



SUSTAINABILITY

At Cotecna, our drive to be the essential TIC partner for our clients, through the delivery of innovative, agile and efficient solutions, is built on our commitment to our people, the planet, and the communities in which we operate.

This commitment embeds sustainability in all aspects of our business through the implementation of our Sustainability Framework, which we operate throughout our organisation. The Framework sets out our policies and governance for sustainability, focused on 6 key pillars:

- > **Ethics & Governance:** our commitment to integrity and ethical business practices, as set out in our Business Ethics & Compliance Code.
- > **Health & Safety:** our commitment to provide safe workplaces for our people and those who may be affected by our activities.
- > **Fair Labour:** our commitment to empower and develop talents, promote diversity and inclusion, and implement fair labour practices.
- > **Environmental impact:** our commitment to have a positive impact on the planet, by minimising our carbon footprint, managing waste and emissions, and conserving energy and water.
- > **Suppliers:** our commitment to require our suppliers and subcontractors to meet and adopt our Sustainability goals.
- > **Communities:** our commitment to engage with and support our local communities in the areas of health, education, and inclusion.

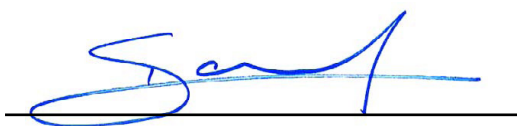
Sustainability at Cotecna is overseen by the Sustainability Committee comprising leaders from across our organisation and chaired by the CEO.

We use risk assessment and measurement to determine the areas of focus and set objectives aligned with our strategic goals. Progress against those targets is then measured continuously through dedicated KPIs.

All employees and managers receive training on our Sustainability Framework, and employee participation in the continual development of the Framework is actively encouraged.

As an agile and entrepreneurial organisation, we empower our teams across our international network to identify and engage directly in sustainability initiatives linked to our 6 Sustainability pillars. We believe that locally driven initiatives, supported by our global strategy and oversight, create the best opportunities to enable us to meet our Sustainability commitments and improve our performance.

To discover more about Cotecna's Sustainability Framework, please visit: www.cotecna.com/en/about/sustainability.



Sébastien DANNAUD
Chief Executive Officer