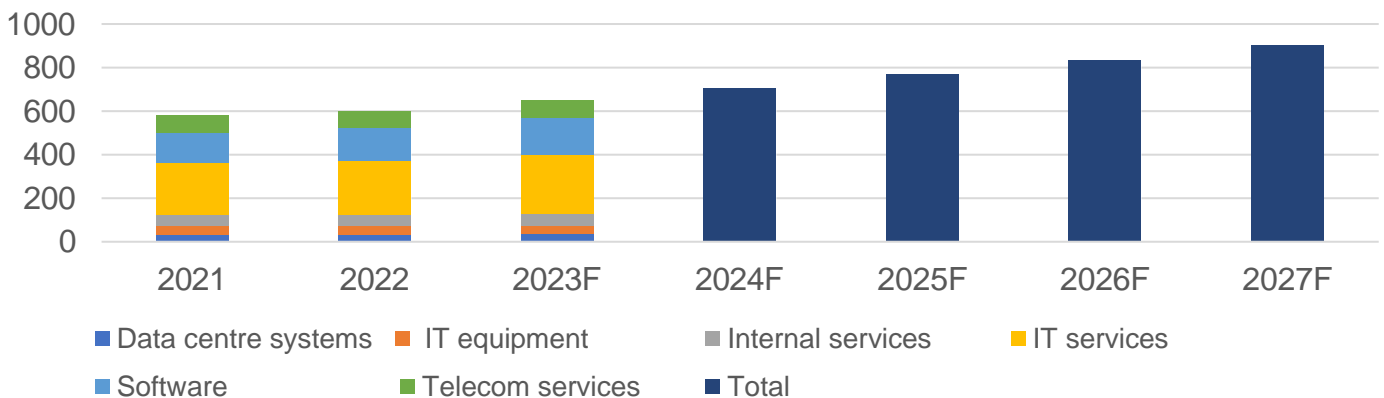
1.3 Trends in our markets

✓ **Market trends**

Worldwide spending on software and IT services will grow by c.11% and c.5% respectively in 2022, compared with c.4% for overall IT spending (data centre systems, IT equipment, software, telecoms services, internal services and IT services), making the markets addressed by Linedata the most buoyant in the IT sector for financial players. IT Services account for the largest share of spending (c.\$247bn in 2022), followed by Software (c.\$153bn in 2022).

Between now and 2027F, global spending on IT (in its entirety) in the finance sector is expected to grow by an average of c.8.5% per year.

Worldwide Banking and Investment Services IT Spending (\$bn, 2021-27F)



Source: Gartner, "Gartner Forecasts Worldwide Banking and Investment Services IT Spending to Reach \$652 Billion in 2023" (June 2023); Gartner, "Forecast: Enterprise IT Spending for the Banking and Investment Services Market, Worldwide, 2021-2027, 2Q23 Update" (July 2023).

1.3 Trends in our markets (continued)

✓ Trends by market segment

In addition to the main trends concerning the public cloud and the strong demand for software to support operational efficiency, Linedata has identified key developments by market segment:

Asset Management

• Asset managers :

- While assets under management have fallen back to their 2020 level by 2022, annual growth of c.5% is expected between now and 2027.
- In addition, intense competition, which threatens to eliminate c.15% of players by 2027, should generate demand for software designed to improve operational efficiency, often with a view to reducing costs.
- Demand for high value-added data offerings (including data analytics, offered by Linedata Analytics Services) is growing. In particular, the AI market in asset management is expected to grow by c.24% per annum between now and 2030. Around 90% of institutional investors believe that the use of disruptive technologies (big data, AI, blockchain) will lead to better returns.

• Alternative fund managers :

- Global market concentrated in the United States, the United Kingdom and Hong Kong, with consolidation in favour of larger players and strong growth in Europe and Asia, Linedata's preferred markets in this segment.
- The growing maturity of the sector is driving demand for highly specialised tools. A quarter of the largest fund managers expect their budgets to increase by 25% to 50% between now and 2026, and just over a third expect them to increase by 25% over the same period. The smallest managers are more cautious: just under a third of them expect to keep their budgets the same, and the second third see them increasing by less than c.25% between now and 2026.
- Asset managers are increasingly turning to managed services, which offer greater efficiency and flexibility. In particular, medium to large-sized players are most in demand of packaged Software and Services offerings such as those offered by Linedata, due to the complexity of their investments across multiple funds and time zones, which requires 24/7 coverage.
- The focus on ESG investment is forcing companies to develop new policies, governance and reporting tools, which should benefit Linedata's ESG Inside offering.

• Fund administrators :

- Market highly concentrated on large players and undergoing consolidation, particularly in Asia and the United States
- Fund administrators must increasingly be able to advise their clients and work on investments across the globe, which requires in-depth skills and tools covering the various regulations, as is the case with Linedata solutions.
- Development of niche players, in particular Third Party Administrator Specialists

Sources: PWC, "Asset and wealth management revolution 2023: The new context" (July 2023); MarketDigits, "AI in Asset Management Market 2030" (February 2024); Bite Investments "White paper - The Tech's Factor 2023: The digital (r)evolution in private markets" (June 2023); Cardo, "Is there a future for Fund Administrators? Biggest 2023 trends shaping the industry" (July 2023)

1.3 Trends in our markets (continued)

Lending & Leasing

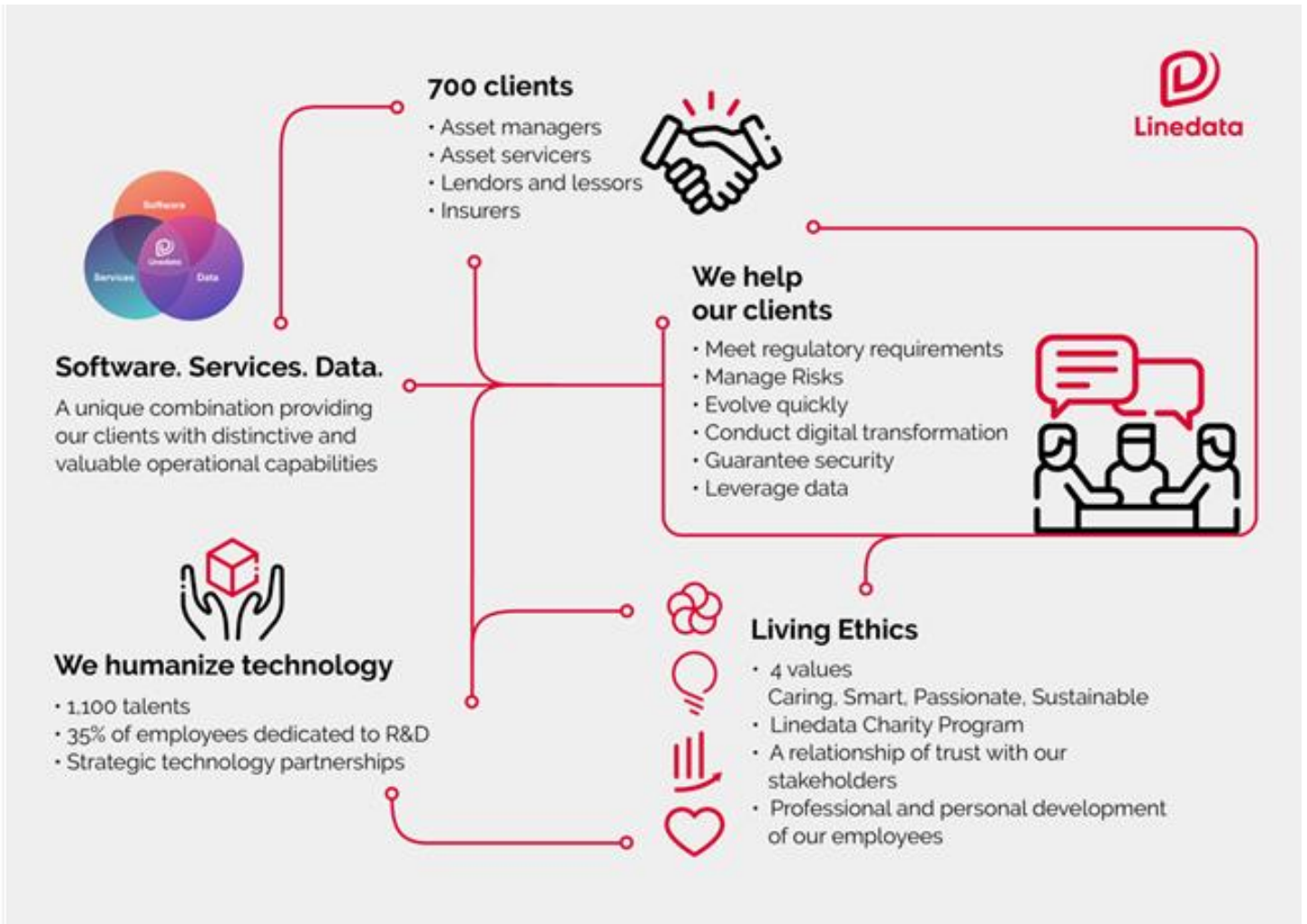
- **Automotive and capital goods financiers**

- The global automotive finance market is expected to grow by c.6% per annum over the period 2023-2032. Today, the share of leased vehicles in new car registrations is c.50-55% in Europe; it is expected to reach c.70% by 2030.
- The sector is being positively impacted by the shift from an economy of ownership to an economy of use, both for professionals and, from now on, for private individuals, for both short- and long-term rental.
- Current macro-economic trends are driving users' need for financial security, with demand for leasing periods rising from an average of 3 to 4 years.
- In addition, the rise in interest rates should force potential car buyers to turn to more affordable leasing solutions.
- Demand is shifting towards second-hand vehicles/equipment (new asset classes to be financed)
- The incumbent players are continuing to reorganise, with the aim of growing in size while improving the service they offer

- **Lenders :**

- Growing demand from finance applicants for a totally digital and flexible experience
- Growing demand from banks for software solutions that meet cybersecurity requirements

Sources: MotorFinance, "What's in store for the car leasing market in 2023?" (January 2023); GMI, "Car Leasing Market" (November 2023); Transport & Environment "How leasing companies can become a key driver of affordable electric cars in the EU" (November 2023)



1.4 Our long-term strategy

Linedata is pursuing its transformation through an ambitious strategy based on three pillars: the provision of a cutting-edge offering of software, services and data analysis; the establishment of value-added partnerships; and a strategy of innovation at the service of its customers.

Deployment of our software, services and data offering

Our software, services and data are marketed worldwide:

- Our new-generation Asset Management, Lending & Leasing and Fund Services platforms are currently being adopted by our customers;
- Our global Services offering is expanding, boosted by the success of our co-sourcing services;
- Following the initial success of our Data Analytics service, our new data offering is being expanded, and we are strengthening our relationships with our partners in this area.

The relationship of trust we have built up with our customers enables us to continually enhance our offering and develop new opportunities with them, notably through various initiatives such as the Customer Engagement Programme and the annual satisfaction survey and its associated action plans.

Partnership strategy

Our strategic partnerships with HCL, Inetum (GFI) and Amazon Web Services (AWS) give us immediate access to the best technologies and processes on the market, which are essential if we are to accelerate our transition to the public cloud and take advantage of artificial intelligence. We are also continually identifying and establishing high value-added partnerships for our customers.

1

AN INDEPENDENT AND SUSTAINABLE GROUP

1.5 The organisation and structure of the Linedata Group

Board of Directors

Linedata Services is a French Société Anonyme with a Board of Directors. The Board meets regularly as required by the tasks assigned to it by law and the company's articles of association. Of its 5 directors, 3 are independent. The members of the Board of Directors are appointed by the Annual General Meeting for a two-year term and may be re-elected. The legal requirement of 40% women on the Board of Directors has been met, with 3 women representing 40% of Board members at 31 December 2023. On average over 2023, 50% of Board members were women.

Management team

The Executive Board is made up of a Chairman and Chief Executive Officer and an Executive Committee, which is responsible for the Group's operational management. It is made up of members of the central functions and members of our Asset Management and Credit & Financing businesses.

Listed company: Reference shareholders

The reference shareholders, Anvaraly Jiva and his family, are the guarantors of the project by jointly controlling the company (75% shareholding and 83% voting rights). This independent model is based on a long-term vision and on economic performance while respecting stakeholders.

Linedata Group employees can participate in the employee savings plan (5% of shares held by current and former employees).



1.6 Governance of the CSR approach

Linedata's governance considers that CSR issues are likely to improve its performance and consolidate the trust placed in the Linedata Group by both its internal and external stakeholders, thereby contributing to the company's overall sustainability.

Corporate Social Responsibility (CSR) is an integral part of the Group's global strategy and that of the countries in which it operates. With its culture, represented by its 4 values, Linedata, in addition to working on the sustainability of its operating model, has always been naturally active in putting the development and well-being of its employees at the centre of its strategy, while promoting contributions to numerous humanitarian fields through donations and voluntary actions.

After setting up a CSR strategy steering committee at Group level made up of senior executives as well as members of the Human Resources (HR) and Audit & Compliance departments with relays in the main offices, the Linedata Group strengthened its governance around CSR with the creation in 2022 of an Impact Committee within the Board of Directors. Under the impetus of these committees, in coordination with the Executive Committee, the Linedata Group's CSR strategy has been updated and precise short- and medium-term objectives have been set. The entire Linedata Group management team is committed to achieving the CSR objectives included in the 2022/2025 free share plan.

In addition, the Group has also committed to CSR objectives with its banking partners, which are included in the new syndicated loan to be taken out in 2022.

Thanks to this strategy, Linedata conveys a message that unites all its stakeholders (employees, partners and customers) around the achievement of common goals.



In order to continually progress in the development and implementation of its CSR strategy, the Linedata Group has chosen to evaluate its CSR performance since 2022. For its second assessment, Linedata was awarded the Ecovadis silver medal (with a 12-point increase) in recognition of the initiatives it has implemented over the past few years in the fields of ethics, the environment and social/societal issues.

2

A COMPANY THAT IS VIGILANT ABOUT ITS RISKS



11

**Risks outside
identified financial**

4

Key areas

25

**Key performance
indicators
performance**

2

A COMPANY VIGILANT ABOUT ITS RISKS

- 2.1 Identifying and mapping risks
- 2.2 Managing and monitoring major risks
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2.1 Identifying and mapping risks, the first step towards vigilance

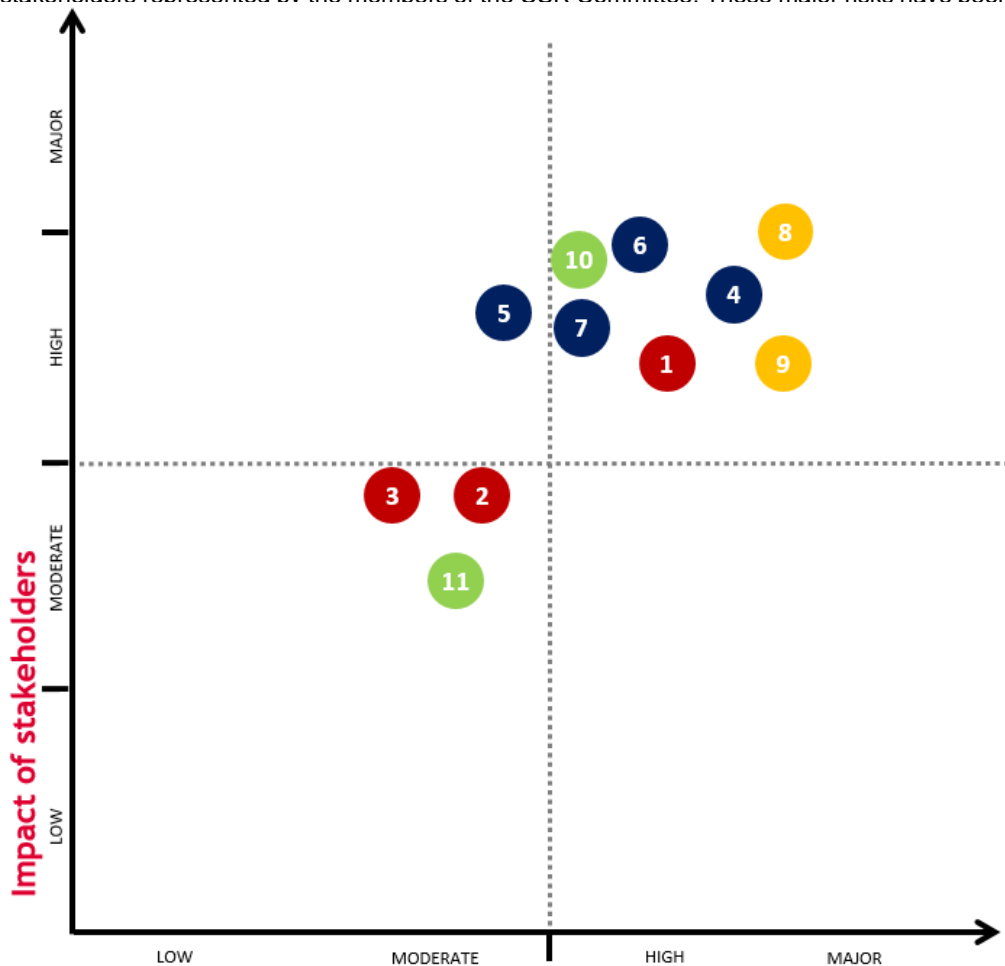
The Linedata Group believes that being vigilant about the consequences of its activities on stakeholders and the environment is a prerequisite for the sustainability of its activities.

In order to identify major social, societal and environmental risks, the Linedata Group relies on dialogue with internal stakeholders. These discussions take particular account of

- International CSR standards such as ISO 26000
- The French "Grenelle II" Law and the European "Taxonomy" Regulation
- The 10 principles of the Global Compact
- The UK Modern Slavery Act
- The General Data Protection Regulation (GDPR)
- The Sapin II law on the fight against corruption and influence peddling

Every year, the Linedata Group updates its risk mapping, which also highlights extra-financial risks. A summary of annual risks is published in its Universal Registration Document (URD).

The Linedata Group has identified 11 main social, societal and environmental risks, which have been validated by a panel of internal stakeholders represented by the members of the CSR Committee. These major risks have been transposed onto a risk map indicating



Ethics & Compliance :
As a company internationally, the Linedata Group must be a solid ethical player and have strong corporate governance from management to stakeholders.

Collaborators :
As a people and technology company, the Linedata Group must acquire, develop and retain talent while ensuring diversity, fairness and equal opportunities within its teams.

Customers & Innovation :
The Linedata Group must generate added value for its clients through innovative and sustainable solutions.

Environment :
The Linedata Group must support the ecological transition by controlling its environmental impact and adopting a responsible purchasing policy.

2.2 Managing and monitoring major risks

To control and monitor the risks identified, the Group has introduced policies and processes accompanied by Key Performance Indicators (KPIs) and action plans. The CSR Steering Committee monitors changes in risks, the progress of action plans and the analysis of KPIs.

2.3 Description of identified risks

N°	Categories	Type of risk	Risk referent	Description	
				Stakeholder issues	Risks for the Linedata Group
1	Governance	Governance of the CSR approach	CSR Committee and Executive Committee	Promoting CSR within the organisation and in business practice.	Failure to achieve CSR objectives by not supporting and/or monitoring social, societal and environmental projects.
2	An ethical company	Promoting ethical values and fighting corruption	Head of Audit Compliance	Bringing Linedata's ethical values and code of conduct to life. Sharing and enhancing anti-corruption initiatives.	Loss of stakeholder confidence, image risk and financial risk (including fines).
3		Protection of personal data	Head of Legal Affairs	Protecting the personal data of our employees and customers.	Reputational risk Litigation risk Financial risk
4	A company human	Skills and career development	HR Managers	Contribute to employee development and talent management.	Inadequate skills, loss of company performance.
5		Remuneration and career development	HR Managers	Strengthen employee commitment and the attractiveness of Linedata.	Risk of attrition (employees leaving the company), loss knowledge, business performance and attracting new employees.
6		Employee well-being	HR Managers	Promoting a pleasant working environment and employee well-being.	
7		Diversity & equal opportunities	HR Managers	Implementing best practice in terms of gender equality, equal opportunities, seniority, etc.	
8	A corporate citizen	Commitments to stakeholders (customers, suppliers, society, etc.)	Project Manager and CSR Committee	To ensure the satisfaction of our customers with products/services that meet their expectations, and of our stakeholders by being a committed company.	Attrition risk (loss of customers, image risk).
9		Strengthening an innovative and digital ecosystem	Innovation & R&D Directors	To develop, with the help of the ecosystem, product/service innovations that meet current and future customer expectations.	
10	Towards an eco-responsible company	Reducing the environmental impact of our activities	CSR Committee	Controlling the environmental footprint of our activities.	Risk of loss of confidence on the part of stakeholders. Image risk.
11		Managing responsible purchasing	CSR Committee	Controlling the environmental footprint of our purchases.	Loss of attractiveness to new employees.

2.4 Description of policies and KPI(s) implemented

N°	Type of risk	Policies	KPI(s)	Results 2023	2024 targets
1	Governance and CSR	A CSR Committee charter outlines its organisation and challenges	<ul style="list-style-type: none"> ESG rating - Ecovadis 	<ul style="list-style-type: none"> Silver medal (66/100) 	<ul style="list-style-type: none"> Silver medal (>70/100)
2	Promoting ethical values and fighting corruption	<p>The Linedata Group has set up a system of ethics including</p> <ul style="list-style-type: none"> 4 values A code of ethics and professional conduct An ethics alert system An anti-corruption and influence peddling policy A policy for declaring gifts, invitations and donations A "commercial partners" charter 	<ul style="list-style-type: none"> annual membership code of ethics Employee survey - "I consider Linedata to be an ethical company". % new entrants trained in the fight against corruption 	<ul style="list-style-type: none"> 97% support Score : 3.41/4 89% trained 	<ul style="list-style-type: none"> 100% membership Score > 3.5/4 >95% trained
3	Data protection	The Linedata Group has implemented a data protection policy.	<ul style="list-style-type: none"> % new entrants trained in data protection 	<ul style="list-style-type: none"> 87% trained 	<ul style="list-style-type: none"> >95% trained
4	Skills and career development	<p>The emphasis is on annual appraisals and training plans tailored to the aspirations and skills of each individual.</p> <p>In Tunisia and India, programmes specially designed for young graduates ensure their integration and skills development right from the start of their career with us.</p> <p>Access to e-learning platforms, offering both technical and general content, supports the ongoing training of our employees.</p>	<ul style="list-style-type: none"> Number of hours of training*/trainee of employees trained* <p>* out mandatory training (Compliance)</p>	<ul style="list-style-type: none"> 18.8 hours of training* / employee trained 84% employees trained 	<ul style="list-style-type: none"> 20 hours training* / employee trained 90% of employees trained
5	Remuneration and career development	<p>Linedata is committed to being competitive and fair in its remuneration policies in France and internationally. We benchmark both internally and externally. Our approach to performance management is simple and transparent.</p> <p>Linedata has introduced an annual talent review in addition to the annual review of remuneration and career development.</p>	<ul style="list-style-type: none"> % of PDR (People Development Review) Number and % of career moves 	<ul style="list-style-type: none"> 95% of employees with an interview 143 transfers, i.e. 13% of employees at 01/01/2023 	<ul style="list-style-type: none"> >95% of employees 15% professional mobility
6	Employee well-being	<p>There is a Group-wide policy on well-being in the workplace. Well-being at work is a key factor in retaining our employees and ensuring the long-term future of the Linedata Group's activities.</p> <p>Since 2021, the Linedata Group has implemented a global employee engagement survey.</p>	<ul style="list-style-type: none"> % voluntary attrition % absence : <ul style="list-style-type: none"> illness accidents at work or occupational illnesses. <p>Annual survey :</p> <ul style="list-style-type: none"> Participation rate Commitment score "I'm proud to work for Linedata". 	<ul style="list-style-type: none"> 15% voluntary attrition (vs 22% in 2022) 1.7% absence illness and 0.01% accident absence / pro. illness 58% participation vs 51% in 2022 Score: 3.32/4 vs 3.41 in 2022 	<ul style="list-style-type: none"> Stable or lower voluntary attrition 1,5% sick leave >65% participation Increase in commitment

N°	Type of risk	Policies	KPI(s)	Results 2023	2024 targets
7	Diversity, equity & equal opportunities	<p>Diversity, fairness and equal opportunities are Group values. The structure The global nature of the organisation and the strong exchanges between countries have made cultural diversity an integral part of our DNA.</p> <p>Equal opportunities for men and women is a global commitment, but the responses required differ from one country to another. As a result, Linedata has developed a policy for the promotion of women adapted to each country.</p>	<ul style="list-style-type: none"> • % of women in the Group • % of women managers • % difference between of men promoted and % of women promoted 	<ul style="list-style-type: none"> • 34.1% of women (-1pt) • 25.2% of managers are women (-1 pt) - +0.2% gap (in favour of men) 	<ul style="list-style-type: none"> • 35% women • 27% of managers are women • Less than 2% difference
8	Commitments to stakeholders (customers, suppliers, society, etc.)	<p>Linedata carries out an annual customer satisfaction survey and a post-implementation satisfaction survey.</p> <p>Linedata's policy on The Group's social commitment covers the environment, education and health.</p>	<ul style="list-style-type: none"> • % response to customer satisfaction survey • Employee survey - "I consider Linedata to be a committed company". 	<ul style="list-style-type: none"> • 11.5% response rate (vs 10.9% in 2022) • Score : 3.28/4 	<ul style="list-style-type: none"> • 15% of responses • >3,5
9	Strengthening an innovative and digital ecosystem	<p>To encourage innovation within the group, Linedata has set up innovation 'Labs' in its main offices.</p> <p>Through these Labs, Linedata has launched research projects linked to the exploitation of generative Artificial Intelligence technologies.</p>	<ul style="list-style-type: none"> • % of offices equipped with an active Lab • Number of research projects using AI technologies 	<ul style="list-style-type: none"> • 35% or 6 Labs • 10 AI research projects 	<ul style="list-style-type: none"> • Keeping 6 Labs active • 15 projects
10	Reducing the environmental impact of our activities	<p>A Linedata Group environmental policy was written in 2019, mentioning the main actions put in place. This policy was strengthened in 2022 when Linedata carried out its 1st carbon assessment, adding reduction targets and a detailed action plan.</p> <p>The Group's travel policy focuses on limiting greenhouse gas emissions.</p>	<ul style="list-style-type: none"> • Carbon intensity • Carbon intensity of travel / teleworking • Carbon intensity of offices 	<ul style="list-style-type: none"> • 3.37 TeqCO2/employee (vs. 3.67 in 2022) • 1.02 TeqCO2 / Employee (vs 1.05 in 2022) • 0.65 TeqCO2 / Employee (vs. 0.91 in 2022) 	<ul style="list-style-type: none"> • -7% • -7% • -7%
11	Managing responsible purchasing	<p>The Linedata Group has implemented an ethical charter for commercial partners.</p> <p>The Group's purchasing policy requires CSR criteria to be included in the evaluation grids for supplier tenders.</p>	<ul style="list-style-type: none"> • of suppliers (>€15k/year) who have received the Business Partner Charter • % of supplier tenders including CSR criteria 	<ul style="list-style-type: none"> • 96% of suppliers (>€15k) were contacted by email • 100% of calls for tender 	<ul style="list-style-type: none"> • >95% of suppliers (>€15k) • 100%

2.5 Action plan to control risks

As a responsible corporate citizen, Linedata has put in place an action plan based on the risks identified. This roadmap is designed to promote best practice within the Group and to unite employees around clear, shared objectives.

Categories	Type of risk	2024 Action Plan
Governance	Governance of the CSR approach	<ul style="list-style-type: none"> Monitoring the CSR strategy and objectives validated and supported by management.
An ethical company	Promoting ethical values and combating corruption	<ul style="list-style-type: none"> Continue to raise awareness of ethical principles through communications. Systematically include ethical criteria in calls for tender to suppliers.
	Data protection	<ul style="list-style-type: none"> Ensure Linedata's compliance with applicable data protection legislation Privacy and Protection of Personal Data. Training and raising awareness among Linedata employees of the need to protect personal data and helping them to adopt best practice in terms of "Privacy by design".
A human company	Skills and career development	<ul style="list-style-type: none"> Following on from the talent reviews, develop rich, diversified and well-prepared pools of talent who aspire to develop within the Company. Continuing to evolve the performance measurement approach and launch of systems for collecting 360° feedback on a regular basis. Strengthening our commitment to talent development, in particular by recruiting a Learning & Development expert in India to enhance our training offering in this key region.
	Remuneration and career development	<ul style="list-style-type: none"> A global salary review is held every year. Each employee is reviewed on the basis of different criteria: performance, promotion, potential for advancement within the company and market positioning. Particular attention is paid to diversity to ensure fairness.
	Employee well-being	<ul style="list-style-type: none"> Strengthen the employee experience so that employees can experience the Linedata culture and the Group's values on a daily basis. Global, local, digital and online events are all part of the Linedata experience. are organised on a regular basis. Continuing to support teams in applying the hybrid working system. Listen via the Life@Linedata barometer to receive ongoing feedback. Systematic implementation of Exit Interviews shared with management to ensure continuous improvement of our practices and policies.

Categories	Type of risk	2024 Action Plan
A human company	Diversity, equity & equal opportunities	<ul style="list-style-type: none"> Strengthen the monitoring of equal opportunities and fair access to opportunities in all our global processes. Intentionally manage our "Diversity, Equity and Inclusion" actions so that they are integrated into all our HR processes and are present throughout the employee's life cycle, from recruitment to leaving the Linedata Group. Our greatest challenge in terms of equal opportunities is to ensure that no technical and/or cultural barrier hinders at any time the professional activity or career development of any of our employees and, on the contrary, to promote all diversity both within the company and with our partners and customers. To this end, we will continue and step up our awareness-raising, inclusion and support initiatives for all Linedata communities.
A corporate citizen	Commitments to stakeholders (customers, suppliers, etc.) company...)	<ul style="list-style-type: none"> Strengthen customer relations by monitoring satisfaction and discussing their expectations in terms of CSR Involving our suppliers in our CSR objectives Strengthening social actions around the 3 pillars: Environment, Education and Health
	Strengthening an innovative and digital ecosystem	<p>Innovation takes 2 forms at Linedata: the first is to transform our products and support our clients on specific projects, guiding them through their digital transformation. The second is aimed at transforming our tools, our processes and our way of doing things, in order to guarantee the best possible service to our clients. Each of these 2 forms is the subject of an action plan, the main components of which are set out below:</p> <p>(1) Innovation</p> <ul style="list-style-type: none"> Strengthening our ecosystem strategy by covering all our key geographies with academic, institutional and start-up partnerships, Strengthening the Innovation Labs network and the capacity to incubate innovation projects, Contribute to employee training, particularly in the areas of Artificial Intelligence and Blockchain. <p>(2) Transformation</p> <ul style="list-style-type: none"> Rationalise the use of different tools within the group, Supporting central functions and operational entities in defining and implementing key processes.
Towards an eco-responsible company	Reducing the environmental impact of our activities	<ul style="list-style-type: none"> Deployment of the reduction strategy around 4 pillars: Office, Data Hosting, Service Providers and Travel. Raising employee awareness of environmental issues Regular monitoring of our carbon emissions
	Managing responsible purchasing	<ul style="list-style-type: none"> Systematically include environmental and social criteria in supplier tender evaluation grids

3

AN ETHICAL COMPANY

97%

Employees have read and signed the Code of Ethics

3,41

Employees' perception that Linedata is an ethical company (out of 4)

89%

New employees trained in the fight against corruption

3

AN ETHICAL COMPANY

- 3.1 Code of Ethics and Professional Conduct
- 3.2 Fighting Corruption
- 3.3 Warning system
- 3.4 Trusted artificial intelligence/ethics
- 3.5 Protection of personal data



Ethics and compliance are deeply rooted in the culture of the Linedata Group. The Audit & Compliance department is responsible for sharing this culture and ensuring that ethical commitments are respected. It is also responsible for steering and monitoring compliance and risk management issues across the Group.

3.1 Linedata Group Code of Ethics and Professional Conduct

The values and principles of the Linedata Group are set out in the Code of Ethics and Professional Conduct.

Available in English and French, the Code is the cornerstone of the Group's identity, providing a frame of reference for all Group employees in their day-to-day professional activities. The Code is updated every year, added to as required and managed by the Audit & Compliance department.

Every year, all employees and new recruits are invited to (re)read the provisions of the Code of Ethics and to confirm that they have read it by signing it electronically. Our employees are considered ambassadors of the Group's ethical standards to third parties.

Below are the 4 values of the Linedata Group:

Living Ethics



Caring

our ethical mindset is open and warm, we're a partner with a generous team spirit. We're direct, simple and geared to collaborative service



Smart

we use intelligence to drive ethics forward, we use our expertise, we're elegant, premium even - but even more, we're inspired by innovation



Sustainable

ethics in business means a great deal to us and we invest in long term relationships by being transparent, honest, serious and highly trustworthy



Passionate

above all, we're known for our ethics in action: our passion - stimulating us to excel, to commit, rising to a challenge and reaching our ambitions

3.2 Anti-corruption Awareness

Raising

Linedata is committed to the fight against corruption. In accordance with the Sapin II law, Linedata has set up a corruption prevention system through an awareness-raising programme that helps to develop best practices and reinforce a culture of prevention and detection of corruption risks.

A number of measures have been put in place to combat corruption and influence peddling:

- An anti-corruption and influence peddling policy
- Training and communications to raise employee awareness of corruption and influence peddling.
- A business partner charter sent to nearly 300 suppliers.

Policy on gifts, invitations and donations

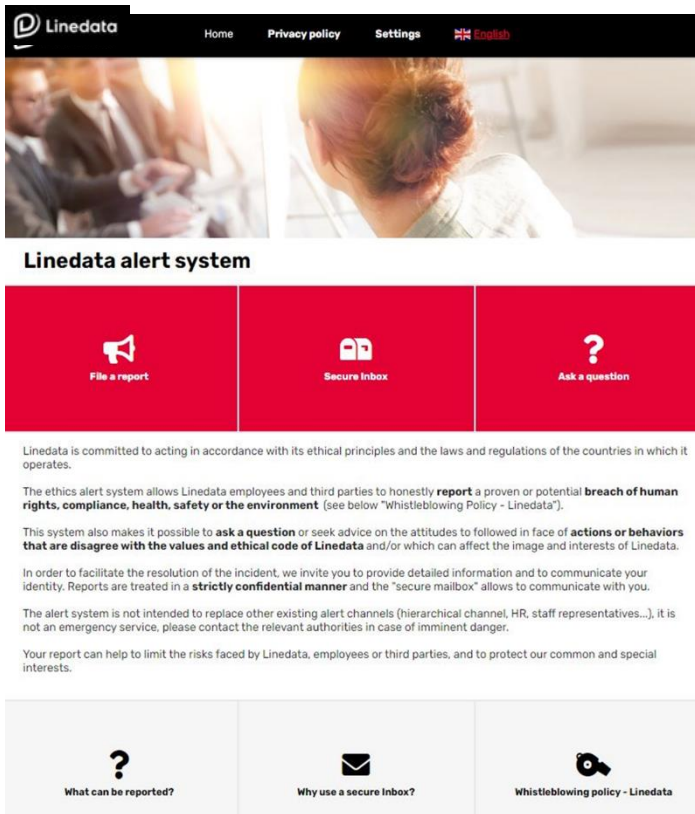
The Linedata Group accepts that gifts/invitations may occasionally be offered to third parties (clients, suppliers, business partners) in order to strengthen professional relationships or to comply with local customs, and provided that the gift complies with the Group's policies (in particular the Code of Ethics and Anti-corruption Policy). The Linedata Group authorises its employees to receive gifts or equivalent in good faith (e.g. invitations to restaurants, sporting events, etc.) or to make donations, if and only if they are reasonable, proportionate and not intended to obtain an illicit advantage. However, the Linedata Group does not permit the giving or receiving of gifts or equivalents intended or likely to be perceived as intended to improperly obtain or retain business or commercial advantage. A tool for declaring gifts and invitations given or received, also extending to donations and contributions to charitable organisations, associations or other third parties, to prevent or detect behaviour contrary to Group policy.

Evaluation of third parties

A third-party evaluation system is used to identify suppliers or partners who may represent a risk linked to acts of corruption. The evaluation criteria are: activity, geographical location and volume of business done with the service provider. Linedata also takes into account the reputation of the third parties evaluated.



By adhering to the principles of the Global Compact established under the aegis of the United Nations, Linedata and its management are committed to supporting within its sphere of influence the ten principles of this Compact in the areas of human rights, international labour standards, the environment and the fight against corruption.



Linedata is committed to acting in accordance with its ethical principles and the laws and regulations of the countries in which it operates.

The ethics alert system allows Linedata employees and third parties to honestly **report** a proven or potential **breach of human rights, compliance, health, safety or the environment** (see below "Whistleblowing Policy - Linedata").

This system also makes it possible to **ask a question** or seek advice on the attitudes to be followed in face of **actions or behaviors that are disagree with the values and ethical code of Linedata** and/or which can affect the image and interests of Linedata.

In order to facilitate the resolution of the incident, we invite you to provide detailed information and to communicate your identity. Reports are treated in a **strictly confidential manner** and the "secure mailbox" allows to communicate with you.

The alert system is not intended to replace other existing alert channels (hierarchical channel, HR, staff representatives...), it is not an emergency service, please contact the relevant authorities in case of imminent danger.

Your report can help to limit the risks faced by Linedata, employees or third parties, and to protect our common and special interests.

What can be reported? Why use a secure Inbox? Whistleblowing policy - Linedata

3.3 Warning system

As of 2018, the Linedata Group has deployed a whistleblowing system, accessible to all employees internally and to former employees or any third party externally. The tool is available worldwide and makes it possible to report any fact or action contrary to the law or the ethics of the Linedata Group, in compliance with the legislative and regulatory provisions applicable in each country.

Since 2021, a new secure external platform has been in place: <https://linedata.integrityline.com/>

This platform, which allows anonymity to be preserved if requested, can also be used to ask a question or request advice. The Linedata Group undertakes to acknowledge receipt of alerts within a maximum of 48 hours.

A reminder of the existence of this scheme is regular internal communication.

During the Life@Linedata 2023 barometer, the question "I am familiar with the ethics alert system and feel comfortable using it" received a score of 3.22/4.

We're continuing to take advantage of opportunities to promote this system via our monthly PluggedIn newsletter.

3.4 Trusted / ethical artificial intelligence (AI)

In parallel with the European Commission's April 2021 proposal to put in place the very first legal framework on artificial intelligence to support the development of this technology and ensure that its fields of application are well defined and better understood by the general public, and in the context of its "Linedata Analytics Services" offering "Linedata has set up a working group to define the Linedata manifesto on "Trusted AI".

This working group quickly drew up a charter for the ethical use of AI applied to all its initiatives and products, in order to raise awareness among employees and customers, and monitor the framework for the use of AI.

The notion of trusted AI brings together a number of requirements that converge towards a single objective: to make AI an objective, reliable tool that is controlled by humans and cannot be used for unethical purposes. These requirements include, on the one hand, the need for algorithms to be transparent and, on the other, the need for them to be explainable and educational. It is essential to know when AI is being used, how it works and what the end result is. In addition to these initial requirements, there is a desire to incorporate more ethical considerations, to ensure that certain discriminatory biases have not been reproduced or introduced during the analysis.

Linedata is also involved in the 'Ethical AI' initiative led by Numeum (formerly Syntec numérique), taking part in discussion workshops and contributing to the drafting of a Practical Guide proposing a useful method for operationalising the major ethical principles when designing, developing and deploying AI solutions.



By adhering to Numeum's "Ethical IA" manifesto, Linedata joins the community of committed players for the development and promotion of more responsible AI solutions.



3.5 Protection of personal data and Data Privacy

The protection of the personal data of its customers and employees is at the heart of the Linedata Group's concerns and actions.

Whether supporting its clients in their digital transformation through its software and services offerings or ensuring the preservation of the information assets entrusted to it by its own employees, the Linedata Group makes it a point of honour to put in place the best possible systems to guarantee the availability, integrity and confidentiality of the personal data it holds.

As of 2020, the Linedata Group has equipped itself with a scalable compliance tool in order to facilitate the keeping of processing registers and to better respond to new regulatory requirements (RGPD, CCPA, etc.).

In addition to drafting and/or revising data privacy policies and procedures, and implementing mandatory training/awareness-raising modules for all employees worldwide, the Linedata Group is committed to keeping a constant watch on legislative, regulatory, case law and prudential developments in the area of personal data protection, so as to offer its clients effective solutions that meet new regulatory and case law requirements. This monitoring is shared with all employees via a newsletter.

The protection of personal data is also a key criterion in the Linedata Group's choice of service providers and suppliers.

4

A HUMAN COMPANY

1234

Employees within
the Group

34,1%

Women in the Group

8 years old

Average length of
service in the Group

4

A HUMAN COMPANY

- 4.1 We humanise technology
- 4.2 Dynamic and sustainable human resources
- 4.3 Skills and career development
- 4.4 Employee recognition and well-being
- 4.5 Diversity & equal opportunities

The technology and finance sectors are rapidly evolving markets. The Linedata Group is committed to supporting its partners and employees in this transformation. The development and well-being of our employees, while guaranteeing fairness, equal opportunities and diversity, are at the heart of all our actions and human resources policies.

4.1 We humanise technology

The group is structured around global Business Lines and is present on 4 continents. While Linedata's teams are multicultural and multidisciplinary, fostering a wealth of human resources, it is also a challenge to ensure their diversity, facilitate knowledge transfer, motivate and involve its employees and enable ongoing social dialogue throughout the group while contributing to its growth and sustainability.

Linedata has chosen to position the HR function as a key function of the Group in order to ensure our strategic vision by attracting, developing and retaining the best talent in an agile, global environment.

As part of its mission to drive growth while offering a unique experience to all, the People strategy is being developed around 4 key areas linked to our values:

- **Encourage everyone to realise their full potential (passionate):** To create a unique experience in a working environment where everyone can grow through a continuous development approach, make an impact and live their passion every day.
- **A future-proof organisation:** The People teams work closely with the operational teams to establish an 'always-ready' organisation with the right skills and knowledge for today and tomorrow, based on widely adopted processes.
- **By adapting proactively (ingenious):** a network of People Business Partners in all the Group's countries listen to employees and managers, guarantee fairness and propose data-driven solutions tailored to regions and businesses.
- **Around a holistic (caring) approach to well-being:** Guarantors of the physical and psychological safety of all, the Group ensures that all employees can be fully themselves within the Company. Communication and engagement initiatives are regularly put in place, such as newsletters and simultaneous physical and remote events. Each country regularly receives news and success stories from other countries.

The HR function continues to provide a complete, integrated, innovative and digital employee experience, based around solutions that are constantly being improved and our external website. Updated tools and platforms support this unique experience for all employees. We are continuing to digitise the employee experience, building on what has already been achieved while simplifying and focusing on the use and adoption of the solutions on offer.

Career Studio and bob - the projects that best characterise this ambition.

Career Studio is a digital platform for visualising career paths at Linedata, with the associated skills and training paths for each position. Employees and managers can automatically compare the skills gap between their current position and their target position, while having direct access to the associated e-learning training courses.

bob is the HRIS that will be deployed at Linedata in 2023. With the aim of providing a complete employee experience, bob is intended to become the single tool that will support everyone throughout their career at Linedata. This platform will enable you to have an up-to-date employee profile, book holidays, set objectives, carry out annual appraisals, request and provide ongoing feedback, take part in internal surveys, etc.



4.2 Dynamic and sustainable human resources

In 2023, and following on from 2022, Linedata has put the following points at the heart of its HR strategy:

- Attracting the **best talent** to support our growth and transformation objectives
- Continue to develop our **development and training offer** to meet our business and individual objectives
- Develop our **Life@Linedata vision** to ensure business continuity while strengthening talent and skills retention, with a long-term view.
- Continue the **digital HR transformation** with a fully integrated HRIS for a complete employee experience right from the application stage

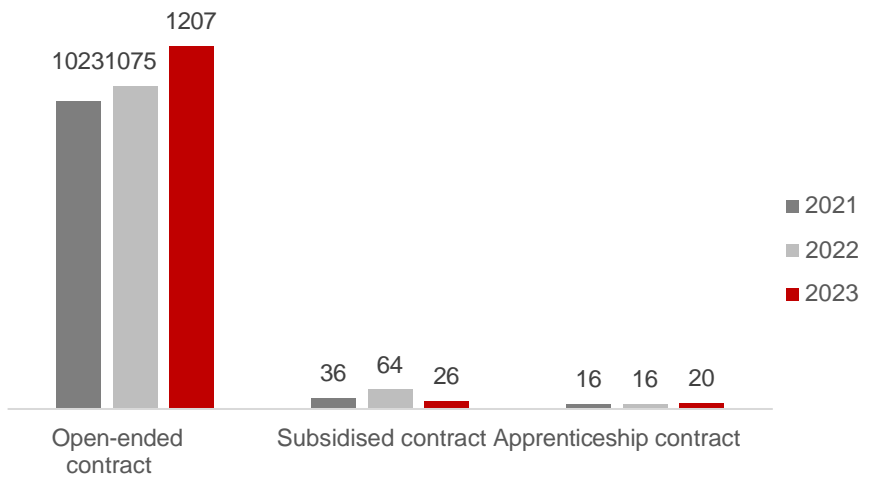
• **Changes in the Group's workforce**

At 31 December 2023, the Linedata Group had 1254 employees (including 1234 employees excluding apprenticeship contracts)

The steady increase in headcount since 2021 is linked to two main factors:

- strong growth in the Services business in India
- The integration of a new subsidiary in Portugal at the beginning of 2023 into the Credit and Financing division.

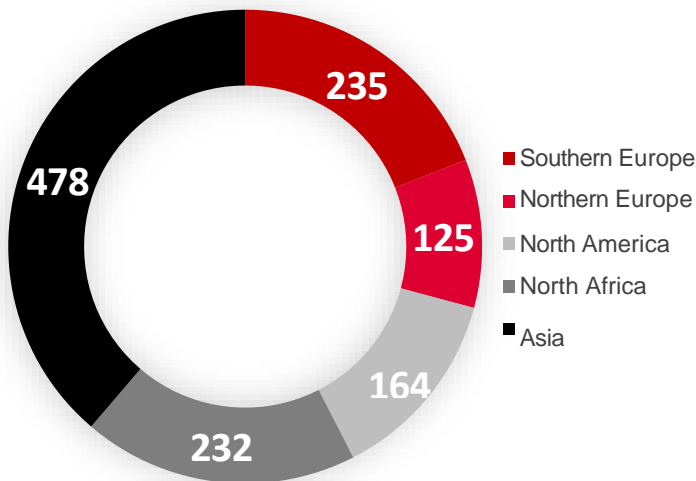
Change in Group workforce (excluding trainees)



See Annexes 8.1

99,9%
of permanent

Linedata prefers to recruit on permanent contracts, with fixed-term contracts reserved for temporary replacements (maternity or parental leave, individual training leave).



• **Breakdown of workforce by region**

The workforce is divided between our major markets (43% of the workforce) and the centres of excellence (57% of the workforce) to ensure operational efficiency and proximity to our customers.

See Annexes 8.2

• Breakdown of Group employees by business line

A job classification system tailored to our expertise

Career management is the search for a match between employees' aspirations and positions within the company, in the short, medium and long term. This quantitative match concerns both jobs and headcount. In the event of a mismatch, imbalances can generate risks for the Linedata Group:

- A large workforce represents a social and economic risk
- A shortage of staff has an impact on production capacity and generates tensions.

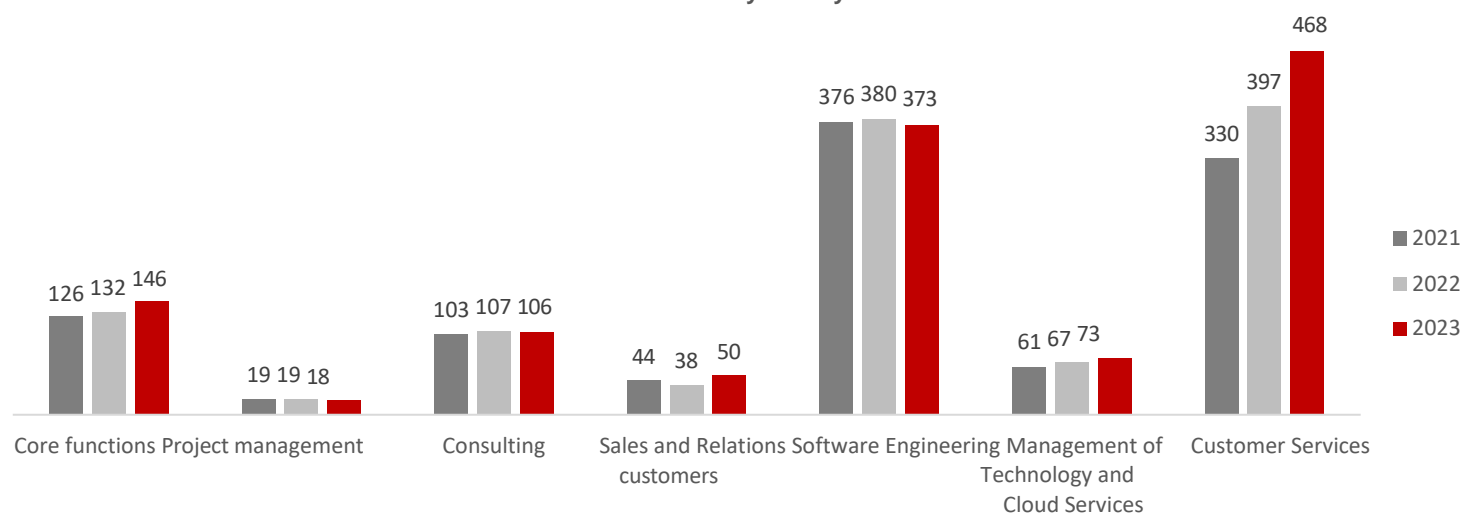
These imbalances can also lead to both an overall overstaffing and an understaffing of a specific unit.

Job management has an impact on the various levers of human resources management, whether in terms of recruitment, mobility, training, etc.

This is why the Linedata Group has introduced in-house job mapping and an associated suite of processes and tools. The aim of 'job mapping' is to improve employees' visibility of their career paths, as well as their positioning within the company. This has resulted in the development of the CareerStudio application, which brings together the skills for each job, broken down by job level. This job mapping is regularly reviewed to reflect our organisation and future skills needs as closely as possible, thanks to regular feedback from employees, experts and managers. Finally, thanks to the PDR (People Development Review), an annual assessment of these skills has been carried out and the development aspirations of each employee have been collected.

Management and HR teams then analyse this information to guide the individual and collective development of employees to best meet the company's current and future needs.

Breakdown of workforce by activity



See Annexes 8.3

Given the nature of our business as a software publisher, Software Engineering (30%), Consulting (9%) and Customer Services (38%) account for the bulk of the Group's workforce. As in 2023, we will continue to strengthen our technical and customer services functions on a long-term basis.

• Change in the breakdown of managers

	2021	2022	2023
Managers	200	224	258
Non Managers	859	916	976
Total	1059	1140	1234
Managers	18,9%	19,6%	20,9%

Apprenticeship contracts are excluded from the scope.

In 2023, the ratio of managers to individual contributors will increase slightly. This reflects the Group's desire to develop its employees internally.

• Recruitment policy

Recruitment is a driving force behind the Linedata Group's development strategy.

To meet the Group's growing needs, the majority of new recruits are young graduates. Particular attention is paid to their integration, notably through training, so that new recruits can progress within Linedata.

The vast majority of the Group's employees are managers with engineering, postgraduate or business school qualifications. They have either technical or functional skills, or even a combination of technical and functional skills.

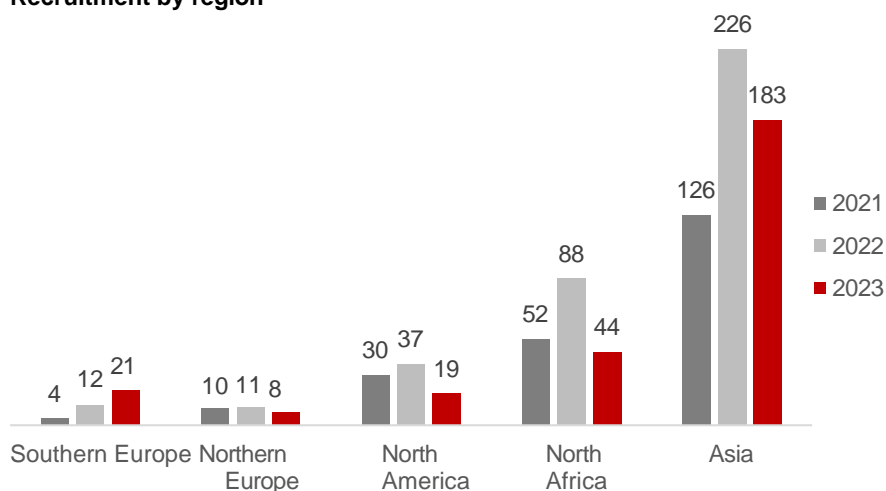
As software publishers and service providers to the financial world, Group companies need to master not only the technical aspects but also the functional ones. The presence of strong functional skills in our teams enables us to better understand our customers' businesses and needs.

Linedata promotes the integration of young people into the world of work through internships and apprenticeship or professionalisation contracts in order to encourage young people's employability.

At one of our centres of excellence in Tunis, the Linedata Group uses..:

- End-of-study project (PFE) internships: the aim of these internships is to carry out a complete final project at the end of the student's studies/academic career. The aim of this final project is to develop innovation and independence, and to reinforce a sense of responsibility and teamwork. Students are expected to apply what they have learnt during their university years in an innovative way in an EFP, and to demonstrate their knowledge and skills.
- Contrats d'Initiation à la Vie Professionnelle (CIVP): a one-year contract issued by the government to encourage companies to recruit juniors. This type of contract can only be obtained once during a professional career.

Recruitment by region



After some caution in 2020 and 2021 due to the COVID-19 crisis, Linedata resumed recruitment with an exceptionally high number in 2022 linked to a very dynamic job market and a high attrition rate. In 2023, as the attrition rate fell, recruitment volumes returned to normal.

It should be noted that the biggest recruitments are still in the centres of excellence in India and Tunisia.

See Annexes 8.4

• Attracting talent

Our ambition is to make the Linedata Group a magnet for talent. Looking to the future, the Group Human Resources function has rolled out a programme to standardise recruitment processes and practices worldwide.

Since 2019, the "Pathmotion" platform has been an integral part of our career page. It allows ambassador employees to share their experiences and feelings at Linedata. The aim is to create a closer relationship with our candidates. These ambassadors speak freely and guarantee the authenticity of the content then shared on social networks to better engage candidates and reflect our slogan "We Humanize Technology".

Since 2020, "Live Chats" have been organised in a number of regions. They provide an opportunity for a very dynamic and direct exchange between candidates and Linedata experts. Linedata benefits from the participation of 20 employees, representing all our regions and all our business lines, who are committed to our careers page and make themselves available to answer potential candidates' questions directly.

In 2023, Linedata acquired the Sense recruitment platform. It provides an optimised candidate experience and highly flexible onboarding for new recruits, as it is directly connected to the bob HRIS.

In addition, as social networks have become an increasingly important part of the recruitment process, Linedata is continuing its digital transformation: the Linedata account on "LinkedIn" is followed by more than 107,000 subscribers at the end of 2023, an increase of 26% in the number of subscribers compared to the end of 2022 and the Group has nearly 1,450 "followers" on X (ex Twitter).

4.3 Skills and career development at the heart of our strategy

• Performance and skills review and development plan

At least once a year, each employee has an appraisal interview with their line manager to assess their performance, skills and any areas for improvement. These interviews are used to assess the employee's training needs, set objectives for the coming year and consider short- and medium-term career prospects.

The Linedata Group has introduced a global individual performance monitoring and annual appraisal tool ('Development Review'), common to all employees, which makes it possible to assess an employee's contribution to his or her position and the associated skills, and to draw up a development and career plan for the coming year. This tool makes it easier to share and monitor employee development plans. By 2023, 95% of employees will have had a performance and development review formalised in this tool.

In 2024, we will continue to evolve this approach to performance measurement and development so that we can organise 360° feedback on a regular basis and several times a year. The aim of this approach is to nurture the performance perspective and better equip everyone in their development, while reinforcing a culture of continuous learning already present in Linedata's DNA. In this way, we train all our staff and managers in setting objectives to ensure that there is always a link between development, performance and professional advancement.

The Group's French companies continue to implement the action plan for employment and skills retention, in accordance with current legislation. This plan is based on the following areas of action:

- Anticipating career development
- Improving working conditions and preventing difficult working conditions
- Developing skills and qualifications and access to training
- Planning for the end of one's career and the transition from work to retirement
- Passing on knowledge and skills and developing mentoring.

• Talent review

Since 2020, global talent reviews have been in place to enable our organisation to achieve its short- and long-term objectives by accurately identifying human challenges: key positions, individual performance, potential and risks, so that we can proactively and intentionally take the necessary action. The Talent Review enables us to :

- better anticipate the future and the development of our employees through, among other things, succession plans,
- identify various talent pools and implement actions specific to each 'category' identified.

In 2023, our objective has been to develop the identification of these rich and diverse talent pools, to specify development plans in line with aspirations to evolve within the Company. In addition to our efforts to find external candidates, we are focusing more on the intentional development of internal candidates, with the destination roles specified.

• Mobility, the key to successful skills development

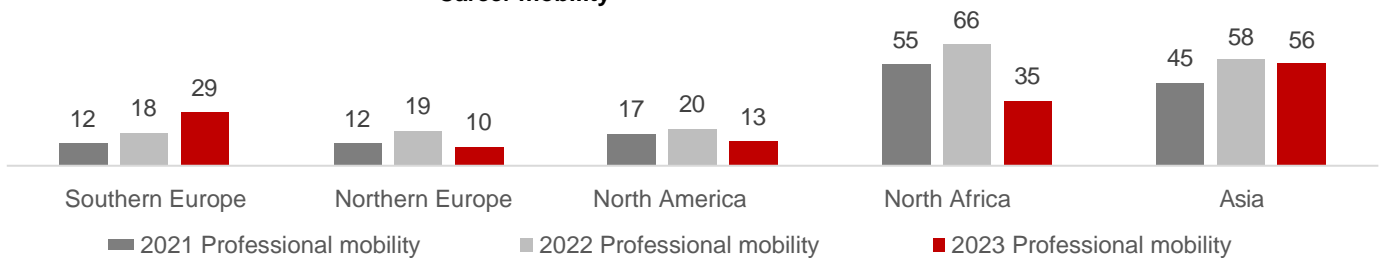
The Linedata Group differentiates between 2 types of mobility:

- Professional mobility: this includes vertical mobility (moving up a job mapping level) and horizontal mobility (changing job mapping discipline).
- Geographical mobility

Professional mobility facilitates the acquisition and restructuring of skills in line with market needs. It offers new experiences to develop and share knowledge between employees. The wide range of activities within the Linedata Group offers employees many opportunities to acquire new skills and develop their careers.

The Linedata Group considers that the professional mobility of its employees is key to the deployment of its corporate strategy. In 2024, this will be reinforced through the creation of 'promotion committees' to be held in each region during salary review campaigns.

Career mobility



See Annexes 8.6

In 2023, 143 employees benefited from horizontal or vertical career mobility, i.e. 13% of the workforce at ¹ January 2023. This number does not represent all career moves. Here, only changes in level are captured in vertical mobility. Sub-levels are used in particular in the first career levels, because it is here that the speed of development and the needs of employees are greatest.

	2023		
	Vertical mobility	Horizontal mobility	Professional Mobility
Southern Europe	28	5	29
Northern Europe	7	3	10
North America	9	5	13
North Africa	35	1	35
Asia	54	2	56
Total	133	16	143

In North America and Europe, the proportion of employees with a higher level of expertise and greater seniority is greater. As a result, mobility is less regular than in other regions, where the majority of employees are recruited with little or no professional experience on graduating from higher education, and progress rapidly.

• Training and Talent Development



In the area of training and development, Linedata has been following the best practices in the market for several years in order to promote the development of its employees.

Our training strategy has been strengthened to promote knowledge sharing and to create enjoyable learning experiences for employees; these are key success factors in creating a long-term learning and development path.

In 2022, the deployment of Pluralsight, a platform dedicated to technical training, has been refocused on R&D users in order to increase its use.

In 2023, we further expanded our training offering with the roll-out of Coursera, a platform offering a wide choice of courses to acquire or enhance both technical and behavioural skills.

A development programme for our sales teams has been tested in our various regions.

	2021	2022	2023
Live: Face-to-face, Online Live Training, Webinar	9 890	13 239	18 185
Platform: Coursera, Pluralsight...	6 504	2 994	3 856
Total Training Hours	16 394	16 233	22 051
% Live training	60%	82%	83%

22,051 hours of training were delivered during the year, 83% of which was 'Live' training delivered face-to-face/visioconferencing and 17% 'Deferred' training delivered on training platforms.

At Group level, the proportion of employees who took part in non-compulsory training during the year represents almost 85% of the total population. The average training time per employee trained (excluding mandatory training) is 18.8 hours, an increase compared with 2022 (17.1 hours).

4.4 Employee recognition and well-being

- **Well-being at work**

Linedata places the health, safety and well-being of all its employees at the centre of its concerns.

Health: Since 2021, specific training and awareness-raising initiatives have been implemented in North America, India and France to raise awareness of Psychosocial Risks, psychological and physiological safety (by encouraging sport) and stress prevention, as well as their detection. These initiatives will continue to be rolled out more systematically in the various regions.

Linedata encourages the practice of physical and sporting activities (e.g. partial reimbursement of the cost of sporting activities in certain countries) and regularly communicates on health in the workplace ('Development Tips', 'Healthcare' workshop). In India, for example, Linedata teams twice organised a table tennis tournament and took part in the Linedata Cricket Championship League. In North America, a walking challenge was organised to encourage people to pay more attention to their health.

Linedata takes all necessary measures to help disabled employees, in particular by adapting working hours and the working environment.

Working practices: With the COVID19 crisis having profoundly changed working practices, we have included a number of questions in our Life@Linedata* barometer about how employees feel about their well-being at work, and in particular about hybrid working practices. These questions are also included in the 'People & Development Review' to understand the effectiveness of and support for the introduction of hybrid working in our different geographies.

In 2023, numerous face-to-face and digital events were organised throughout the year to strengthen the spirit of belonging and social ties that we hold dear. Events bringing together all employees and Linedata Group management were also organised in our main offices.



The "Life@Linedata" barometer launched in 2021 has been renewed in 2022 and 2023, with the aim of continuing to make Linedata an agile, positive working environment and offering a unique employee experience where everyone can fulfil their potential.

- **Remuneration policy**

The Group's remuneration policy is based on a global approach, applied in a way that is adapted to legislation, regulations and specific regional circumstances.

This policy aims to:

- Attracting, recognising and retaining talent
- Rewarding performance, both individual and collective
- Implement the Group's strategy, taking account of financial and operational objectives

A policy of variable remuneration is implemented for most employees to encourage performance.

The principles for increasing remuneration, including the fixed and variable components, are defined each year on the basis of Group-wide guidelines and taking account of local regulations.

Annual pay rises are based on the company's performance, the local economic situation and market practices. Where required by law, negotiations are held with employee representative bodies. The comparative analysis of salary positioning is carried out each year on the basis of Willis Tower Watson's remuneration surveys for the high-tech and financial services sectors. Mapping" is used to position the company's jobs in relation to the local reference market. It is important for the Linedata Group to recognise the expertise of the company's talent.

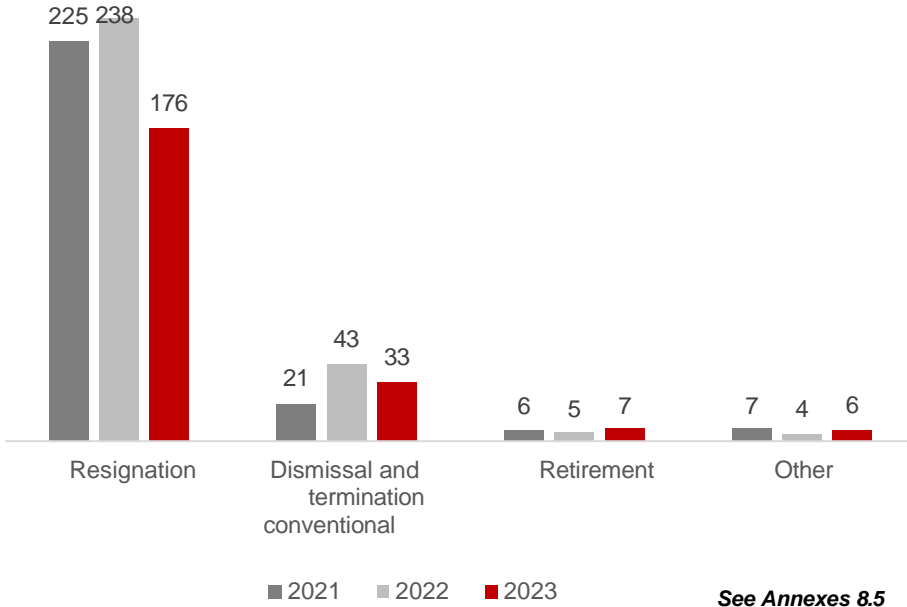
French companies and most subsidiaries are covered by social security schemes that reimburse medical expenses and/or cover the risks of disability and death.

Retirement schemes were negotiated or introduced in 2014 for French companies. These schemes have been applicable since 2015: a Group Collective Retirement Savings Plan (PERCOG, including a company contribution for voluntary payments) and a collective defined contribution savings contract (Article 83, including contributions paid by the company). Since 2021, as part of its drive to build employee loyalty, Linedata has set up a "supplementary retirement" programme in Tunisia for some of its employees in the form of a group life insurance policy.

Given the heterogeneity between the different countries in which Linedata operates, the publication of average salaries would not, in the Group's view, provide any added value to the readers of this document.

The Linedata Group maintains a link between the company's performance and the employees' contribution to that performance. In order to best assess employee performance, the Linedata Group has implemented a performance and skills development tracker since 2017.

• Departures by type



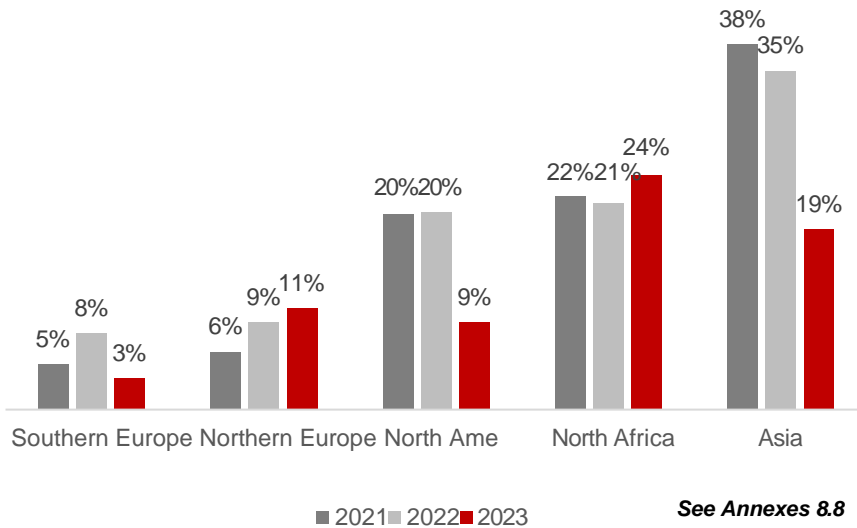
In 2023, the number of resignations will fall as attrition returns to a standard level (see below).

In 2021 and 2022, the high volume of resignations was due to a labour market situation that had a strong impact on voluntary attrition.

India and Tunisia have a high attrition rate. This is due to a highly competitive local labour market for the skills in demand.

See Annexes 8.5

• Voluntary attrition rate by geographical area



The labour market situation has had an impact on Linedata and many other companies in 2021 and 2022.

By 2023, attrition had stabilised and returned to the same pre-covid rate, but it remains a challenge that we aim to tackle by adapting our recruitment mechanism and working with managers to activate retention levers.

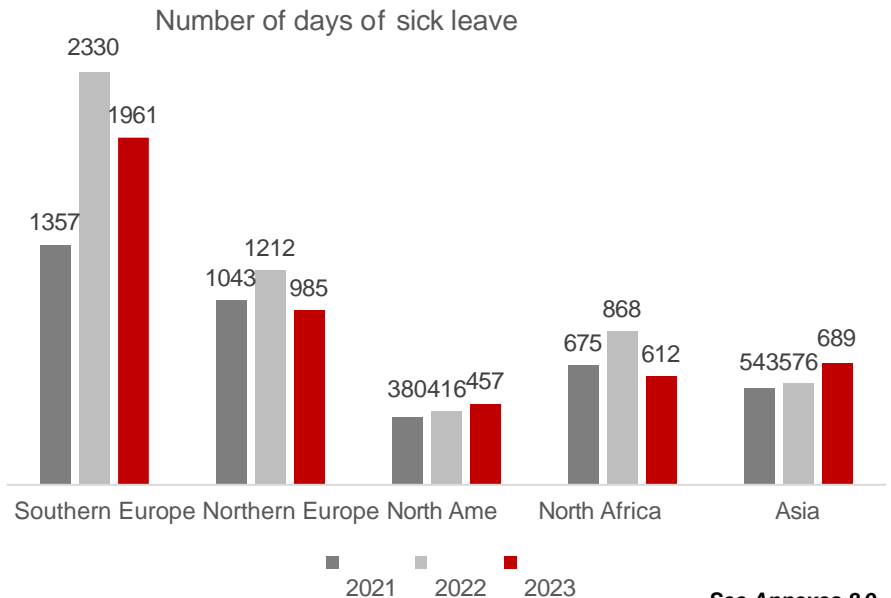
See Annexes 8.8

• Sick leave

The Linedata Group's code of ethics stipulates that the health and safety of all employees is a requirement for the Group and that all necessary means must be implemented to guarantee this. Tracking absenteeism is a way of measuring our employees' involvement and satisfaction at work.

Absenteeism is monitored locally, in accordance with the legislation in force in the various countries in which Linedata operates.

The sharp rise in Southern Europe is explained by an exceptionally low level of absences in 2021 linked to confinement and teleworking, and by the impact of several long-term stoppages in 2022 and 2023.



See Annexes 8.9

4.5 Diversity & equal opportunities

For the Linedata Group, the notion of diversity is not only linked to parity between men and women, but also to a multitude of differences such as age, career level and cultural diversity.

Employee diversity is an important lever and it is for this reason that the Linedata Group's code of ethics includes the main commitments in terms of non-discrimination, equal opportunities, fairness and the promotion of diversity, so that each employee or candidate during the recruitment process has access to training, a remuneration policy, internal mobility and career development.

A global, multicultural company

Our organisation operates globally on a daily basis to serve our customers. Multicultural in its DNA and organisational structure, our teams work in more than 20 locations. As a result, we have more than 45 nationalities and at least as many languages spoken within the Group.

Gender equality

The Linedata Group promotes gender diversity within its workforce, by developing women's access to its various business lines, and by ensuring fair career progression (in 2023, a 0.2% gap between the % of promotions for men and women).

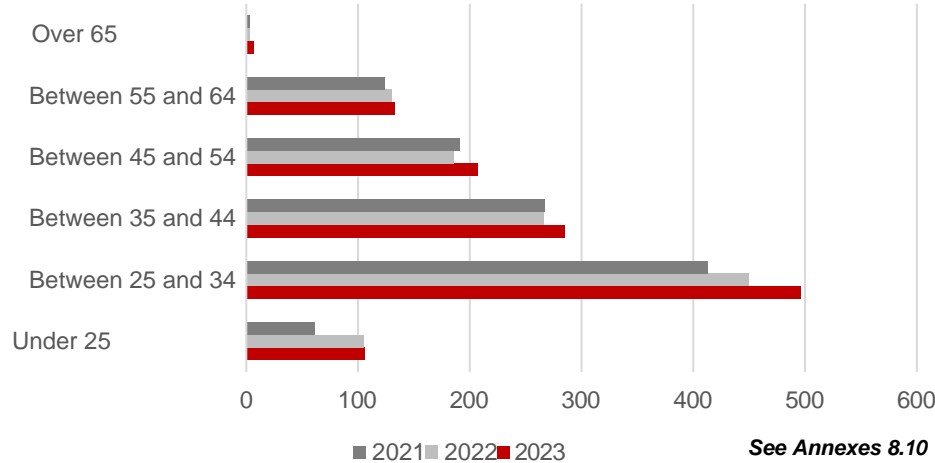
French and foreign companies are subject to specific laws, in particular with regard to the fight against professional discrimination between men and women.

The Linedata Group formally prohibits all harassment and discrimination. Communication initiatives have been deployed, particularly in India with the support of local teams and managers, as well as training in the United States.

Key figures:

- Women will represent 34% of the Group's workforce in 2023.
- In France, this figure stands at 34%, which is higher than the average for the 10 largest French IT services companies (between 20% and 30% according to a study by Journal du Net¹). In France, Linedata has set up a Professional Equality Commission for men and women. This Commission has not noted any discrimination in recruitment, but has noted that there are more applicants than female candidates.
- In Latvia and Tunisia, women will account for more than 49% and 66% of the workforce respectively by 2023.
- The company's efforts in terms of professional equality between men and women are reflected in our Egapro index score (specific to France): 90/100 in 2023 - stable compared with 2022.

Breakdown of Group employees by age group



The Linedata Group believes that a balanced distribution of age groups is a vector for dynamism and innovation.

This means that work-study students and trainees are trained by teams of more experienced mentors. In France, managers estimate that 70 hours of training are given to each new arrival on a sandwich course.

For tutor training, 35 hours are available per tutor on an e-learning system.

These positive elements do not prevent Linedata from embarking on an intentional action plan to recognise, ~~celebrate~~ and increase diversity and inclusion within the company, with strengthened governance and a regular review of key indicators.

In particular, managers' understanding of and responsibility for Diversity & Inclusion strategy and value proposition will be developed (recruitment, mentoring, inclusive dialogues).

¹<https://www.journaldunet.com/management/ressources-humaines/1497587-toujours-peu-de-femmes-embauchees-dans-les-esn/>

5

A CORPORATE CITIZEN

700

Customers
worldwide

6

Labs within the
Group

3

Stronger
partnerships

20

Charities in 2023

5

A CORPORATE CITIZEN

- 5.1 Dialogue with stakeholders
- 5.2 Loyalty to stakeholders
- 5.3 Strengthening an innovative and digital ecosystem
- 5.4 Sponsorship & Volunteering

5.1 Dialogue with stakeholders

Linedata communicates with its stakeholders (employees, clients, suppliers, partners and shareholders) about the company's various projects to ensure that its strategy and its commitments as a responsible company are in line with their expectations. Listening and, above all, dialogue are key components of the Linedata Group's strategy. These collegial exchanges and meetings foster the development of a shared vision of the Group's commitment to its stakeholders: a better understanding and grasp of changes in society, the issues at stake, etc.

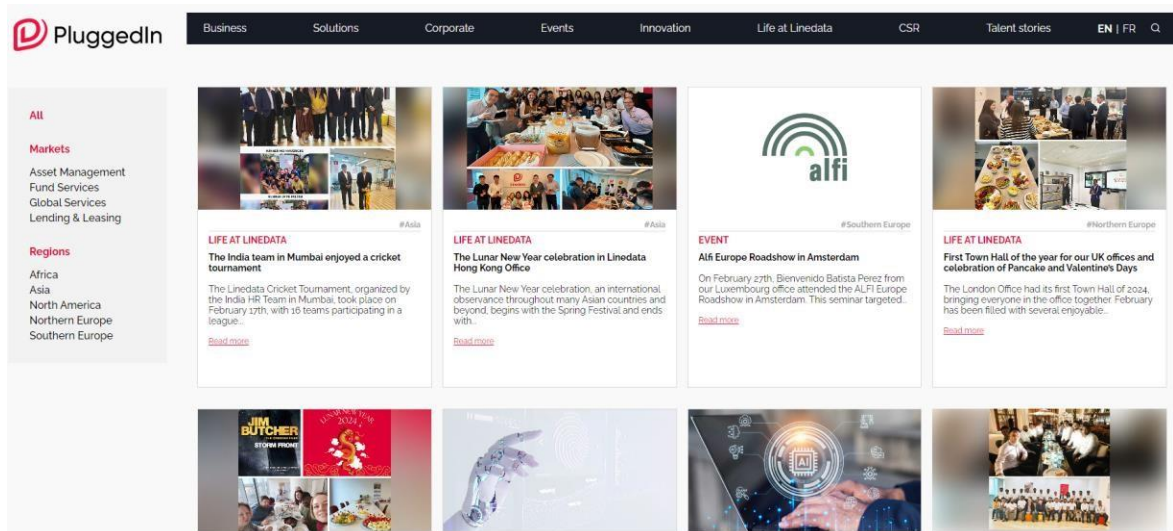
• With employees

Open and transparent dialogue is fundamental to ensuring understanding and support for the Linedata Group's strategy and activities.

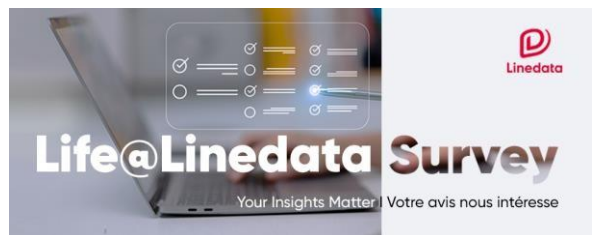
Information and the exchange and sharing of ideas play an important role in the company, and are carried out via a number of channels and tools:

- Information sessions such as town halls organised within business lines or at group level.
- A monthly newsletter and a PluggedIn blog bringing together all local and Group information - 600 visits per month on average from 4 continents.
- An intranet (KEN/SharePoint) providing central documentation and tools

Since 2021, an annual internal survey has been launched among employees to gather their impressions of Linedata's internal communications. Communications and the tools used to share them evolve regularly to meet employees' expectations.

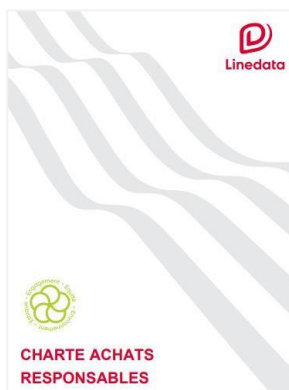


Linedata wants to listen to its employees more regularly, which is why each year they are invited to take part in the "Life at Linedata" barometer. This survey encourages employees to share their views and influence the Group's development.



• With suppliers

The Linedata Group has put in place a Responsible Purchasing Charter which formalises the Group's requirements in terms of human rights, personal data protection, business ethics, an eco-responsible purchasing process and other obligations. This Charter, which is available on the Linedata website, is sent by email to the Group's main suppliers.



- **With customers**

The Group works continuously to optimise its relationships with its clients in order to establish long-term collaboration in a climate of mutual trust (most of the contracts signed by the Linedata Group are multi-year contracts).

The Group keeps its customers regularly informed of developments in its business through a variety of channels:

- Press releases
- Its website www.linedata.com
- The MyLinedata customer intranet site
- Social networks: LinkedIn, Twitter, Instagram, Facebook
- Its various thematic programmes: Annual Customer Satisfaction Survey, Client Engagement Program, etc.

The Group informs its customers of its CSR approach through the DPEF and by systematically responding to surveys or requests for information.

requests for information about our CSR commitments.

The importance of customer satisfaction

Customer satisfaction is measured through a key indicator, the Net Promoter Score (NPS), which is based on the following concept: the overall level of satisfaction of our customers, i.e. whether they would recommend the Linedata Group, its products or services.

In order to meet the growing demands of its customers, Linedata has therefore set up an annual survey for all our customers since 2014, enabling us to assess the NPS but also their level of satisfaction on several dimensions: product performance, ability to innovate, quality of communication and customer relations, etc....

Since 2019, the survey has been restructured to have a questionnaire specific to the needs of 4 distinct populations: C-Level, Senior Manager, IT Specialist and End User. In January 2023, the customer satisfaction survey gathered the opinions of more than 10% of Linedata's customers.

In addition to this survey, Linedata has put in place, as it does every year, an action plan dedicated to its customers:

- Contact and dedicated action plan for each client who has indicated areas for improvement in Linedata's services during the annual satisfaction survey or during a one-off meeting.
- Integration of product feedback into R&D roadmaps

In order to continue improving the quality of its customer relations, Linedata has, over the last two years, put in place the following measures commitments in the following 2 areas:

- Globalisation and extension of the **Client Engagement Program**, with the integration of the Innovation dimension and the introduction of a Product Portal dedicated to gathering customer feedback on our roadmap.
- Strengthening customer relations by closely monitoring contact frequency



By carrying out the Ecovadis assessment since 2022, the Group is meeting the expectations of its customers and stakeholders for transparency in its CSR system. Linedata has also invited its main suppliers to take part in the Ecovadis assessment. This approach is part of our commitment to improving the social, societal and environmental performance of our Group and our partners.

5.2 Loyalty to stakeholders

- **Combating tax fraud**

In accordance with paragraph 5 of Article L225-102-1 of the French Commercial Code as amended by Law 2018-898 of 23 October 2018 on combating tax fraud, the Linedata Group is committed to combating all types of tax fraud.

The majority of Linedata's taxable income is generated in low-tax countries. The Group does not use its offices in low-tax countries (Luxembourg, Ireland, Hong Kong) to organise tax arrangements that could be construed as tax fraud.

- **Preventing conflicts of interest**

All employees must avoid finding themselves in a situation where their interests, or those of persons close to them, could conflict with those of the Group and risk damaging their independence of judgement or their professional integrity, as well as the image and reputation of the Group.

Linedata understands that business relationships may arise or develop between Group employees or with an employee of a third party company (client/supplier). If these relationships are of such a nature as to create a problem of independence or a conflict of interest, in fact or in appearance, in the minds of our clients or employees, they must be formally declared by the persons concerned to their direct managers in order to determine whether notifications or changes of assignment are necessary.

- **Developing fair commercial practices**

Our actions must be guided by a commitment to customer satisfaction and compliance with the rules of competition law. All the Group's suppliers and service providers are selected and treated objectively and fairly, within a framework of transparent commercial practices and respect for commitments.

In particular, all employees must refrain from participating in cartels or any other practice that might hinder free competition.

- **Respecting human rights**

Linedata's commitment is based on the recognition and respect of applicable national laws as well as fundamental standards relating to social rights and environmental protection.

For companies based in the UK, the Group has implemented and annually updates its 'Slavery Act' statement. This statement is published under the UK Modern Slavery and Human Trafficking Act, which came into force on 29 October 2015.

The Linedata Group continues to implement human rights initiatives and is committed to conducting its business in an honest and ethical manner to prevent all forms of slavery and human trafficking in its supply chain.

- **Rejecting forced child labour**

The Linedata Group is committed to combating forced labour or any other form of child labour, through the implementation of a Code of Ethics.

The Linedata Group ensures compliance with the ban on child labour in the emerging countries in which it operates. In India, the Linedata Group has taken into account compliance with the Labour Act in force since 1986.



By adhering to the principles of the Global Compact set up under the aegis of the United Nations, Linedata undertakes to support, within its sphere of influence, the ten principles of this Compact in the areas of human rights, international labour standards, the environment and the fight against corruption.



5.3 Strengthening an innovative and digital ecosystem

For several years now, the role of the innovation department has been to support the digital transformation, to steer experimentation on key subjects and to support employees' innovative initiatives. After a 2018 devoted to launching its digital transformation and putting in place the fundamental conditions for its deployment, a 2019 focused on product innovation and a 2020 devoted to spreading the culture of innovation, enabling everyone to realise that they can have an impact on the Group's transformation, for the benefit of employees and customers, the years 2021 and 2022 saw the building of prestigious partnerships with leading academic players, such as MIT's Computer Science and Artificial Intelligence Laboratory.

In 2023, Linedata continued to accelerate its innovation drive in two main areas:

- **Stronger partnerships focused on innovative players in its ecosystem**

With an ecosystem built up over the last two years, comprising academic institutions, customers, major technology partners (such as AWS and HCL) and innovative start-ups, Linedata has decided in 2023 to step up its collaboration with the latter in order to set up concrete projects to meet the specific needs of its various customers.

Several areas were explored:

- The fight against fraud and customer knowledge (KYC), through two types of system:
 - Mechanisms to facilitate the customer experience when collecting KYC data, in particular by enabling the import of certified data or supporting documents from trusted sources, through a dedicated partnership, particularly relevant for customers in the credit vertical.
 - Artificial intelligence-based systems for analysing KYC data or transactions in an AML context, in order to detect attempted fraud or marginal cases requiring enhanced controls (dynamic risk scoring in particular).

These systems, and the choice of reference partners in this field, had to meet advanced data protection standards, requiring extensive technical and regulatory due diligence, and were consistent with Linedata's commitment to the ethical use of artificial intelligence.

- Exploiting unstructured or poorly normalised financial data, particularly in the context of private debt products (and for private markets in general), which is not subject to the strict standards of public markets, and which has no reference data providers. Leveraging several technologies (from AI-assisted extraction to LLMs to NLP models), and linking these with powerful data warehousing developed in our Mumbai centre of excellence has enabled us to bring particularly relevant products to market.
- A "Next Best Action" approach focused on assisting our users in their interactions with our software, in order to achieve incremental gains in efficiency and respond to market pressures (particularly in the back office, where there is a shortage of talent and strong pressure on prices).
- **A special focus on artificial intelligence and its application to the problems faced by financial institutions**

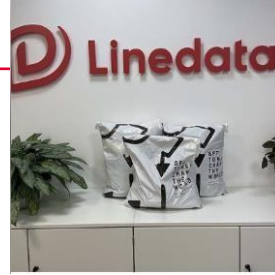
Having been active in the artificial intelligence market for more than 4 years, Linedata has decided to significantly step up its research work in this field in 2023, particularly in the context of the advent of Large Language Models and generative artificial intelligence. On the strength of its experience, and in particular thanks to the exploitation in production of private artificial intelligence models for its North American clients, Linedata very quickly launched a series of 'proofs of concept' dedicated to the use of LLMs for financial institutions, quickly insisting on the need to exploit private models, trained on client data, with a complete anonymisation process. Our partnerships with leading universities have enabled us to recruit the talent needed for such an effort, and by 2023 we had carried out more than a dozen research projects linked to the exploitation of these technologies, several of which have resulted in commercially exploited products.

5.3 Sponsorship and voluntary work

For 25 years, ethics and human values have been at the heart of Linedata's identity. Linedata Charity, our major corporate charity programme, embodies Linedata's commitment to society in three areas - the Environment, Education and Health - and has two strands.

LOCAL CHARITY INITIATIVES

For the past 25 years, Linedata employees have demonstrated their commitment by supporting local charitable initiatives. Each year, these initiatives represent around ten charitable projects, such as the 'a schoolbag for every pupil' operation in Tunisia, the distribution of school kits with the Seva Sahyog Foundation in India, or the AITEC charity golf tournament in the United States. Through these initiatives, we redistribute part of our profits to causes in the fields of the Environment, Education and Health.



CO-FINANCING OF THE UNIVERSITY RESIDENCE AT THE NEW HOSPITAL IN UGANDA

Linedata is co-financing the university residence at the new hospital in Kampala, Uganda, with the sponsorship of AKU (Aga Khan University).

With this project, Linedata aims to facilitate access to knowledge for Ugandan students, who will in turn contribute to the development of their country. Uganda has one of the youngest and fastest-growing populations in the world, with a fertility rate of 5.8 children per woman. In this context, health is a fundamental issue to which we are contributing through the development of medical infrastructures and the training of future leaders in the Ugandan health sector.

Linedata employees are invited to take part in this project by representing our four regions - North America, Europe, Africa and Asia - on a trip to East Africa in 2024.



TOWARDS AN ECO-RESPONSIBLE COMPANY



1st

Carbon footprint
completed in 2022

3,37

Tonnes of carbon
emissions per employee
in 2023

6

TOWARDS AN ECO-RESPONSIBLE COMPANY

- 6.1 Carbon footprint
- 6.2 Reducing the environmental impact of our activities
- 6.3 Managing responsible purchasing

In recent years, the IPCC report and COP21 in particular have confirmed the urgent need for everyone to take account of environmental issues and the consequences of climate change. As a software publisher, the Linedata Group is aware of the impact of digital activity on the environment and wishes to make a positive contribution to environmental issues by reducing its environmental footprint.

Since 2021, the Linedata Group has been committed by signing the Planet Tech' Care manifesto as well as the Charter of the Institut du Numérique Responsable (INR). These 2 networks enable us to obtain advice and exchange best practices in terms of the environmental responsibility of digital.



"Planet Tech'Care is the first initiative to bring together a network of partners (professional organisations, schools, competitiveness clusters, associations, foundations, think tanks), with the aim of supporting companies wishing to integrate digital technology into their environmental trajectory and supporting training players in developing skills in responsible digital technology".



"INR is a Think and Do Tank created in 2018. Its purpose is to be a place for reflection on the three key issues of responsible digital: sustainability, inclusion and ethics."

6.1 Carbon footprint

Since 2022, the Linedata Group has been calculating its carbon emissions using the Sweep solution based on :

- CO₂ emissions reporting available (example: travel agency)
- Applying emissions factors to actual or estimated consumption (e.g. electricity consumption)
- The application of emissions factors on a financial basis according to the volume of expenditure (e.g. purchase of services)

By 2023, the Linedata Group will have reduced its carbon intensity per employee by 8%. This reduction is due to :

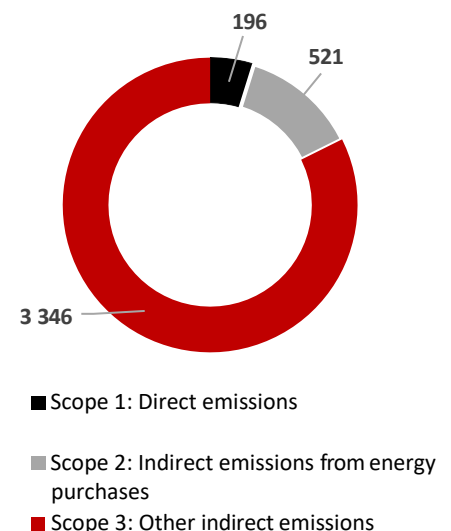
- rationalisation of office space (-7%), while increasing the number of headcount (+12% in average headcount),
- Controlling the increase in emissions linked to business travel,
- the reduction in emissions linked to refrigerants, which will be very significant in 2022 as a result of the change of air conditioning system in certain offices.

Below are the results of the Bilan Carbone 2023 and the changes in relation to the Bilan Carbone 2022 according to the categories of the GHG Protocol:

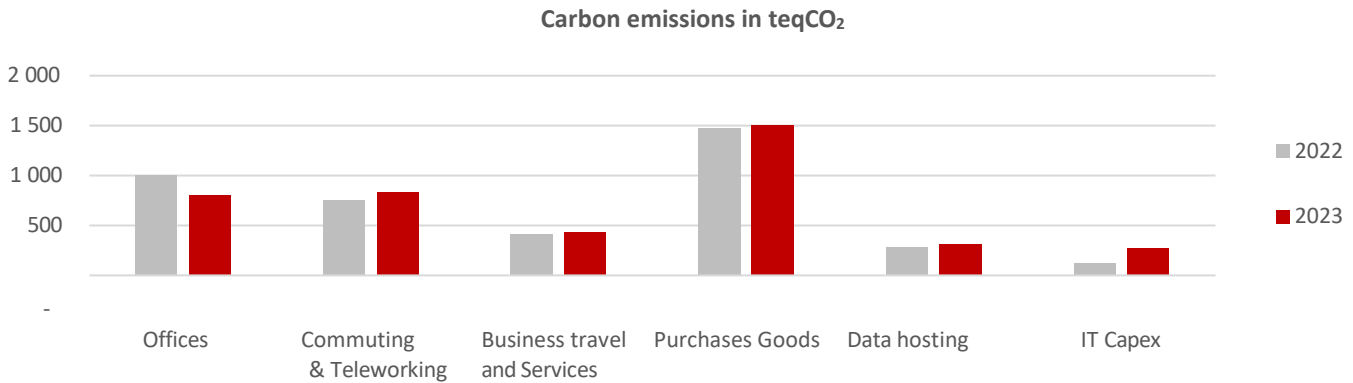
In teqCO ₂	2022	2023	Var % (%)
Scope 1: Direct emissions	196	42	-79%
Vehicle fuel (combustion)	26	29	14%
Refrigerants	170	12	-93%
Scope 2: Indirect emissions from energy purchases	521	475	-9%
Electricity consumption	521	475	-9%
Scope 3: Other indirect emissions	3 346	3 644	9%
Business travel	348	370	6%
Commuting & Teleworking	755	835	11%
Energy emissions (excluding scope 1 & 2)	175	185	6%
Purchases of goods and services	1 683	1 853	10%
Leased assets (upstream)	158	149	-5%
Use of products sold	224	248	10%
Waste	3	3	11%
Total	4 063	4 161	2%
Carbon intensity / Employee	3,67	3,37	-8%
Carbon intensity / €M sales	23,52	22,70	-4%



Carbon emissions 2023 - in tCO₂



Below are the results according to the Carbon Reporting categories implemented within Linedata:



In teqCO ₂	2022	2023	%
Offices	1 007	804	-20%
Refrigerants	170	12	-93%
Offices (m ² occupied)	144	134	-7%
Electricity	690	654	-5%
Other (paper, waste, etc.)	4	4	4%
Commuting & Teleworking	755	835	11%
Commuting to and from work	350	378	8%
Teleworking	405	457	13%
Business travel	412	432	5%
Transport (Plane, Train, Car)	354	390	10%
Hotel	40	32	-21%
Meals	18	10	-46%
Purchases of goods and services	1 475	1 502	2%
IT Services	762	843	11%
Other Services: Fees, Insurance, etc.	587	572	-3%
Communication costs	71	55	-23%
Training	54	32	-41%
Data hosting	290	314	8%
Datacenter	228	252	10%
Cloud	61	62	1%
IT Capex	123	275	123%
Total	4 063	4 161	2%



GREENHOUSE
GAS PROTOCOL

Methodology: Supported by Sweep, Linedata's carbon footprint is based on the main principles of the GHG Protocol. In addition to Scope 1, linked to direct emissions, and Scope 2, linked to indirect emissions due to energy use, Linedata also accounts for Scope 3 emissions, trying to group together as much as possible the emissions generated by the upstream and downstream value chain: use of products, purchase of services, etc.

The detailed calculation methodology is available in the Methodological Appendix of this document.

The Linedata Group is committed to continuous improvement in order to enhance the completeness and accuracy of its carbon footprint. In particular, work is underway to

- identify more emissions: IT waste, capex furniture, etc.
- reduce the proportion of emissions calculated using monetary emission factors, which currently account for more than a third of emissions (corresponding to purchases of goods and services).

6.2 Carbon strategy

Following the calculation of its first carbon footprint, in 2022 the Linedata Group defined a 2024 carbon reduction strategy focusing on the 4 main contributors to emissions:

- **Office (representing 19% of emissions)**
 - Optimising office space
 - Thermal renovation work
 - Optimising electricity sources
- **Data hosting (representing 8% of emissions)**
 - Customer : Preference for Public Cloud vs. external data centres
 - Corporate :
 - Migration of in-house data centres to the Cloud
 - Choosing to optimise use of the Cloud
- **Service Providers (representing 36% of emissions)**
 - Discussions with key suppliers on their carbon commitment
- **Business & Home-Work Travel (representing 19% of emissions)**
 - Limiting and optimising travel (train, greener aircraft, electric cars)
 - Encouraging the use of "green" transport for home/work journeys

=> Linedata has also set itself the objective of developing its software solutions in order to reduce their environmental impact: eco-design study, optimised hosting, etc.

6.3 Reducing the environmental impact of our activities

In line with its strategy to reduce its environmental footprint by 2024, the Linedata Group has strengthened its environmental policy:

- **Sustainable use of resources**

The Linedata Group has a policy of raising awareness among its employees by involving them in measures taken to save resources through eco-gestures and technologies likely to reduce the environmental impact of the Group's activities. The sustainable use of resources is based on various actions:

In terms of IT equipment

When renewing its IT equipment, Linedata favours energy-efficient hardware, in particular by selecting servers that use the latest technologies to reduce energy consumption.

Electricity

An energy efficiency plan was drawn up at the end of 2022, which verified the following points: Optimised settings for heating and air conditioning systems, Presence detector settings for lighting, Switching off heating/air conditioning at the end of the day (if not automatic), Switching off lights at the end of the day (if not automatic).

Paper

The Group encourages its employees to print only when necessary and to prefer double-sided printing. containers dedicated to paper. Linedata has also digitalised processes that historically consumed paper.

- **Recycling and waste management**

The Linedata Group attaches particular importance to the environmental impact of its waste, particularly its IT equipment. Recycling is generally carried out by companies or associations that comply with local environmental standards for the treatment of electronic waste.

Other recycling and waste elimination actions are mainly based on sorting waste (paper, plastic, glass, batteries) in collaboration with an external company or collectively within the buildings where Linedata sites are located, where possible obtaining volumes of recycled waste in order to be able to monitor and optimise waste volumes. In France, 650kg of waste was recycled in 2023 (compared with 900kg in 2022).

- **Transport**

Because of its international activity, transport is also a source of greenhouse gas emissions for the Group.

Commuting to and from work

The Group has opted to locate its offices close to public transport, thereby limiting the use of personal vehicles and helping to limit air pollution and greenhouse gas emissions. Initiatives such as the Forfait Mobilités Durables (Sustainable Mobility Package) in France are designed to encourage employees to use more environmentally-friendly forms of transport.
"green

Linedata is also continuing to renew its vehicle fleet, giving preference to low CO2 emission vehicles (6 hybrid/electric vehicles out of the Group's 19 company vehicles).

Travel policy

The Group has introduced a travel policy designed to limit the environmental impact of travel:

- audioconference and videoconference meetings rather than travel (using high-performance IT tools)
- travel by train rather than by plane
- Economy class by air (with a lower carbon footprint than Business class)

Since 2020, Linedata has been using a Group-wide travel and expense management tool. This tool makes it possible to monitor the carbon impact of all business travel in real time.



6.4 Reducing the environmental impact of our purchasing

The Linedata Group purchased nearly €40 million worth of goods and services in 2023. The Group is committed to responsible purchasing, with a particular focus on environmental issues.

- **Selection of "eco-responsible" suppliers**

To meet these challenges, the ecological question must be addressed from the moment a new supplier is listed, by incorporating CSR criteria into the evaluation grids for calls for tender. Since 2022, CSR aspects have been systematically included in the selection criteria for calls for tender.

Local suppliers are also preferred to avoid the environmental impact of transport.

The Business Partner Charter formalises the Group's requirements in terms of human rights, personal data protection, business ethics and environmental protection. This Charter, which is available on the Linedata website and sent by email to the Group's main suppliers, invites our commercial partners to :

- Implement an environmental policy and carry out their activities in such a way as to minimise their impact on the environment.
- To eliminate or reduce the sources of pollution generated by its activities, preserve natural resources, limit waste and promote recycling, and reduce its energy consumption.
- Ensure, where appropriate, that waste considered hazardous is managed safely at all its sites (recycling, storage, etc.), and that it is properly disposed of in safe treatment plants.

- **Data hosts**

As software publishers, hosting internal and customer data accounts for a significant proportion of the Group's carbon emissions.

Several years ago, the Linedata Group began a transition to Public Cloud hosting to optimise the energy consumption associated with data hosting. The Linedata Group has chosen hosting partners with ambitious targets for reducing their carbon emissions. In addition, Linedata benefits from technological advances and can also optimise its hosting choices in order to limit the impact of its data hosting.

METHODOLOGICAL NOTE



7

METHODOLOGICAL NOTE

- 7.1 Introduction
- 7.2 Linedata & its stakeholders
- 7.3 Perimeter
- 7.4 Information not applicable
- 7.5 Explanation of reporting

7.1 Introduction

Due to the growing number of social, societal and environmental risks that have been identified, the Linedata Group is now reporting on the impacts of its business under Order No. 2017-1180 of 19 July 2017. This text amends the legislative framework for the publication of extra-financial information in order to align it with the requirements of the CSR Directive No. 2014/95 of 22 October 2014.

This exercise enables the Group to draw up a risk map that identifies not only CSR risks, but also economic, financial, ethical and other risks that have a decisive impact on the Group's ability to carry out its missions successfully over the long term.

7.2 Linedata & its stakeholders

The aim of the Linedata Group's CSR programme is to maintain an ongoing dialogue with all its stakeholders: business partners, employees, suppliers, etc.

This dialogue creates opportunities for growth and preserves the ethical reputation of the Linedata Group. Internally, this approach exists at all levels of the Group:

- at headquarters, employees are the main contacts and coordinate initiatives within the Linedata Group
- In each Linedata Group entity, employees maintain a privileged relationship with our stakeholders. The objectives of this proximity with stakeholders are:

- identify their expectations
- prioritise CSR issues according to them
- define KPIs to assess the performance of the Linedata Group

The ISO 26000 standard forms the basis of this approach.

Externally, the Linedata Group communicates and interacts with :

- Its business partners, customers or suppliers
- Shareholders who have access to information through the reference document. Investors can access all communications through the "Investor Relations" section of the Linedata Group website.
- In terms of civil society, the Linedata Group organises partnerships, sponsorship and voluntary work with associations through various initiatives.

7.3 Perimeter

• Scope of consolidation

The figures published in this report concern all consolidated companies. As soon as a company joins the Group, its social, societal, environmental and ethical data are included, regardless of the percentage of ownership.

At the beginning of 2023, Portuguese software publisher Audaxys, which employs 38 people, joined the Linedata Group.

• Changes in consolidation scope

As of 2021, it has been decided that trainees will no longer be taken into account when calculating total headcount. Historically, they were included in the "Trainees and similar" category. From now on, only apprenticeship contracts will be added to open-ended contracts, fixed-term contracts and subsidised contracts (CIVP) when calculating the total workforce.

With regard to recruitment volumes, it has been decided that apprenticeship contracts will no longer be taken into account in 2023.

7.4 Information not applicable

Given its activity as a software publisher, part of the obligation III paragraph 2 of the law L225-102.1 relating to "*the fight against food waste, food insecurity, respect for animal welfare and responsible, fair and sustainable food*" is not applicable to the Group.



7.5 Explanation of reporting

- **Reporting framework**

Common reporting guidelines have been implemented within the Group to ensure that all subsidiaries use the same indicators.

Social data: in 2023, the HiBob HR platform replaced the Talentsoft HR platform, covering all Linedata Group employees (100% of the workforce).

- **Explanation of the main indicators**

Social indicators

Group headcount: Linedata Group headcount includes all employees benefiting from an employment contract, apprenticeship contract or professionalisation contract within the Linedata Group as at 31 December 2023, corresponding to the last calendar day of the year. The headcount is expressed as a number of employees, regardless of the number of hours worked or the date of entry during the year.

Trainee employees include all employees benefiting from a training contract between 1 January and 31 December 2023.

It should be noted that, apart from the indicator of headcount by contract, trainees and apprenticeship contracts are not taken into account in the other social indicators.

The Group's regions: The regions appearing in the social indicator tables are determined as follows:

- Southern Europe region: France, Spain, Portugal
- Northern Europe region: United Kingdom, Luxembourg, Ireland, Latvia
- North America region: United States, Canada, Mexico
- Asia Region: Hong Kong, India, Singapore
- North Africa region: Tunisia, Morocco

Hirings and departures: Hirings and departures exclude all intra-company movements such as transfers between legal entities.

Other" departures include: end of probationary period, end of fixed-term contract, transfer of employees and death.

The % of absence due to work-related accident or illness: This corresponds to the number of days of absence due to work-related accident or illness out of the estimated number of days worked (220 days per year/employee), based on the number of employees at 31 December 2023.

The % of individual interviews (PDR) and employees trained are based on employees present from 01/01 to 31/12/2023.

The % mobility is based on employees present at 01/01/2023.

Live" training hours include training that has taken place face-to-face or online with a trainer.

Platform" training hours include hours of training taken on platforms such as Pluralsight, Coursera, Efront, KnowBe4 or other training platforms.

Compulsory" training includes "Compliance" training (Anti-Corruption, Data Protection, Harassment, etc.).

Environmental indicators /**Carbon Footprint**

Linedata's carbon footprint follows the GHG protocol methodology with an operational control approach (taking into account 100% of the emissions of entities controlled >50%), i.e. the entire Linedata Group. Below is the methodology by emissions category:

Datacenter: Recovery of power data (kVa), % of capacity actually used and datacenter rental to estimate carbon emissions. The emissions factors used are the "Combustion" factors of the IEA (International Energy Agency) except for data centres in the US: US EPA in order to take into account the different geographical locations.

Data hosting: - AWS and Azure: Implementation of connectors with AWS and Azure enabling direct recovery of carbon emissions. - Microsoft 365: Obtaining carbon reporting for Microsoft 365 (Scope 1 to 3).

Business travel: - Travel agency (Flight, Train): Obtaining CO₂ emission reporting for our travels

- Company car (Leasing): Obtain the number of company cars, with a distinction between combustion, hybrid or electric.

- Petrol consumption (company cars): The volume of petrol consumed is estimated on the basis of the amounts in the Expense Notes (NDF) relating to petrol expenditure. Emissions are split between upstream and combustion.

- Petrol consumption (personal vehicle): Using the NDF amounts for KM allowances, estimate the volume of petrol consumed. No distinction between upstream and combustion.

- Petrol consumption (taxi) : Based on the NDF for taxi journeys, estimate the volume of petrol consumed consumed. No distinction between upstream and combustion.

- Meals: Based on the NDF extraction, identification of the number of meals (breakfast, lunch and dinner) paid for by the company.

- Hotel nights: Using the NDF extraction, identify the number of hotel nights paid for by the company, differentiating the place of travel. The emissions linked to a night in a hotel are different depending on the location.

Commuting to and from work: Based on the 2023 mobility survey (70% response rate), which provided information on the means of transport and the distance between home and work, we applied these results to the average 2023 population of each office and then applied the presence ratio for the 2023 financial year. No distinction between cities/countries.

Teleworking: Based on the monitoring of on-site presence in 2023, estimate the number of days of teleworking per office in order to estimate carbon emissions. Emission factor calculated by Sweep and different by city/country, taking into account: heating, lighting, air conditioning, office electricity.

Office: The following office data relates to all Linedata offices. At the end of 2023, the Linedata Group had 17 active offices with attached employees, there are no physical offices in Spain, Ireland, Mexico and Singapore and no employees in the Greenwich offices.

- Leasing: Based on the leased office space divided by the estimated life of the buildings (50 years), we were able to estimate office emissions. No distinction between cities/countries.

- Electricity: Either from electricity bills (if Linedata contract) or according to the building occupancy rate (if electricity contract at building level). The emissions factors used are the IAE's "Upstream" factors and the IEA's "Combustion" factors, except for the US: US EPA, in order to take account of the different geographies. Distinction between upstream and combustion.

- Printer paper: Obtaining printer paper purchase volumes for 2023 (office manager)

- Printer Toner: Obtaining printer toner purchase volumes for 2023 (office manager)

- Refrigerant : Obtaining the volumes of refrigerant integrated into air conditioning systems during 2023 in the event of a system leak or equipment replacement (via the air conditioning maintenance company).

- Waste : Based on on-site presence monitoring in 2023, estimate of the average number of employees present in 2023, making it possible to estimate waste-related carbon emissions. No distinction between cities/countries.

Services: Based on expenditure figures, we were able to estimate the carbon emissions of the following services: - Insurance, Banking, Consultancy and Fees; - Office expenses, Mail; - Training.

IT Services (excluding datacenter): On the basis of the expenditure figures obtained by monitoring the CDG IT (Opex excluding hosting costs), we have been able to estimate the impact of IT services: "Telecommunications", "Other computer related services, including facilities management", "Software services", etc.

IT Capex: Using the purchase order system, identify purchases of screens, dockstations, laptops and desktops by office. For emissions linked to servers, use of a ratio based on the volume of expenditure using the Desktop emission factor.

Other environmental indicators

The environmental indicators (excluding Bilan Carbone) take into account the number of business vehicles in 2 countries (France, Luxembourg).

Concerning the volume of waste recycled, the Linedata Group only has access to the volumes of waste recycled for the Neuilly and Arcueil offices. At the end of 2023, the Linedata Group had 17 active offices with attached employees, there are no physical offices in Spain, Ireland, Mexico and Singapore and no employees in the Greenwich offices.

The list of suppliers > €15k is based on purchases made in 2022.

European green taxonomy

Pursuant to Regulation 2080/852 of 18 June 2020 (known as the "Taxonomy Regulation") and the Delegated Climate Regulation of 4 June 2021, the Linedata Group is required to publish, in respect of the 2023 financial year, the proportion of its turnover, investments and certain operating expenses resulting from economic activities considered eligible under the climate change mitigation and adaptation objectives.

The denominators of the financial ratios have been defined in accordance with the definition in the delegated act of 6 July 2021 and its annexes supplementing the taxonomy regulation. The underlying financial information has been checked with the finance teams to ensure consistency and reconciliation with the annual financial statements. It covers the entire scope of consolidation of the Linedata Group.

The Linedata Group has carried out a detailed analysis of all activities and service lines within its various consolidated entities. This analysis, carried out in conjunction with the Finance Department, has led to the conclusion that there will be no aligned activities during the financial year ending 31 December 2023. To be aligned, an activity must meet the criteria of making a substantial contribution to one of the objectives of the delegated act of 6 July 2021, meet the criteria of "not causing significant damage" and comply with the minimum guarantees.

Below are the tables required by Annex II of the taxonomy regulation: Turnover :

Economic Activities (1)	Code (2)	Absolute turnover (3)	Proportion of Turnover (4)	Substantial Contribution Criteria						DNSH criteria ("Does Not Significantly Harm")						Minimum Safeguards (17)	Taxonomy aligned proportion of total turnover, year N (18)**	Category (enabling activity) (20)	Category (transitional activity) (21)																				
				Climate Change Mitigation (5)*	Climate Change Adaptation (6)	Water (7)	Pollution (8)	Circular Economy (9)	Biodiversity and ecosystems (10)	Climate Change Mitigation (11)	Climate Change Adaptation (12)	Water (13)	Pollution (14)	Circular Economy (15)	Biodiversity (16)																								
Text																			K EUR	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%		
A. TAXONOMY-ELIGIBLE ACTIVITIES																																							
A.1 Environmentally sustainable activities (Taxonomy-aligned)																																							
None																			0	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	
Turnover of environmentally sustainable activities (Taxonomy-aligned) (A.1)																			0	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
A.2 Taxonomy-Eligible but not environmentally sustainable activities (not Taxonomy-aligned activities)																																							
None																			0	0%																			
Turnover of Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (A.2)																			0	0%																			
Total (A.1+A.2)																			0	0%																			
B. TAXONOMY-NON-ELIGIBLE ACTIVITIES																																							
Turnover of Taxonomy-non-eligible activities																			172 674	100%																			
Total (A+B)																			172 674	100%																			

Capital expenditure :

Economic Activities (1)	Code (2)	Absolute CapEx (3)	Proportion of CapEx (4)	Substantial Contribution Criteria						DNSH criteria ("Does Not Significantly Harm")						Minimum Safeguards (17)	Taxonomy aligned proportion of total CapEx, year N (18)**	Category (enabling activity) (20)	Category (transitional activity) (21)																			
				Climate Change Mitigation (5)*	Climate Change Adaptation (6)	Water (7)	Pollution (8)	Circular Economy (9)	Biodiversity and ecosystems (10)	Climate Change Mitigation (11)	Climate Change Adaptation (12)	Water (13)	Pollution (14)	Circular Economy (15)	Biodiversity (16)																							
Text																			K EUR	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	
A. TAXONOMY-ELIGIBLE ACTIVITIES																																						
A.1 CapEx of environmentally sustainable activities (Taxonomy-aligned)																																						
None																			0	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
CapEx of environmentally sustainable activities (Taxonomy-aligned) (A.1)																			0	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
A.2 Taxonomy-Eligible but not environmentally sustainable activities (not Taxonomy-aligned)																																						
None																			0	0%																		
CapEx of Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (A.2)																			0	0%																		
Total (A.1+A.2)																			0	0%																		
B. TAXONOMY-NON-ELIGIBLE ACTIVITIES																																						
CapEx of Taxonomy-non-eligible activities																			3 520	100%																		
Total (A+B)																			3 520	100%																		

Operating expenses :

Economic Activities (1)	Code (2)	Absolute OpEx (3)	Proportion of OpEx (4)	Substantial Contribution Criteria						DNSH criteria ("Does Not Significantly Harm")						Minimum Standards (17)	Taxonomy aligned proportion of total OpEx, year N (18)**	Category (enabling activity) (20)	Category (transitional activity) (21)
				Climate Change Mitigation (5)*	Climate Change Adaptation (6)	Water (7)	Pollution (8)	Circular Economy (9)	Biodiversity and ecosystems (10)	Climate Change Mitigation (11)	Climate Change Adaptation (12)	Water (13)	Pollution (14)	Circular Economy (15)	Biodiversity (16)				
<i>Text</i>		<i>K EUR</i>	%	%	%	%	%	%	%	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	%	E	T
A. TAXONOMY-ELIGIBLE ACTIVITIES				0%															
A.1 Environmentally sustainable activities (Taxonomy-aligned)																			
None			0%	0%	0%	0%	0%	0%	0%								0%		
OpEx of environmentally sustainable activities (Taxonomy-aligned) (A.1)			0%	0%	0%	0%	0%	0%	0%								0%	0%	0%
A.2 Taxonomy-Eligible but not environmentally sustainable activities (not Taxonomy-aligned activities)																			
None			0%																
OpEx of Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (A.2)			0%																
Total (A.1+A.2)			0,00	0%															
B. TAXONOMY-NON-ELIGIBLE ACTIVITIES																			
OpEx of Taxonomy-non-eligible activities		39 523	100%																
Total (A+B)		39 523	100%																

• Consolidation and internal control

This statement and this reporting are based on consolidated data under the responsibility of the Audit & Compliance department and the HR department on the basis of information provided by the Holding company and the subsidiaries of the Linedata Group. Qualitative information is based on interviews with the persons responsible for the subjects dealt with in the various countries where Linedata operates.

A multi-disciplinary team comprising the Legal, Finance, HR, Audit & Compliance Departments guarantees the global approach adopted for the Group.

In addition to the Group's central resources, a network of local correspondents has been set up in all the geographical zones. This organisation ensures a regular flow of information within the Group, practical implementation of actions at all levels, and dialogue at the highest level of the company on issues relating to corporate responsibility.

Consistency checks and comparisons with data from previous years are carried out. The data is collected and checked by the Audit & Compliance team to ensure consistency before the final extra-financial performance declaration is sent to the Independent Third Party for verification.

The CSR Committee and the Impact Committee of the Board of Directors also review the information published in this Extra-Financial Performance Statement.

APPENDICES

(figures for 2021-2023)



8.1 Change in workforce by contract

	2021	2022	2023
Open-ended contract	1023	1075	1207
Fixed-term contract	0	1	1
Subsidised contract	36	64	26
Apprenticeship contract	16	16	20
Total	1075	1156	1254
Internship contract	62	67	63
Total with training contract	1137	1223	1317

8.2 Change in workforce by region

	2021	2022	2023
Southern Europe	206	194	235**
Northern Europe	146	141	125
North America	166	166	164
North Africa	223	252	232
Asia	318	387	478
Total	1059	1140	1234

8.3 Breakdown of workforce by activity

	2021	2022	2023
Central functions	126	132	146
Project management	19	19	18
Consulting	103	107	106
Sales and customer relations	44	38	50
Software engineering	376	380	373
Management of Technology and Cloud services	61	67	73
Customer services	330	397	468
Total	1056	1140	1234

*The "Internship Contract" headcount corresponds to the number of interns who started an internship during the year and not the number of interns on 31/12/2022. Linedata mainly recruits interns in Tunis: summer internship (2 months) and end-of-study internship (6 months).

**including the integration in early 2023 of the 38 employees of Audaxys (Portugal)

8.4 Recruitment trends by region

	2021	2022	2023
Southern Europe	4	12	21
Northern Europe	10	11	8
North America	30	37	19
North Africa	52	88	44
Asia	126	226	183
Total	222	374	275

8.5 Departures by type

	2021	2022	2023
Resignation	225	238	176
Dismissal and termination conventional	21	43	33
Retirement	6	5	7
Other	7	4	6
Total	259	290	222

8.6a Geographic mobility - by region

	2021		2022		2023	
	Inbound mobility	Outgoing mobility	Inbound mobility	Outgoing mobility	Inbound mobility	Outgoing mobility
Southern Europe	5	1	5	0	2	1
Northern Europe	1	0	3	3	2	1
North America	0	3	1	0	2	1
North Africa	0	2	0	5	0	3
Asia	0	0	1	2	0	0
Total	6	6	10	10	6	6

8.6b Trends in horizontal and vertical mobility by region

	2021		2022		2023	
	Horizontal mobility	Vertical mobility	Horizontal mobility	Vertical mobility	Horizontal mobility	Vertical mobility
Southern Europe	3	9	1	18	5	28
Northern Europe	0	12	5	15	3	7
North America	4	16	10	15	5	9
North Africa	11	51	9	63	1	35
Asia	3	44	9	52	2	54
Total	21	132	34	163	16	133

8.7a Number of hours of training per region (excluding compulsory training)

	2021	2022	2023
Southern Europe	4 663	4 749	5 491
Northern Europe	2 503	2 368	1 133
North America	1 510	991	441
North Africa	5 407	5 843	10 028
Asia	2 312	2 279	4 958
Total	16 394	16 230	22 051

8.7b -Live training hours by region (excluding mandatory training)

	2021	2022	2023
Southern Europe	4 464	4 489	5 444
Northern Europe	1 142	718	400
North America	625	650	345
North Africa	2 829	5 615	9 489
Asia	831	1 765	2 518
Total	9 890	13 236	18 195

8.7c - Number of hours of "Platform" training per region (excluding mandatory training)

	2021	2022	2023
Southern Europe	199	260	47
Northern Europe	1 361	1 650	734
North America	885	341	96
North Africa	2 578	228	539
Asia	1 481	514	2 440
Total	6 504	2 994	3 856

8.7d - Analysis - Training (excluding mandatory training)

	2022				2023			
	Number of hours training	Number of trainees	Number of hours /trained	of employees trained*	Number of hours training	Number of trainees	Number of hours /trained	of employees trained*
Southern Europe	4 749	152	31,2	70%	5 491	204	26,9	83%
Northern Europe	2 368	114	20,8	73%	1 133	123	9,2	88%
North America	991	166	6,0	81%	441	146	3,0	84%
North Africa	5 843	197	29,7	56%	10 028	255	39,3	93%
Asia	2 279	321	7,1	59%	4 958	444	11,2	79%
Total	16 230	950	17,1	67%	22 051	1 172	18,8	84%

8.7e -Analysis- Mandatory compliance training

	2022			2023		
	Number of hours training	Number of trainees	Number of hours /trained	Number of hours training	Number of trainees	Number of hours /trained
Southern Europe	9	10	0,9	359	205	1,8
Northern Europe	35	10	3,5	256	130	2,0
North America	7	39	0,2	220	143	1,5
North Africa	96	82	1,2	319	202	1,6
Asia	115	153	0,8	762	465	1,6
Total	262	294	0,9	1 916	1 145	1,7

* The % of employees trained is calculated solely on the basis of employees present from 1 January to 31 December.

8.8 Attrition by region

	2021	2022	2023
Southern Europe	5%	8%	3%
Northern Europe	6%	9%	11%
North America	20%	20%	9%
North Africa	22%	21%	24%
Asia	38%	35%	19%
Total	21%	22%	15%

8.9 Number of days of sick leave by region

	2021	2022	2023
Southern Europe	1 357	2 330	1 961
Northern Europe	1 043	1 212	985
North America	380	416	457
North Africa	675	868	612
Asia	543	576	689
Total	3 998	5 402	4 704

8.10 Breakdown of workforce by age group

	2021	2022	2023
Under 25	61	105	106
Between 25 and 34 years old	413	450	496
Between 35 and 44	267	266	285
Between 45 and 54	191	186	207
Between 55 and 64	124	130	133
Over 65	3	3	7
Total	1059	1140	1234

REPORT BY THE INDEPENDENT THIRD PARTY ORGANISATION (OTI)



Independent third party report on the non-financial performance statement in the management report**Linedata Services**

27 rue d'Orléans, 92 200 Neuilly sur Seine

Financial year ending 31 December 2023

To shareholders,

In our capacity as an independent third party organisation (third party), accredited by Cofrac Verification, no. 3-1860 (list of locations and scope available at www.cofrac.fr), we hereby present our report on the non-financial performance declaration for the year ended 31 December 2023 (hereinafter the "Declaration"), presented in the management report in accordance with the legal and regulatory provisions of Articles L. 225 102-1, R. 225-105 and R. 225-105-1 of the French Commercial Code.

Company liability

It is the responsibility of the Board of Directors to draw up a Declaration that complies with legal and regulatory requirements, including a presentation of the business model, a description of the main non-financial risks, a presentation of the policies applied with regard to these risks and the results of these policies, including key performance indicators.

The Declaration has been drawn up in accordance with internal procedures.

Independence and quality control

Our independence is defined by the provisions of article L. 822-11-3 of the French Commercial Code. In addition, we have implemented a quality control system that includes documented policies and procedures, and a programme available on request, designed to ensure compliance with the applicable legal and regulatory texts.

Responsibility of the independent third-party body

It is our responsibility, on the basis of our work, to formulate a reasoned opinion expressing a conclusion of moderate assurance on :

- the compliance of the Declaration with the provisions of Article R. 225-105 of the French Commercial Code;
- the fairness of the information provided in accordance with 2° and 3° of I of article R. 225-105 of the French Commercial Code, namely the results of policies, including key performance indicators, and actions relating to the main risks, hereinafter referred to as the "Information".

However, it is not our responsibility to comment on the entity's compliance with other applicable legal and regulatory requirements, in particular those relating to due diligence and the fight against corruption and tax evasion, nor on the compliance of products and services with applicable regulations.

Nature and scope of the work

We conducted the work described below in accordance with the provisions of Articles A. 225-1 et seq. of the French Commercial Code :

- We drew up a provisional schedule for the assignment, held an internal kick-off meeting and a kick-off meeting with the client to familiarise ourselves with the declaration, the scope, the risks of inaccuracies and to adjust the schedule;
- We carried out a critical review to assess the overall coherence of the DPEF ;
- We have verified compliance: we have verified that the Declaration covers each category of information provided for in III of Article L. 225-102-1 relating to social and environmental matters, respect for human rights and the fight against corruption and tax evasion; we have verified that the Declaration presents the information provided for in I of Article R. 225-105 and the information provided for in II of Article R. 225-105 when it is relevant to the main risks and includes, where appropriate, an explanation of the reasons for the absence of the information required by paragraph 2 of III of Article L.225- 102-1 ;
- We presented our interim conclusions and reviewed the corrections made;
- We have verified that the Declaration covers the consolidated scope, i.e. all the companies included in the scope of consolidation in accordance with Article L. 233-16, with the limits specified in the Declaration;
- We have identified the persons in charge of the data collection processes and examined the data collection, compilation, processing and control processes aimed at ensuring the completeness and fairness of the Information;
- We reviewed the consistency of changes in results and key performance indicators;
- We have identified the detailed tests to be carried out and listed the evidence to be collected;
- We consulted documentary sources and conducted interviews to corroborate the qualitative information we considered most important.
- We verified the fairness of a selection of key performance indicators and quantitative results (historical data) that we considered to be the most important through detailed tests (verification of the correct application of definitions and procedures, verification of consolidation, reconciliation of data with supporting documents). This work was carried out on a selection of contributing entities and covered between 17 and 100% of the data selected for these tests;
- The LINEDATA Group has published the green turnover, green investment and green expenditure indicators in accordance with Regulation (EU) 2020/852. We have not verified the accuracy of this publication in accordance with the provisions of the said Regulation.

Means and resources

Our work involved the skills of 4 people and took place between September and March over a 6-month period. We conducted 7 interviews with the people responsible for preparing the Declaration.

Conclusion

Based on our review, nothing has come to our attention that causes us to believe that the non-financial performance statement is not prepared, in all material respects, in accordance with the applicable regulations and that the Information, taken as a whole, is presented fairly.

Toulouse, 11 April 2024

SAS CABINET DE SAINT FRONT

Pauline de Saint Front

Présidente

