The Year of Acceleration:

Enabling Sustainability Excellence from the Inside Out

ESG Report
2024

Ekimetrics.

A manifesto by
Jean-Baptiste Bouzige,
CEO & Founder

About this report

The enclosed information represents Ekimetrics' global Sustainability Report. All metrics are based on 2023 and 2024 data.

Ekimetrics is showcasing our efforts to integrate sustainability throughout our company, processes, and the products we produce. Transparency and accountability are crucial building blocks to achieving progress. This report has been prepared in alignment with the Global Reporting Initiative (GRI). Furthermore, Ekimetrics sustainability management and reporting are guided by our commitment to the United Nations' Global Compact and the Sustainable Development Goals (SDGs).

We invite stakeholders to learn more about our approach to sustainability by visiting our website at www.ekimetrics.com. Should you require further information, please contact: **globalsustainability@ekimetrics.com**

Sustainability and growth remain top priorities for many CEOs. In a time of profound disruption, 2024 reinforced our conviction that while AI is not a prerequisite for sustainability, it is a powerful lever to navigate and accelerate the sustainability journey.

Sustainability isn't a constraint — it's catalyst for competitive advantage

For too long, sustainability was treated as a moral imperative or public relations exercise — a "save the planet" effort detached from the realities of business.

But the world has changed. Today, sustainability is a core differentiator. The most successful companies embed sustainability at the center of their innovation, investment, and positioning strategies. Those companies that fail to integrate sustainability aren't just missing out on new opportunities; they're increasing their exposure to existential risk.

We're embedding sustainability into our AI solutions and throughout our business

We believe AI's value is defined by how AI is used. We continue to evolve our technology practices in alignment with our commitment to "AI for Good." This includes delivering high-impact AI solutions and building AI models on ethical, contextualized algorithms — making everything we do sustainable by design.

We believe in AI frugality. This means employing AI as a surgical strike — vertical and scoped to a specific problem — vs. as a horizontal, one-size-fits-all solution.

And we acknowledge that AI isn't always the answer. Sometimes business intelligence or data science is enough to solve the problem. But when AI is clearly tied to a business pain point and a critical business need, both ROI and impact can happen at scale. That's sustainable growth.

Helping large, complex brands unlock AI's impact at scale is our reason for being

Companies that see real AI impact aren't just optimizing — they're transforming. By identifying clients' mission-critical use cases and aligning AI with their core vision, we guide them to:

> **Develop AI readiness** in a way that leverages AI's benefits frugally and responsibly
> **Fuel enduring growth** with sustainable processes that build long-term resilience
> **Create a competitive edge** by pursuing differentiation, not just productivity

The end goal: Turning disruption into sustainable advantage.

We're glad you're with us on the sustainability journey, and we're convinced that together, we can navigate today's disruptions and make the most of the opportunities that lie ahead.

Enabling sustainability excellence from the inside out

A conversation
with Quentin Michard,
General Manager & Founder

"We've seen how AI can be transformative in helping clients achieve sustainable performance by equipping them to prioritize initiatives, identify critical milestones, and develop effective implementation strategies."

Our focus on meaningful growth involves building both internal capabilities that enable us to "walk the talk" on sustainability, and external offerings that support sustainability in the greater marketplace. Here, our general manager weighs in on how we manage both.

What does sustainable performance mean for the enterprise?
—— Sustainable performance means balancing growth and competitive advantage with environmental responsibility and social impact. Short-term financial results are always important, but sustainable performance shifts the focus toward long-term value creation.

The vision for sustainable performance should be supported at the highest levels of the enterprise. Recent reports[1] tell us that sustainable practices directly drive business growth — and that sustainability has evolved from a peripheral concern to a strategic priority in the C-suite and boardroom.

We've seen how AI can be transformative in helping clients achieve sustainable performance by equipping them to prioritize initiatives, identify critical milestones, and develop effective implementation strategies. Our own track record of sustainable performance is proof of this: between 2022 (our base measurement year) and 2024, Ekimetrics experienced a 66% increase in revenue while reducing our carbon footprint by 9%.

From your perspective, should sustainability be fostered by regulation?
—— Regulation in sustainability is helpful because it addresses tangible problems proactively in a fast-changing landscape. The EU's AI Act is a great example: It was intentionally designed based on clear market needs.

Regulatory frameworks provide valuable structure . They force organizations to ask critical questions about their operations ("What are we doing?"), methodologies ("How are we doing it?"), and risk management strategies ("What could go wrong?"). And they transform behavior at scale. This is evident in examples like GDPR, which fundamentally reshaped how industries approach data management and customer trust.

Ekimetrics experienced this value in our own sustainability journey. CSRD provided a core compass that helped us align our operational roadmaps better. Although CSRD is not yet mandatory, it has helped us prepare internally to be more impactful as a global company.

What's your vision for future-proofing the enterprise through sustainability?
—— The vision of mitigating carbon emissions and maintaining business growth is entirely achievable — but for many organizations, it will require internal transformation. Future-proofing through sustainability is more than just committing to responsible AI practices; it also involves reshaping mindsets across the value chain. The first step is to have the organization's leadership entirely on board.

How are you seeing that vision come to life with Ekimetrics' own ESG transformation?
—— Becoming a purpose-driven company gave Ekimetrics straightforward guidelines and a shared sense of purpose across business lines, from sales and marketing to R&D to HR. It also gives us global revenue targets for sustainable clients and projects, for training our people on responsible AI and green IT, and for accelerating our

sustainability solutions. And importantly, it has helped us embed sustainability seamlessly into our daily operations (including supply chain, marketing, IT services, and product development) by integrating our ESG data architecture and data flows into internal tools. We've already started embedding carbon accounting within our financial reporting, for example.

Looking at our growth objectives for the coming years, the main challenge will be to keep steering our sustainability performance with the same rigor as our financial performance. Key transformations ahead of us include:

> Increasing transparency, understanding, and measurement of our social, environmental, and community impacts, supported by strong leadership from our Mission Committee.

> Becoming a trusted and recognized sustainable supplier, supporting our clients on their own sustainability journeys by accelerating the development of our AI for Sustainability solutions.

1 Principles for Responsible Investment (PRI) and Bain & Company.
Sustainability Value Creation https://public.unpri.org/download?ac=23800
Capgemini. Driving Business Value Through Sustainability. https://www.capgemini.com/insights/research-library/sustainability-and-value-creation/
PwC. 28th Annual Global CEO Survey: Reinvention on the edge of tomorrow. https://www.pwc.nl/nl/actueel-publicaties/assets/pdfs/28th-ceo-survey.pdf

Our superpower:
Balancing growth and decarbonization

Growth and sustainability: A win-win in 2024

2024 was a year of acceleration, building on the positive momentum gained the prior year to fuel our growth and fulfill our ESG mission.

By balancing expansion with reinvestment in sustainability, we've created a virtuous cycle — using our financial successes to fuel even greater innovation and impact in the realm of environmental stewardship.

+

How we define sustainability

Sustainability is a strategic vehicle to transform our business practice and to align our business model towards a resilient future for all, by means of preserving our planet, supporting our communities, and optimizing business performance.

We achieved an impressive

47%

global growth — while remaining well within SBTi guidelines.

Our sustainable revenue ratio grew from 2.2% in 2022 to

8%

in 2024, demonstrating a tangible shift towards green business.

Our AI4S (AI for Sustainability) offering grew its contribution to green revenue, and our overall green revenue share — directly tied to environmental initiatives — also grew in 2024.

About our Mission Committee

Our Mission Committee is a supervisory body composed of employees and external stakeholders who are responsible for ensuring that the social and environmental goals outlined in our articles of association are met and implemented.

Our Mission

▶ **To accelerate** organizations' transformation to sustainability through the application of data science and artificial intelligence

▶ **To create** and amplify models of sustainable business performance for our clients.

▶ **To lead**, foster, and promote a sustainable and ethical data science and AI practice.

Our Main Objectives

▶ **To innovate, create, and promote** the most impactful use cases.

▶ **To question our projects** regarding their environmental and social impact, in line with our internal transformation.

▶ **To train** the data communities on fundamental topics, from macro-economics to decarbonization, including the ethical challenges of data science.

▶ **To facilitate** the use of data science for projects with social and/or environmental impact.

Our guiding principle:
We can't steer what we don't measure

Sustainability in our
OFFERINGS

Our AI-powered solutions help clients incorporate carbon emissions data and sustainability risk/opportunity assessments into their marketing mix modeling and other business decisions.

Sustainability in our
MISSION

We formalized governance around our sustainability commitments as a purpose-driven company by obtaining third-party certification for our Mission Committee — a group dedicated to supporting our purpose-driven approach.

Sustainability in our
OPERATIONS

We are embedding sustainability KPIs and practices across our internal functions and operations, from finance to people management to revenue reporting — enabling us to measure and manage our sustainability performance across the organization.

Sustainability in our
PEOPLE

The mental, physical, and emotional well-being of our people is a top priority at Ekimetrics:

▶ In 2024, we tasked an internal team with updating our DEI policy to represent our global team in all its diversity.

▶ We enhanced awareness programs and feedback mechanisms to ensure every Ekimetrics team member is seen and supported.

▶ Ekimetrics now provides sustainability training for all employees, not just those in sustainability-focused roles — ensuring that ESG knowledge, practices, and culture are embedded throughout the organization.

ESG
Strategy

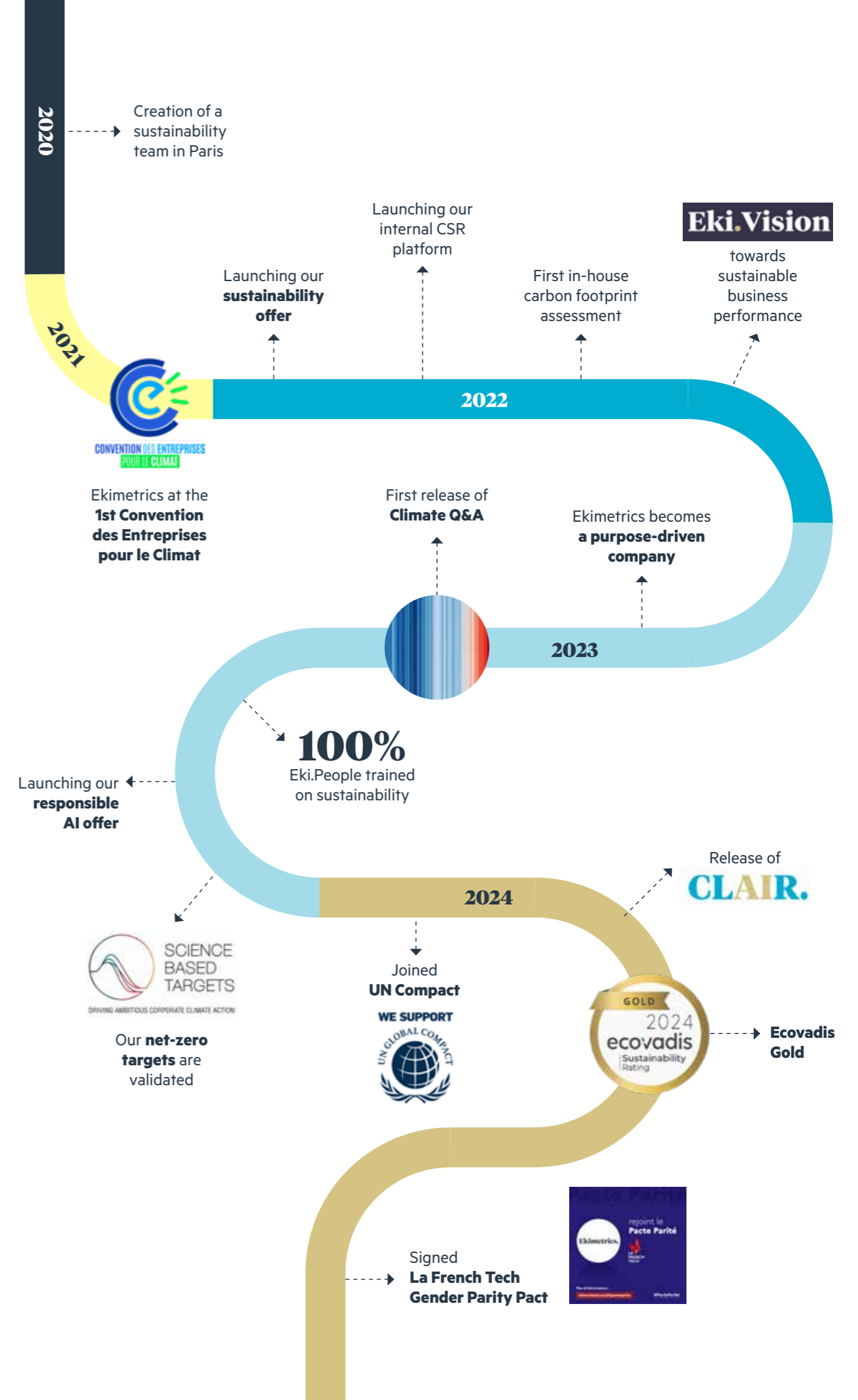# Embedding sustainability from the inside out

Solid ESG foundations. Proactive integration. Sustainable impact.

Having set up the steering processes, platforms, and KPIs needed to measure and manage sustainability, we were in full-blown implementation mode in 2024 — driving meaningful, measurable impact for clients on their sustainability journeys.

"Ekimetrics is actively implementing their roadmap from their CEC experience 4 years ago, setting ambitious objectives that stand out — particularly in the digital sector. They are modeling sustainability inside out, embedding it at every level, and reconciling business with environmental transformation."

Mélanie JEANNERET,
Copilot at CEC Provence Méditerranée, member of Ekimetrics' Mission Committee

2020
Creation of a sustainability team in Paris

2021
Ekimetrics at the **1st Convention des Entreprises pour le Climat**

2022
Launching our **sustainability offer**

Launching our internal CSR platform

First in-house carbon footprint assessment

Eki.Vision
towards sustainable business performance

First release of **Climate Q&A**

Ekimetrics becomes **a purpose-driven company**

2023
100%
Eki.People trained on sustainability

Launching our **responsible AI offer**

2024
Our **net-zero targets** are validated

SCIENCE BASED TARGETS
DRIVING AMBITIOUS CORPORATE CLIMATE ACTION

Joined **UN Compact**
WE SUPPORT
UN GLOBAL COMPACT

Release of **CLAIR.**

GOLD
2024
ecovadis
Sustainability Rating

Ecovadis Gold

Signed **La French Tech Gender Parity Pact**

rejoint le Pacta Parité

Our three pillars

Three interrelated pillars anchor our strategy, enabling us to deliver excellence in the way we do business and in our own ESG performance.

BUSINESS WITH POSITIVE IMPACT

Globally, we prepare clients for key challenges they'll face in the next 5 to 10 years by equipping them to transform through innovation, process deployment, monitoring, and internal incentives using sustainability as a driver.

How we increased global impact in 2024

▶ Our **ESG Due Diligence tool** scores the ESG maturity of potential clients, enabling us to tailor our services to each client's sustainability profile and goals.

▶ Sustainability is now **a core agenda item** in our quarterly leadership forums

▶ **We include sustainability in proposals and RFPs**, even if not explicitly requested — a practice we aim to increase to 60-80% by 2028. This sparks automatic discussions with potential clients about their sustainability challenges.

PEOPLE

Internally, we empower everyone by embedding sustainability principles and practices across functions — so we can all work in unison as we transform.

How we invested in our people in 2024

▶ **Sustained our commitment to diversity** with 100% of employees covered by awareness programs on inclusion and social dialogue.

▶ **Maintained a strong culture of fairness:** 100% of employees were on permanent contracts and covered by gender pay-gap monitoring.

▶ **Delivered more than 10,000 hours of training**, including 600+ hours on environmental sustainability via Climate Fresks and Climate School.

▶ **Empowered employees** through activities such as hackathons and participation in impactful pro bono and volunteer projects.

"Our commitment to security, accessibility, and AI frugality formed the basis for our flagship One.Vision solution. We are already seeing positive business impact for our clients — and we are preparing for an external audit to begin early in 2025."

Romain FRADIN,
Chief Technology Officer

ESG EXCELLENCE

We cover the full spectrum of ESG best practices and initiatives globally — from NetZero emissions and responsible AI, to certifications, regulatory compliance, B-Corp certification, and similar initiatives.

How we drove ESG excellence in 2024

▶ Reached an **Ecovadis score of 77%**, ranking us among the top 2% performers in the industry.

▶ Improved transparency and disclosure, earning recognition in responsible AI and climate categories.

▶ Increased our share of **renewable energy consumption** while maintaining 100% hosting of digital applications in sustainable data centers.

▶ Enhanced **supplier engagement** by including ESG clauses in all vendor contracts, with the majority of suppliers assessed through CSR evaluations.

Prioritizing ESG initiatives by impact and stakeholder needs

In 2024, we doubled down on our commitment to ESG transparency.

We built our materiality matrix in 2023 to assess our environmental, social, and governance (ESG) impact, identify opportunities for improvement, and align with our stakeholders' priorities.

In 2024, we took this action a step further by voluntarily conducting a double materiality assessment (DMA). Although it is no longer required, given recent changes and postponements related to CSRD, this proactive commitment to best practices prepares us to meet future regulatory requirements and keeps us moving toward the real goal: sustainable impact.

IMPACT MATERIALITY vs FINANCIAL MATERIALITY scatter plot with topics: Energy; Information-related impacts for consumers and/or end-users; Resources outflows related to products and services; Equal treatment and opportunities for all; Working Conditions - Own workforce; Corporate Culture; Protection of whistle-blowers; Social inclusion of end-users; Waste; Water consumption; Working Conditions - Workers in the value chain; Communities' economic, social and cultural rights; Political engagement, corruption and bribery; Climate Change Adaptation; Other work-related rights; Impacts on the state of species; Climate Change Mitigation.

Step 1.
Scoping & identification of main topics
As a first step, we create a complete list of actual and potential topics from different inputs, e.g., ESRS* requirements.

- ESRS* requirements
- Stakeholder & expert consultation
- Peer group & benchmarks
- Mapping & analysis of the value chain

COMPLETE TOPICS LIST

Relevancy assessment

Step 2.
Relevancy assessment
The complete list is then given a relevancy assessment, defining sub-topics and sub-sub-topics when applicable.

RELEVANT TOPICS

IRO analysis

Step 3.
Impact, risk, & opportunity (IRO) analysis
The topics deemed relevant are analyzed — defining and scoring them for impact, risk, and opportunity — from perspectives of financial and overall impact, then ranked by materiality (low–medium–high).

MATERIAL TOPICS

Materiality assessment workshop

Step 4.
Materiality assessment workshop
We perform an internal and external analysis, discussing the importance of each material topic remaining on the list.

Outcome
Process description
of the DMA in full compliance with ESRS*

Prioritized material topics
The final list of prioritized material topics for Trioworld

What comes next?

2025
External audit and CSRD gap analysis

2026
Full CSRD report

*ESRS = European Sustainability Reporting Standards

Business with positive impact

Business with positive impact: Leveraging AI for Sustainability

In 2024, our AI for Sustainability solution offering became a bona fide line of business, with more than 10 projects worldwide. Sustainable by design, and with context-driven AI embedded end to end, AI4S is making scaled, AI-driven impact the norm.

SOLUTION SNAPSHOT

From risk management to reporting at scale, companies need solutions that will help them navigate ESG complexities and thrive in a fast-changing world.

AI for Sustainability (AI4S) helps companies build solid ESG foundations, accelerate reporting, and unlock measurable climate and social impact by:

▶ **Making ESG data AI-ready:** AI4S organizes, standardizes, and visualizes fragmented ESG and climate data to improve consistency, interoperability, and readiness for action across the organization.

▶ **Cutting down on ESG reporting time with AI:** AI4S improves accuracy, auditability, and regulatory readiness by automating disclosure workflows, pre-filling frameworks, and closing data gaps.

▶ **Empowering decision-making with ESG intelligence:** AI4S improves sustainability literacy, by engaging stakeholders around shared environmental and social priorities and making ESG data accessible and actionable for all.

CASE STUDY

Reducing ESG reporting time by 80% through automation

A prominent green fintech authority requested a robust, highly scalable, global ESG ecosystem to speed up their SMEs' sustainability transition.

Using our cutting edge GenAI solutions, in just 6 months we produced a comprehensive, 6-solution platform that generated a full sustainability report in 30 minutes and cut consulting time needed by 50%.

The platform now supports 1,000 active users and is on target to onboard 250,000 SMEs in its first year.

CASE STUDY

Boosting response quality by 30% through automated ESG questionnaire fulfillment

A large global insurer needed to supply fast, high-quality answers across multiple ESG ratings and benchmarks.

We introduced a GenAI engine that auto-fills each questionnaire with the client's latest ESG data, learns the nuances of every framework, and produces clear, audit-ready responses.

The new workflow cuts reporting effort by 80%, boosts analyst confidence — and allows teams to focus on ESG goals vs. paperwork.

AI4S: ACTIVATING IMPACT AT SCALE

▶ **Clients spend 85% less time** preparing accurate and compliant ESG reports.

▶ **Clients make strategic decisions 75% faster** with instant access to expert sustainability intelligence.

▶ **Clients have avoided 50,000 tCO2e** annually to date, with a goal of 10 million tCO2e by 2030.

CASE STUDY

Providing accurate, reliable answers to green-tech queries — in less than 5 seconds

A French public consortium asked us to build a GenAI chatbot that could guarantee precise, reliable, and well-sourced answers representing the voice of the French state.

In under 3 months, we released an MVP that indexed more than 40,000 reference documents into 4.4 million vetted snippets, using multiple AI engines to fact — and bias-check each reply. The bot serves more than 500 internal users and is set to open to the wider public as the cornerstone of a national green-tech knowledge ecosystem.

CASE STUDY

Automating plastic waste data insights at scale

A global NGO needed to ingest research papers and maps at scale so decision makers could access up-to-date information on local plastic waste and act on reduction opportunities.

Drawing on our sustainability expertise and Microsoft technology stacks, in just 3 months, we built an AI platform capable of ingesting 10,000 research papers for worldwide coverage and an end-to-end pipeline that allows quality-scored validation and visualizes data clearly via web apps and a supporting chatbot.


Climate Q&A

Expert-driven, easily digestible insights into climate science

Climate Q&A, our open-source tool, continued to garner massive attention with more than 40,000 queries in 2024. The tool now features image interpretation and gives users access to 250 million research papers from OpenAlex.org as well as Intergovernmental Panel on Climate Change (IPCC) and Intergovernmental Science-Policy Platform on Biodiversity and Environmental Science (IPBES) reports.

In addition to these exciting developments, in 2024 we began preparations for a new "**Talk to IPCC**" feature — an intuitive interface for exploring IPCC Atlas projections. Set to debut in 2025, this feature will allow users to **visualize climate scenarios** by querying comprehensive global datasets around temperature and precipitation, using both historical records and future projections.
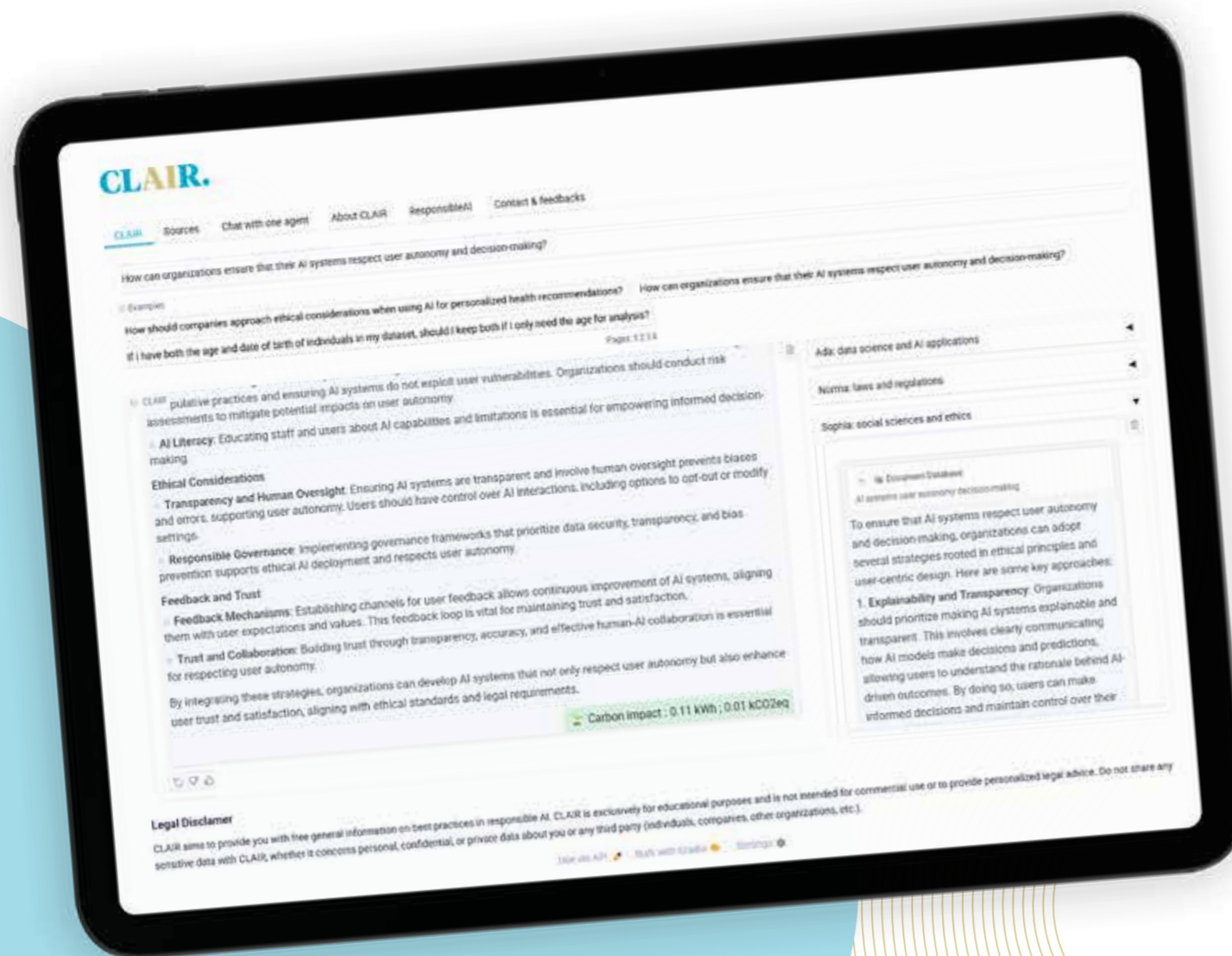
Access to
250 million
research papers

40,000
queries in 2024
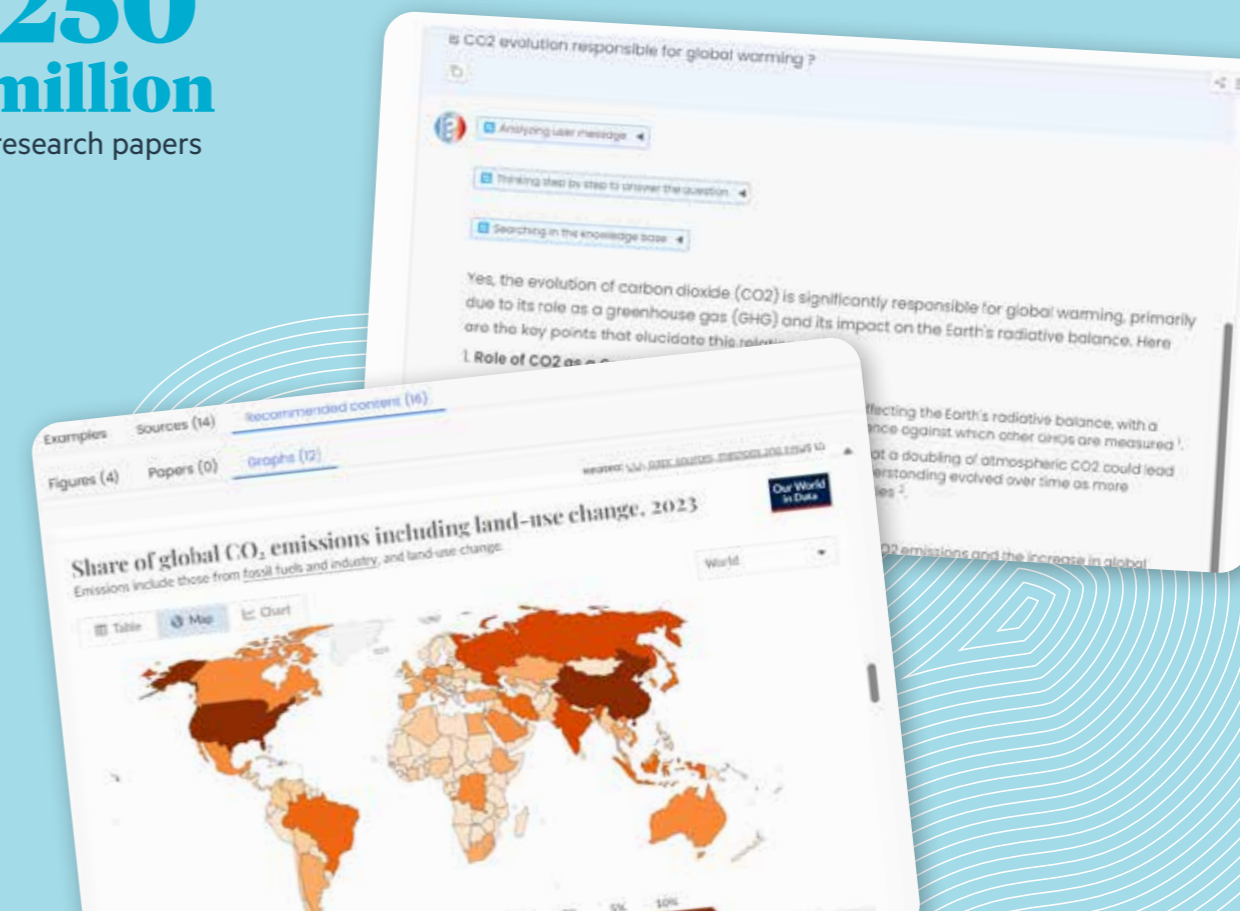
Spotlight:
CLAIR.

Since the release of ChatGPT, public AI sentiment has swung widely between attraction and anxiety. As a pioneer in responsible AI, we saw a critical need to cut through the hype and lead a calmer, better-informed, and nuanced conversation.

Our solution: Democratized, reliable information about AI.

CLAIR.bot is a free, public tool that provides transparent, reliable information on AI. The first multi-agent tool of its kind, CLAIR has two main purposes: To affirm that AI can serve the common good — and to demonstrate what "good" looks like.

We used our expertise in AI agents — highly specialized bots trained for specific tasks and problem-solving — to tackle this challenge.

CLAIR doesn't just guide AI discourse.
It provides contextualized, explainable, traceable answers that invite users to think, to dialogue, and to understand AI. Users say CLAIR reassures, de-dramatizes, and clarifies AI without oversimplifying.

We wanted to make CLAIR accessible to all those who have questions about AI — including students, teachers, journalists, businesses, and curious citizens. Given these diverse audiences, we designed an interface using 4 differently trained AI agents:

- Ada, a technical expert
- Norma, an expert in standards, laws, and regulations
- Sophia, an expert in ethics, social sciences, and the philosophy of technology
- And CLAIR, a synthesis agent that summarizes the insights from the previous three.

Annabelle BLANGERO,
Senior Manager and Lead, Responsible AI

+
CLAIR keeps the AI conversation open and current — and proves that public AI can be built responsibly, frugally, and transparently.

"CLAIR is our answer to the confusion and hype around AI. It's a tool built on trust, clarity, and collaboration across disciplines — because understanding AI shouldn't be reserved for the few, but this technology should serve the public good."

Embedding sustainability for maximum impact: ESG Client Due Diligence and MM4S
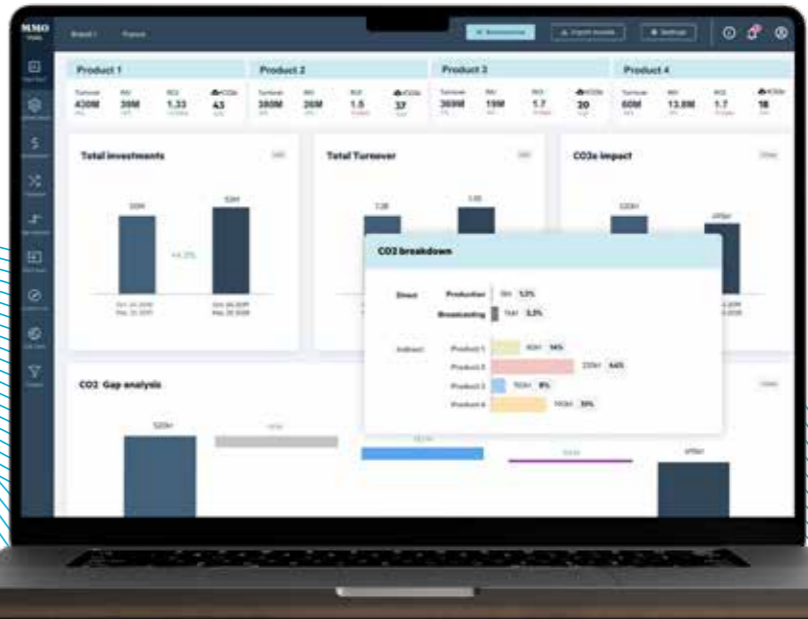

Ekimetrics won the Good & Impact Responsible Advertising Gold Award in collaboration with Renault Group for balancing ROI and total carbon impact using marketing mix modeling (MMM) to drive sustainable business.

ESG Client Due Diligence: Aligning mission and impact

Today's businesses face a complex web of sustainability-related risks, requirements, and opportunities. In keeping with our mission as a purpose-driven company, we created the ESG Client Due Diligence platform to assess prospective clients' sustainability maturity in detail. The resulting insights enable us to propose a series of actions **to mitigate their ESG risks, capitalize on ESG opportunities, and accelerate their sustainability journey.**

By scoring each organization's ESG profile on a granular level, we can tailor our approach from the relationship's inception, working with clients to mitigate ESG risks and capitalize on ESG opportunities.

MM4S: Enabling sustainable, strategic marketing solutions

Traditional marketing mix modeling approaches fall short of accounting for the carbon emissions and sustainability implications of product, pricing, and channel strategies. This lack of visibility limits a company's ability to make sustainable business choices.

Our MM4S (Marketing Mix Modeling for Sustainability) solution is the only offering that secures business while also adding a sustainable layer of intelligence, giving clients a powerful tool to assess the environmental impact of their marketing mix. By incorporating carbon emissions data and ESG risk factors into the modeling process, **MM4S enables companies to build sustainable marketing strategies that drive business growth while minimizing their environmental footprint — creating value for both the business and the planet.**

Our goal

To incorporate carbon emission KPIs into all Marketing Mix Modeling projects in 2025.

"**Sustainability topics are becoming increasingly important for companies. With our expertise in data, marketing, and sustainability, we're well equipped to help clients transform their marketing operations.**"

Noémie CHARDIN,
Manager, Data Science

People

Empowering employees to create meaningful impact:
Windoo 2024

At Ekimetrics, we're constantly pushing the boundaries of what's possible. In this change-forward environment, employees' ideas matter — and every Ekimetrics employee is encouraged to own, build, and bring their ideas to life.

Employees regard Ekimetrics as a place where they can grow, develop, and be recognized for the value they bring to the company — as evidenced by the following KPIs, taken from our 2024 Windoo employee engagement survey:

Strengthened employee representation, with
60%
of staff covered by collective agreements and elected representatives

Delivered awareness programs on inclusion
and social dialogue to
100%
of employees

SUCCESS BY THE NUMBERS

Achieved full coverage
of performance reviews and career development discussions for
100%
of employees across all locations

Reduced absenteeism to
1%
in 2024, alongside a sharp drop in lost-time injuries (only 1 case globally)

Being proactive and innovative is encouraged and facilitated:
4.22/5

I am happy with the level of interaction I have with my colleagues:
4.14/5

The atmosphere and culture at Ekimetrics encourage diversity in all meanings:
4.09/5

I feel my manager cares about my wellbeing:
4.20/5

The current flexible and hybrid work model has a positive impact on my performance and motivation:
4.63/5

When you join the company, you are made to feel welcome:
4.37/5

Leeds Castle, Seminar UK 2024 – @Jeffrey Li
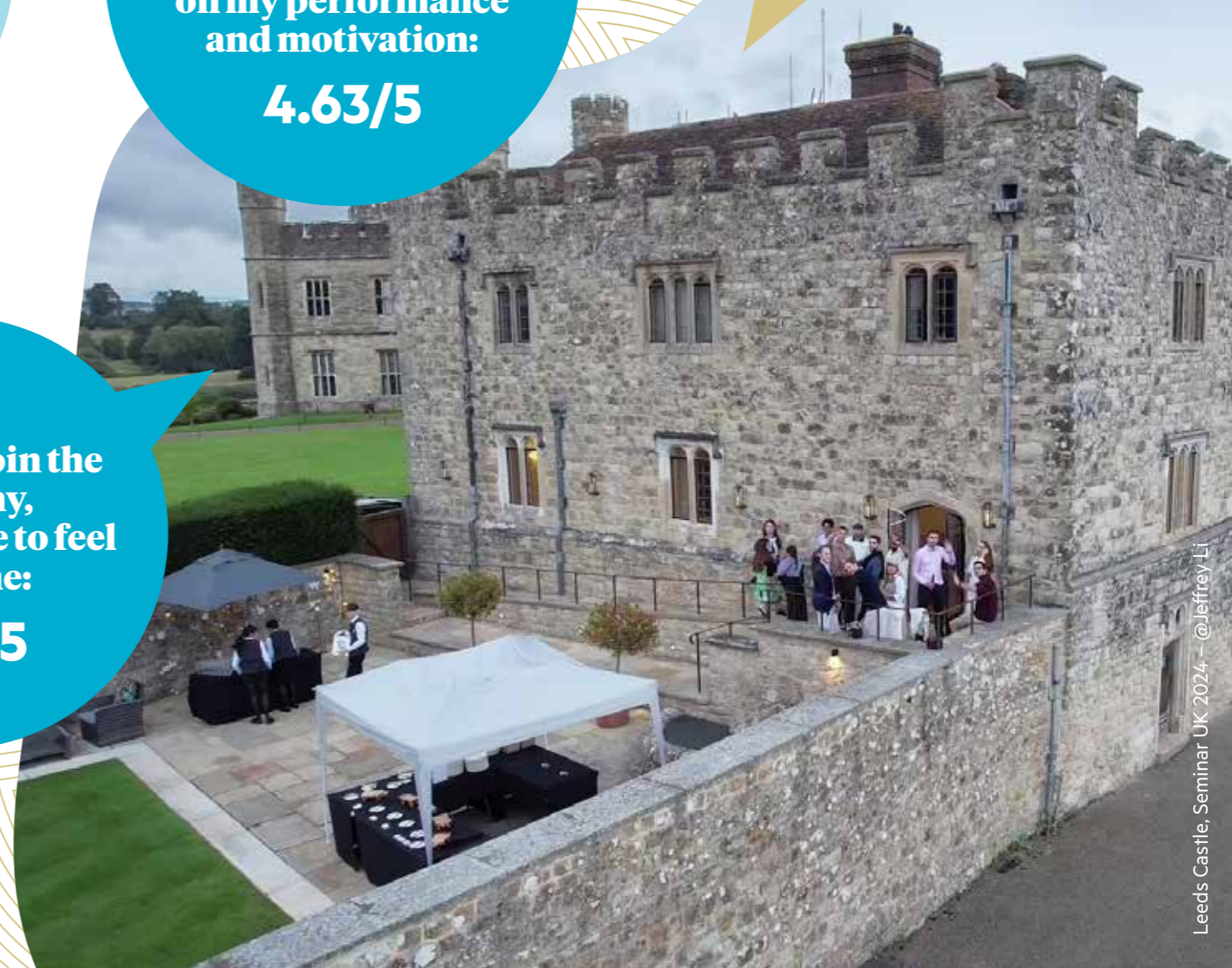
ESG is in our DNA

Corporate social responsibility isn't just a buzz phrase — it's embedded in our culture. Here are just a few examples of how our employees put ESG into action.
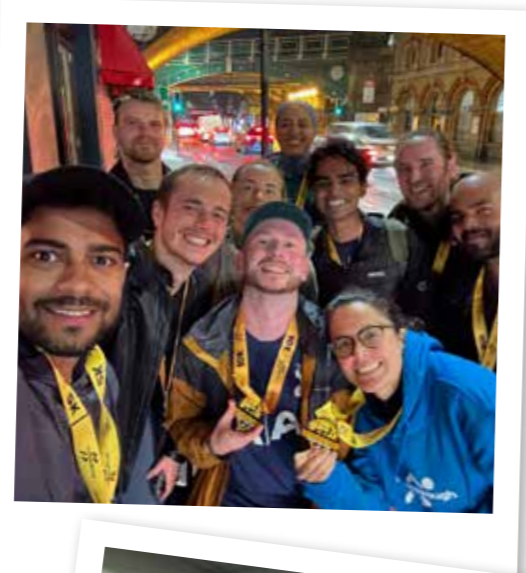

Wellbeing

- Sponsored Massage
- Sponsored Yoga and Pilates classes
- Run, bouldering, football clubs
- Mistake Museum
- DOSE program (Dopamine, Oxytocin, Serotonin and Endorphins)
- Celebrating Sports Day

Environment and Conservation

- Park cleanups
- Earth Day activities
- Herbal Garden
- Energy observer

Nearly 200 team members boosted their climate change awareness with Climate Fresk and Climate School.

- Number of people trained: **167**
- Total hours delivered: **534**
- Average hours per person: **3.20**

- Number of people trained: **27**
- Total hours delivered: **75.85**
- Average hours per person: **2.81**

16%
of Ekimetrics employees commute to the office by bicycle.

Diversity, Equity & Inclusion

- Global workshop on sexist bias in science
- International Women's Day celebrations
- Pride Month events and special communications
- Disability Awareness events and campaigns
- Unconscious bias training
- Equity in Data series
- International culture days

vendredi

Vendredi, our employee-managed internal CSR platform, continued to gain traction in 2024.

▶ Employees: **441**
  100% of those elligible
▶ Visits on the platform: **728**
▶ Committed employees **93**
  21% of registered employees
▶ Aware employees **72**
  16% of registered employees
▶ Employees who completed a mission : **25**
  6% of registered employees

Community

- Pro-bono time helping non-profits
- Clothing swaps
- Refugee donations
- "Boxes of Hope"
- Food drives

Structured training and development enrich our team and support future growth

Investing in people is the best way to ensure long-term business resilience and sustainability. In 2024, we continued to expand our learning and development programs to equip our teams with the skills, mindsets, and leadership capacity needed to drive positive impact.

Onboarding everyone into sustainability

Sustainability is at the core of our culture. To ensure that every new employee understands their role in advancing our ESG commitments, we launched **a sustainability onboarding program**. Delivered with the support of external experts, the program introduces key sustainability principles and links them directly to our projects and client work. The onboarding is designed to reach **100% of our workforce**, embedding ESG awareness from the very first day at Ekimetrics.

Developing tomorrow's leaders

Our flagship, in-house initiative, the Leaders at Ekimetrics program, is a two-year journey designed to accelerate leadership growth and align our talent with the company's long-term ambitions. In 2024, the program saw **125 registrations** from across our global teams. The curriculum combines strategic foresight, sustainable business practices, and people-centric leadership skills. Through seminars and peer learning, the program strengthens our leadership pipeline and prepares the next generation of leaders to guide Ekimetrics in a fast-changing world.

Shaping tomorrow's workforce

These programs are only the beginning. We are currently enriching our onboarding programs with our very own "Green IT" training, which is set to roll out in 2025 along with a new ESG regulation school.

Training and development at a glance

125
leaders enrolled in the Leaders at Ekimetrics two-year program.

100%
of employees took part in sustainability onboarding training.

10,232
total hours of training were delivered globally.

516
hours (about 3 weeks) were dedicated to Health, Safety, and Environment (HSE) training.

	2023	2024
Total hours of training	9,659	10,232
Average hours of training per employees trained	26.83	18.5
% of the total workforce across all locations who received regular performance and career development reviews	100%	100%
% of the total workforce across all locations who received career— or skills-related training	86%	100%
Average hours of HSE-related training provided per year	353	516
% of all buyers across all locations who received training on sustainable procurement	100%	100%
% of the total workforce with access to training program on the eco-design of digital services	100%	100%
% of the total workforce across all locations who received training on environmental issues	25%	30%

ESG Excellence

ESG excellence:
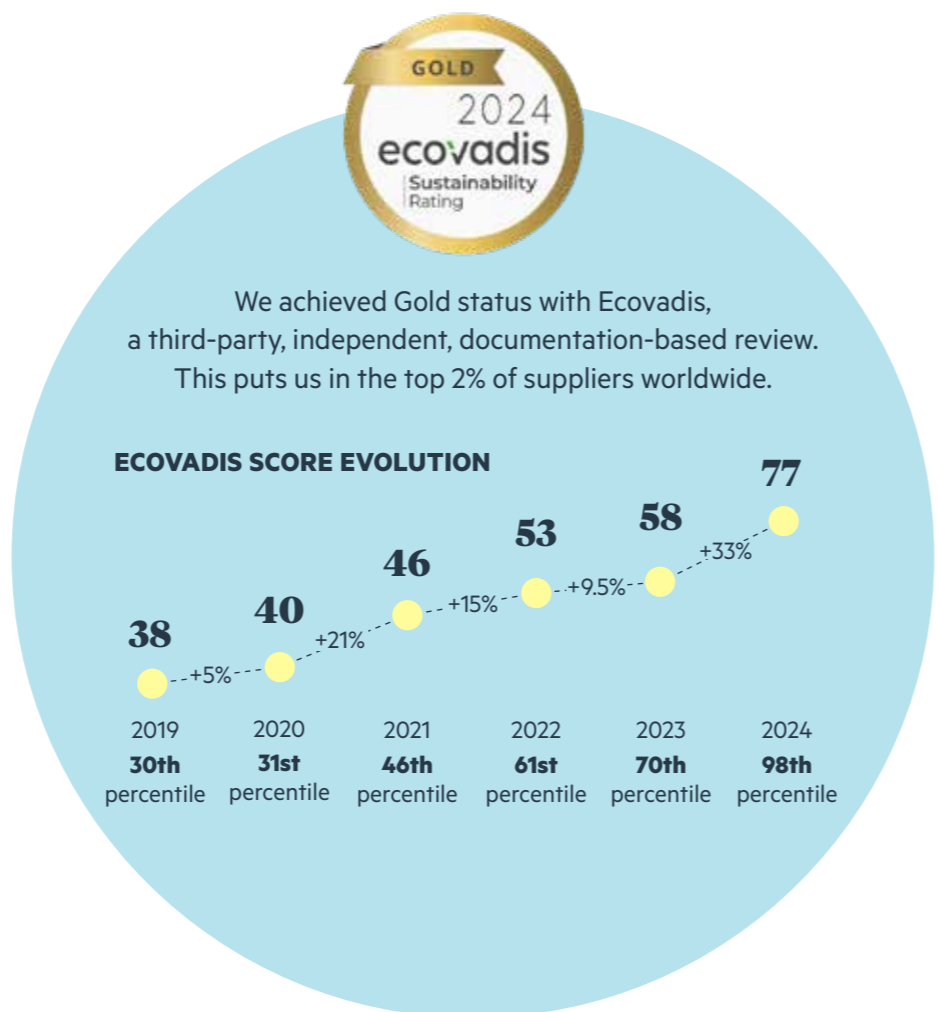# We continue to push forward on critical ESG goals

HUMAN RIGHTS

LABOUR

ENVIRONMENT

ANTI-CORRUPTION

The Ten Principles of the United Nations Global Compact (UNGC) and the Sustainable Development Goals (SDGs) are integral to our business strategy, operations, and organizational structure — making social and environmental impact an indelible part of our business framework.

GOLD 2024 ecovadis Sustainability Rating

We achieved Gold status with Ecovadis, a third-party, independent, documentation-based review. This puts us in the top 2% of suppliers worldwide.

ECOVADIS SCORE EVOLUTION

	38	40	46	53	58	77
		+5%	+21%	+15%	+9.5%	+33%
	2019	2020	2021	2022	2023	2024
	30th percentile	31st percentile	46th percentile	61st percentile	70th percentile	98th percentile

We were among the earliest suppliers to reach advanced-level certification by LabellA Labs for Responsible and Trustworthy AI

Labelia ADVANCED

We complied fully with the requirements of the Cyber Essentials Scheme.

CYBER ESSENTIALS CERTIFIED

In our active pursuit of ESG transparency and excellence, we received the following certifications and recognitions:

BREEAM ★★★★☆

Our Paris office is certified BREEAM Excellent. Our overall score: **77.2%**

U.S. GREEN BUILDING COUNCIL LEED GOLD USGBC

Our new US office is certified Gold LEED

zei

The energy efficiency of our algorithms earned us a score of 90% with ZEI, a third-party ESG scoring platform — and our socio-environmental indicators ranked as "Excellent" in all three ESG categories.
https://zei-world.com/pro/5174

"We are working cross-functionally with our IT, security, legal, solutions, responsible AI, and sustainability teams toward ISO certification; I am really proud of the progress we've made so far."

Mathias PERROD, Information Security Manager, ISO 27001 Implementation Lead

Our policies underscore our all-in commitment to ESG principles and practices.

In addition to a robust set of HR policies, we developed a comprehensive set of health, safety, and environment (HSE) policies as well as IT policies around data classification, IT charters, encryption, open source, passwords, software development, and vulnerability management. These policies protect our clients and enable us to do business responsibly, securely, and sustainably.

Walking our talk:
Decarbonization

Transparency and determination continue to characterize our commitment to ESG excellence. In addition to remaining compliant with SBTi targets, we took our commitment to excellence even further in 2024, developing an internal Carbon Footprint Budget tool that enables us to monitor our carbon footprint in real-time.

SCIENCE BASED TARGETS

DRIVING AMBITIOUS CORPORATE CLIMATE ACTION

SBTi validated our targets in 2023. This gave us a North Star for all our decarbonization activities: A temperature alignment of 1.5 degrees C.
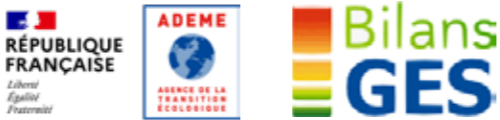
Our SBTi Decarbonization Targets

▶ **Base Year: 2022**

▶ **Near-term target: 2030**
Absolute Scope 1 + 2 reduction: **-42%**

▶ **Long-term target: 2050**
Absolute Scope 1 + 2 + 3 reduction: **-90%**

In 2024, we formally aligned our corporate bonuses with our annual decarbonization targets.

CDP
DISCLOSURE INSIGHT ACTION

We publish our data on the Carbon Disclosure Project (CDP) website and ADEME — including details on emissions, how they are monitored, and our specific plans to reduce our footprint.

RÉPUBLIQUE FRANÇAISE
Liberté Égalité Fraternité

ADEME
AGENCE DE LA TRANSITION ÉCOLOGIQUE

Bilans GES

Making a move toward sustainability

Our U.S. team expanded in 2024, requiring a larger workspace. U.S. Office Manager Nicole Ferreira took up the challenge, using her design talents to create a truly sustainable office.

▶ Ninety percent of the furniture, appliances, and materials are pre-loved, repurposed, and/or locally sourced, yielding a near-zero carbon footprint, with only transport-related emissions accounted for.

▶ Each of 12 meeting rooms is uniquely designed with sustainability in mind.

▶ Internal surveys showed 105% satisfaction — the U.S. team loves the new set-up, as do visitors — and 100% of the team felt "proud to contribute to our global sustainability commitment."

"It was a personal challenge to manage the office move and minimize its environmental footprint, but I've had full support from Ekimetrics. Collectively, we are now so proud to demonstrate that it was indeed possible! We also make sure to highlight this to new clients visiting our NY premises, every single time."
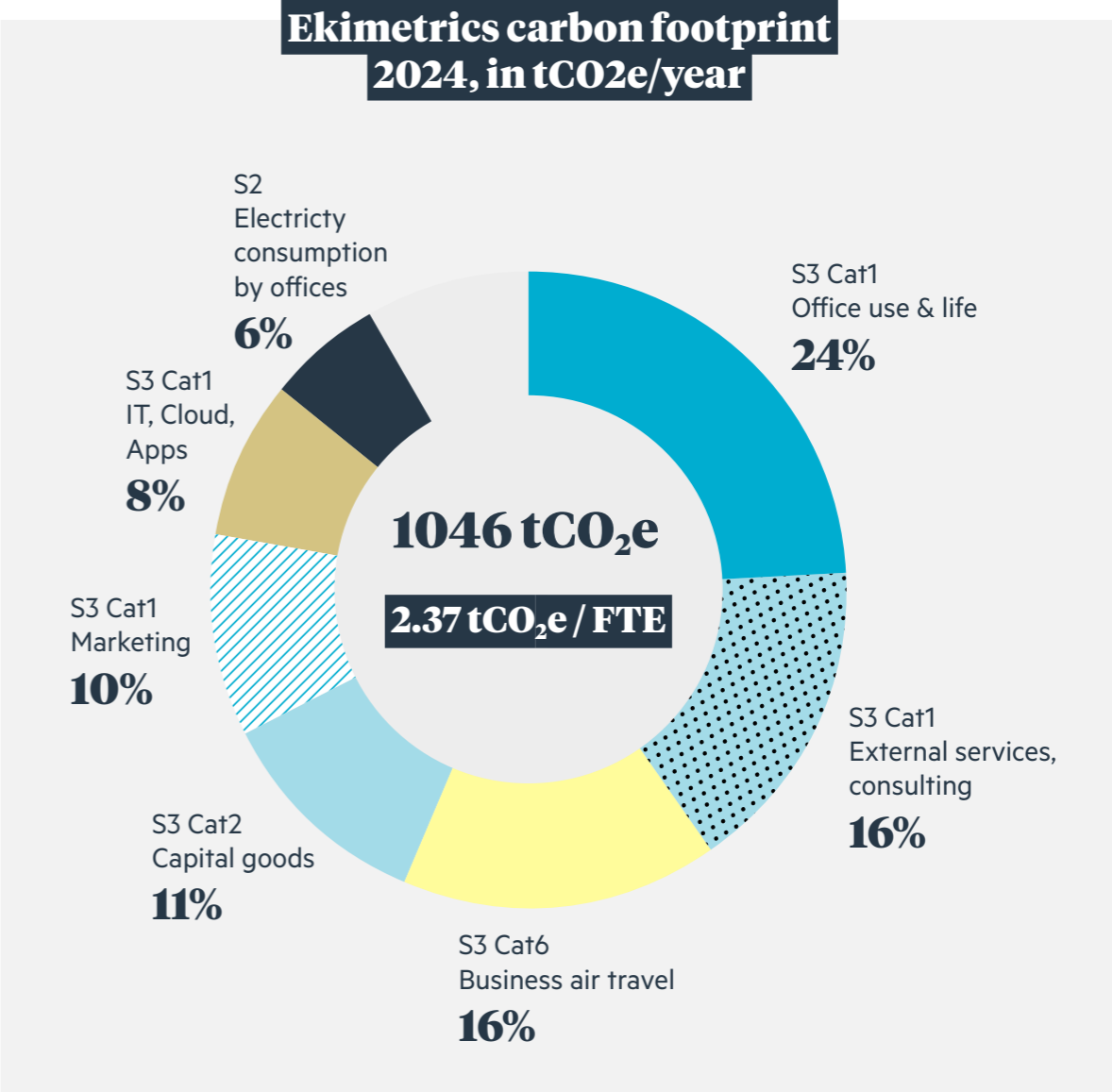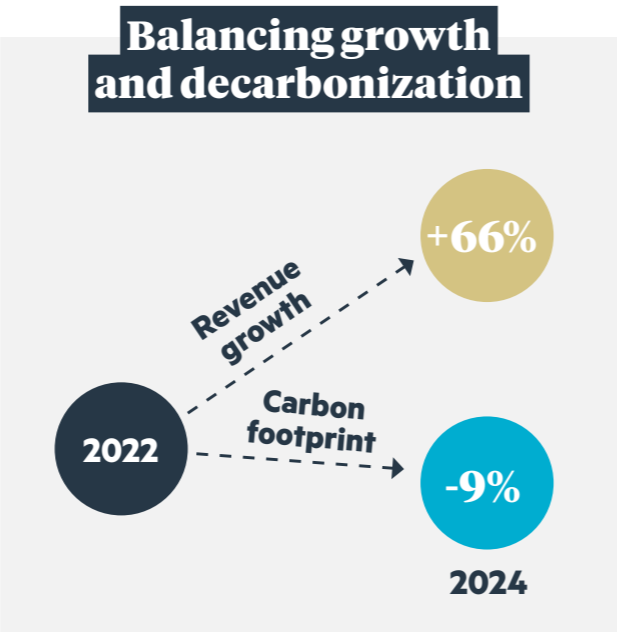
Nicole FERREIRA,
U.S. Office Manager

Carbon footprint: Staying the course for reduced emissions

After a slow 2023, when spending and emissions dropped due to challenges in the tech sector, 2024 brought strong growth in every area of our business.

Revenue grew by almost 50%, the number of employees increased by 20%, and business activity rose overall. Accordingly in 2024, our carbon emissions went up by 35% compared to 2023 — the result of more business travel, office use, new IT equipment, and more external services. Importantly, however, our overall emissions have decreased by 8.5% compared to our base year (2022). And despite the 2024 increase, **we stayed below our Science Based Targets initiative (SBTi) limit** of 1,075 tons of CO_2, effectively meeting our climate goals for the year.

Balancing growth and decarbonization

Revenue growth **+66%**

Carbon footprint **-9%**

2022 → 2024

Ekimetrics carbon footprint 2024, in tCO2e/year

1046 tCO$_2$e

2.37 tCO$_2$e / FTE

- S2 Electricity consumption by offices **6%**
- S3 Cat1 IT, Cloud, Apps **8%**
- S3 Cat1 Marketing **10%**
- S3 Cat2 Capital goods **11%**
- S3 Cat6 Business air travel **16%**
- S3 Cat1 External services, consulting **16%**
- S3 Cat1 Office use & life **24%**

+

The takeaway:
Amid significant growth, we continued to keep our carbon footprint relatively low — showing clear progress and demonstrating that it is indeed possible to separate business success from environmental impact.

Stephane HAUGUEL,
Chief Financial Officer

		2021	2022	2023	2024
Scope 1 Emissions	tCO$_2$e	0	15	15	4
Scope 2 Emissions	tCO$_2$e	81	27	50	65
Scope 3 Emissions	tCO$_2$e	496	1,107	708	978

"Our robust carbon footprint accounting methodology ensures that our environmental impact is measured and managed with the same precision as financial data. To oversee its implementation within our operations, an ESG controller will join our global finance department in 2025, monitoring, controlling and reporting our footprint on a quarterly basis to ensure we stay on track with our sustainability targets."

Practicing Green IT: Our CO_2 (r)evolution

In 2024, we made strong progress in practicing Green IT by reducing energy use and carbon emissions through technology-driven improvements.

Across all offices, our total emissions reached 10.2 tons of CO_2. And thanks to the optimizations we introduced throughout the year, **we achieved a reduction of 2.6 tons of CO_2 and saved €310,000** — from the dedication of a five-person team who collectively invested about 120 full-time equivalent units over the year.

We achieved a reduction of 2.6 tons of CO_2 and saved €310,000

How did we do it?

We prioritized the following actions:

▶ Enhancing our existing dashboard with Azure **OpenAI emissions metrics** to better monitor environmental impact.

▶ Creating **best practice guidelines** for using cloud resources more efficiently and working with our GenAI teams to define standards for frugal AI.

▶ Using EcoLogits energy consumption measurement capabilities to **track the environmental impact** of our large language models (LLMs).

We also prioritized training and innovation:

▶ New employees participated in **Green IT training** to build awareness from the start.

▶ We developed a **deployable package for clients** to measure and analyze their carbon emissions.

▶ We designed a **code review tool** to promote greener coding practices.

Comparison of weighted CO2 emissions (kg) between 2023 and 2024, by top 10 services

Service	Value	Change
Virtual Machines	5.7K	-2.6%
Azure OpenAI	5.4K	-17.4%
Azure Databricks	1.1K	-8.4%
Azure App Service	1.0K	-0.9%
Virtual Network	0.4K	-1.9%
Azure Data Factory v2	0.2K	-2.2%
SQL Database	0.2K	+9.6%
Redis Cache	0.1K	+0.4%
Redis Cache	0.1K	+2.2%
Load Balancer	0.0K	-1.2%
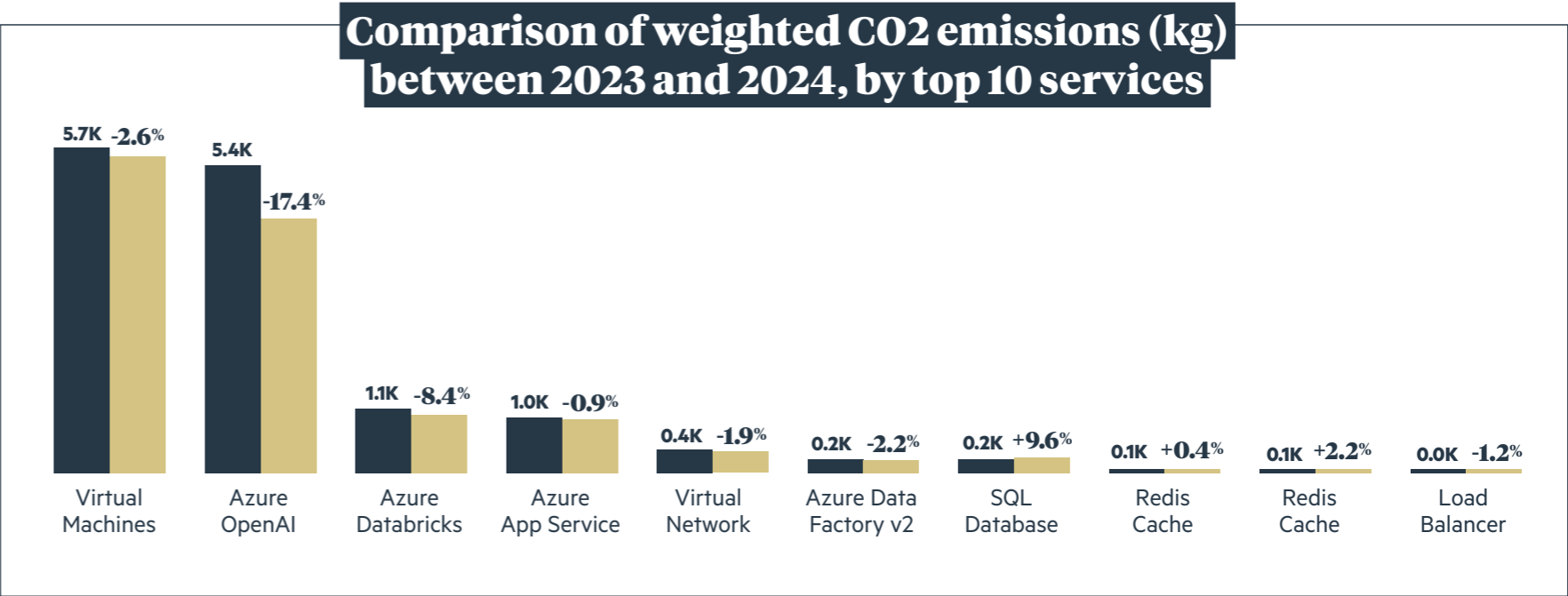
Tackling waste through recycling and responsible stewardship

In 2024, our IT team focused on making our technology usage more sustainable. We worked to extend the life of our equipment and began evaluating vendors based on their environmental impact. For example, some laptop models we reviewed were up to four times less carbon intensive than others.

We also started exploring partnerships with environmentally responsible vendors, including those that provide high-quality secondhand equipment. Building on these initiatives, we plan to pursue a certification in digital responsibility through the Label Numérique Responsable program in 2025.

17%
of our waste was recycled —
a 5-point increase compared
to last year.

Highlights from 2024

Waste per employee decreased
4.3%
year over year, from **43.8 kg** in 2023
to **41.9 kg** in 2024.

152 tons
of electronic waste collected
in our Paris office in 2024

54%
refurbished and sold on the
second-hand market

31.6 tons
of CO_2 emissions
avoided

190 kg
of raw materials
saved

Leader in data science and AI-powered solutions for business

In the next 10 years, all business models will be deeply reshaped by AI and sustainability.

Ekimetrics' mission is to empower organizations with AI and data science solutions in that context, and help companies be future-proof. We specialize in optimizing revenue, profit and mission-critical operations through a unique blend of tech and service.

Ekimetrics is a global leader in marketing and commercial effectiveness and AI-powered solutions, with offices across 3 continents and a team of 500+ AI and MMM experts.

We're committed to delivering business impact at scale through sustainable and ethical AI and data practices.

Our North Star

This is a time of disruption, and businesses are over-stretched. It is time to confront core competitivity challenges head-on.

Our commitment

We deliver AI impact at scale to tackle our clients' pressing issues.

+19
years of experience
in data science

350
clients

LONDON
PARIS
NEW YORK
SHANGHAI
HONG KONG

95%
client retention rate

+500
data experts & industry
specialists worldwide
(+45% since 2023)

Governance

1 **Board**
FOUNDERS **+** CFO
+ 5 EXTERNAL ADVISORS

2 **Advisory Board**
FOUNDERS **+** 4 EXTERNAL ADVISORS

3 **Executive Committee**
FOUNDERS **+** GM
+ HEADS OF DIVISIONS
+ 2 PARTNERS

4 **Codir**
LEADERSHIP TEAM

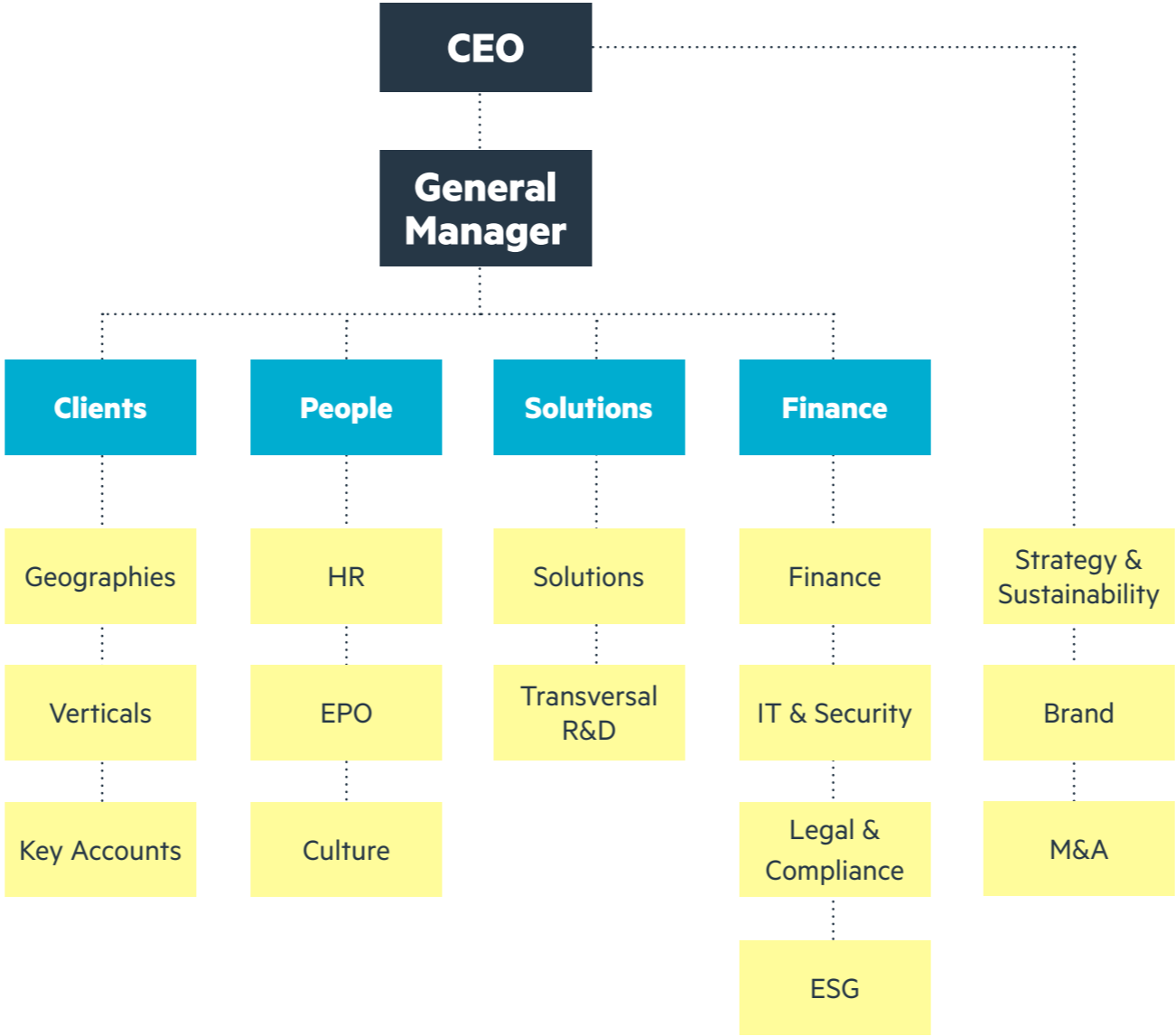**5** **Mission Committee**
4 EXTERNAL ADVISORS
+ 4 INTERNAL MEMBERS **+** CEO
+ HEAD OF SUSTAINABILITY

4 divisions to support our strategy

```
                          CEO
                           |
                      General
                      Manager
                           |
   ┌─────────┬──────────┬──────────┬──────────────┐
 Clients   People    Solutions    Finance
   |         |          |           |            |
Geographies  HR      Solutions    Finance    Strategy &
                                             Sustainability
   |         |          |           |            |
Verticals   EPO     Transversal  IT & Security   Brand
                      R&D
   |         |                      |            |
Key Accounts Culture             Legal &        M&A
                                 Compliance
                                     |
                                    ESG
```

The dynamism, drive, and authenticity at Ekimetrics are incredible and enable us to keep pushing our sustainability agenda at a high pace. We achieved many things, as demonstrated in this 2024 report, thanks to solid team engagement across the globe, as well as proactive sponsorship from our Founders on sustainability goals. As a key success factor, both are necessary to effectively move the needle at company level. "

Caroline MILLIOTTE
Global Director of Sustainability

Graduating as a geologist 19 years ago, Caroline has always been passionate about natural and Earth sciences. For the past three years at Ekimetrics, she has been shaping our strategic roadmap for sustainable transformation and driving operational changes across the global organization. Her work spans collaboration with Heads of Division, Leadership, and Executive teams, ensuring that every part of the company is engaged in this journey toward sustainability.

Ekimetrics: Sustainability report KPIs

TOPIC	KPI	UNIT	2021	2022	2023	2024	Comments	TARGETS FOR 2025
GOVERNANCE	Percentage of all operational sites for which an internal audit & control concerning business ethics issues has been conducted	%		0	100	100		
GOVERNANCE	Percentage of all operational sites for which a risk assessment concerning business ethics issues has been conducted	%		0	100	100		
GOVERNANCE	Number of confirmed incidents of corruption and actions taken	#	0	0	0	0		0
GOVERNANCE	Number of discrimination Incidents	#	0	0	0	0		0
GOVERNANCE	Total number of confirmed incidents in which employees were dismissed or disciplined for corruption	#	0	0	0	0		0
GOVERNANCE	Total number of confirmed incidents when contracts with business partners were terminated or not renewed due to violations related to corruption	#	0	0	0	0		0
GOVERNANCE	Public legal cases regarding corruption brought against the organization or its employees during the reporting period and the outcomes of such cases	#	0	0	0	0		0
GOVERNANCE	Legal actions for anti-competitive behavior, antitrust, monopoly practices	#	0	0	0	0		0
GOVERNANCE	Number of legal actions pending or completed during the reporting period regarding anti-competitive behavior and violations of anti-trust and monopoly legislation in which the organization has been identified as a participant	#	0	0	0	0		0
GOVERNANCE	Percentage of all operational sites with an information security management certification (Cybervadis & Cyber Essentials)	%	0	0	0	100%	Ekimetrics is always improving its security posture and for that, we rely on ISO 27001 framework that we are currently implementing.	100%
GOVERNANCE	Percentage whistleblower activations	#	0	0	0	0		0
GOVERNANCE	Number of confirmed IT incidents	#	0	0	0	0		0
GOVERNANCE	Percentage of offices where annual financial audits are performed	%	100%	100%	100%	100%		100%
WORKING CONDITIONS	Total employees (yearly average FTE's)	#	247	313	370	442		NA
WORKING CONDITIONS	Total male employees	#	169	191	233	275		NA
WORKING CONDITIONS	Total female employees	#	78	122	137	167		NA
DIVERSITY & INCLUSION	Share of women among permanent employees	%	31.7%	39%	37%	38%		40%
DIVERSITY & INCLUSION	Percentage of women in top executive positions	%		25 %	25%	25%		30%
DIVERSITY & INCLUSION	Percentage of women on board of directors	%		10%	10%	10%		15%
DIVERSITY & INCLUSION	Percentage of women among the 10 highest-paid employees	%		10%	30%	30%		35%
DIVERSITY & INCLUSION	Percentage of women in managerial positions	%	31.4%	42.7%	41%	40%		45%
DIVERSITY & INCLUSION	Share of permanent women hired	%		42%	33%	46%		40%
WORKING CONDITIONS	Percentage of remote workers (who live more than 100km away from office)	%		2.0%	1.7%	3%		NA
DIVERSITY & INCLUSION	Conversion rate — internship/apprenticeship into permanent contracts	%		26%	25%	31%		30%
DIVERSITY & INCLUSION	Percentage of employees < 25 years old	%		35%	29%	14%		NA
DIVERSITY & INCLUSION	Percentage of employees 25-40 years old	%		56%	61%	76%		NA
DIVERSITY & INCLUSION	Percentage of employees >40 years old	%		9%	10%	10%		NA

Category	Indicator	Unit					Notes	
DIVERSITY & INCLUSION	Percentage of employees with access to awareness programs on diversity and inclusion	%		100%	100%	100%		100%
DIVERSITY & INCLUSION	Percentage of disabled workers out of total workforce	%		0.44%	0.34%	0.22%		NA
SOCIAL	Percentage of employees where gender pay-gap is monitored	%		69%	100%	100%		100%
SOCIAL	Average unadjusted gender-pay gap	%	12%	-2%	6%	11%		NA
SOCIAL	Ratio between the median salary and highest salary at Ekimetrics	%		4.7	4.1	14.7		NA
SOCIAL	Percentage of people who can telework at least 1 day per week	%	100%	100%	100%	100%		100%
SOCIAL	Percentage of employees on permanent contract (worldwide)	%		93%	98%	96%		100%
SOCIAL	Absenteeism rate	%	2%	Not Available	5%	1%		0
SOCIAL	Number of hours of absence	#	8,824	10,148	32,269	7,864		0
SOCIAL	Percentage of worforce with the "Great Place to Work" or "Best Company to Work for" in Asia	%		68%	100%	NA	No label campaigns in 2024	100%
SOCIAL DIALOGUE	Percentage of the total workforce across all locations represented in formal joint management-worker health & safety committees	%	69%	69%	66%	60%		NA
SOCIAL DIALOGUE	Percentage of the total workforce across all locations who are covered by formal collective agreements concerning working conditions	%	69%	69%	66%	60%		NA
SOCIAL DIALOGUE	Percentage of the total workforce across all locations who are covered by formally-elected employee representatives	%		69%	66%	60%		NA
SOCIAL DIALOGUE	Minimum number of weeks' notice typically provided to employees and their representatives prior to the implementation of significant operational changes that could substantially affect them	Weeks	12	12	12	12		12
SOCIAL DIALOGUE	For organizations with collective bargaining agreements, report whether the notice period and provisions for consultation and negotiation are specified in collective agreements	#	NA	NA	NA	NA	It's not part of the collective agreement but is reinforced in the Labour French Law	NA
HUMAN RIGHTS	Percentage of all operational sites that have been subject to human rights reviews or human rights impact assessments	%	0	0	0	0		100%
H&S	Percentage of all operational sites for which an employees health & safety risk assessment has been conducted	%	100%	100%	100%	100%		100%
H&S	Lost time due to injury	#	0	0	0	1		0
H&S	Lost time severity	#	0	0	0	7		0
CAREER & TRAINING	Total hours of training	#	17,581	4835	9659	10232		7000
CAREER & TRAINING	Average hours of training per employees trained	#	65.11	19.11	26.83	18.5		20
CAREER & TRAINING	Percentage of the total workforce across all locations who received regular performance and career development reviews	%	100%	100%	100%	100%		100%
CAREER & TRAINING	Percentage of the total workforce across all locations who received career— or skills-related training	%	NA	75%	86%	100%		100%
CAREER & TRAINING	Average hours of HSE-related training provided per year	#	NA	304	353	516		300
CAREER & TRAINING	Percentage of the total workforce across all locations who received training (e.g. e- learning) on business ethics issues	%	100%	100%	100%	100%		100%
CAREER & TRAINING	Percentage of the total workforce across all locations who received training (e.g. e- learning) on IT best practices	%	100%	100%	100%	100%		100%
CAREER & TRAINING	Percentage of all buyers across all locations who received training on sustainable procurement	%	100%	100%	100%	100%		100%
CAREER & TRAINING	Percentage of the total workforce with access to training program on the eco-design of digital services	%	100%	100%	100%	100%		100%
CAREER & TRAINING	Percentage of employees with access to awareness programms on environmental and social topics	%	100%	100%	100%	100%		100%
CAREER & TRAINING	Percentage of the total workforce across all locations who received training on environmental issues	%	NA	23%	25%	30%		100%

SUSTAINABLE PROCUREMENT	Percentage of suppliers covered by a CSR assessment	%	NA	80%	80%	80%		100%
SUSTAINABLE PROCUREMENT	Percentage suppliers with contracts that include clauses on environmental, labor, and human rights requirements	%	100%	100%	100%	100%		100%
SUSTAINABLE PROCUREMENT	Percentage of suppliers aware of our Code of Conduct & Supplier code of conduct	%	100%	100%	100%	100%		100%
ENERGY & EMISSIONS	Energy consumption	kWh	NA	140,061	326,656	335,357	in 2023, we accounted for Heat and Cold networks in our Paris office.	300000
ENERGY & EMISSIONS	Share of energy consumed from renewable sources	%		30%	52%	57%		100%
ENERGY & EMISSIONS	Scope 1 Emissions	tCO2e	0	15	15	4		Absolute scope 1 & 2 GHG Emissions 42% by 2030
ENERGY & EMISSIONS	Scope 2 Emissions	tCO2e	81	27	50	65		Absolute scope 1 & 2 GHG Emissions 42% by 2030
ENERGY & EMISSIONS	Scope 3 Emissions	tCO2e	496	1107	708	978		Reduce our absolute emissions 90% from 2022 base year by 2050
ENERGY & EMISSIONS	Percentage of digital solutions or applications hosted in sustainable datacenters	%	100%	100%	100%	100%		100%
ENERGY & EMISSIONS	Energy efficiency score for algorithms and AI	kWh/100h		5.9	5.9	4.98		6
ENERGY & EMISSIONS	Average carbon intensity score for algorithms and AI	kgCO2e / 100h of use		2	1.63	1.18		Reduce our absolute emissions 90% from 2022 base year by 2050
WASTE & WATER	Water consumption	m3		718.4	837.6	1014.8		Reduce waste and water produced by 10% yearly.
WASTE & WATER	Waste generated	tons	0.27	16.4	16.2	18.5		Reduce waste and water produced by 10% yearly.
WASTE & WATER	Hazardous waste	tons	0	0	0	0		Reduce waste and water produced by 10% yearly.
WASTE & WATER	Nonhazardous waste	tons	0.27	16.4	16.22	18.5		Reduce waste and water produced by 10% yearly.
WASTE & WATER	Total waste recovered (recycled-reused)	tons	0.008	1.42	1.96	3.06		NA
WASTE & WATER	Percentage of waste recovered (recycled-reused)	tons	3%	9%	12%	17%		100%
ENVIRONMENT	Percentage of all operational sites for which an environmental internal audit & control has been conducted	%	0%	0%	0%	0%		100%
ENVIRONMENT	Percentage of all operational sites for which an environmental risk assessment has been conducted	%	0%	0%	0%	0%		100%
ENVIRONMENT	Percentage of employees eligible to eco-mobility support	%	100%	100%	100%	100%		100%
ENVIRONMENT	Number of employees using eco-mobility (average FTE)	#		193	288	289		
ENVIRONMENT	Percentage of employees commuting between home and work by bike or ebike	%	NA	19%	24%	16%		
ENVIRONMENT	Percentage of employees who walk at least 25% of the distance, commuting between home and work	%		42%	47%	49%		
ENVIRONMENT	Ecovadis Score	%		53%	58%	77%		80
ENVIRONMENT	CDP Climate certification Score	#		B-	B-	C		A
ENVIRONMENT	Labelia Responsible AI Score	%		None	58%	58%		70

GRI Content Index Reference	GRI Topic Description	Page number /Link/Document
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	2-2 Entities included in the organization's sustainability reporting	Pages 1-32
	2-3 Reporting period, frequency and contact point	Page 2
	2-4 Restatements of information	Page 2
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	2-6 Activities, value chain and other business relationships	Pages 1-32
	2-7 Employees	Pages 15-19; 28-30
	2-8 Workers who are not employees	Pages 15-19; 28-30
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	205-3 Confirmed incidents of corruption and actions taken	Pages 28-30
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	305-2 Energy indirect (Scope 2) GHG emissions	Pages 23; 28-30
	305-3 Other indirect (Scope 3) GHG Emissions	Pages 23; 28-30
	305-4 GHG emissions intensity	Pages 23; 28-30
	305-5 Reduction of GHG emissions	Pages 23; 28-30
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	405-2 Ratio of basic salary and remuneration of women to men	Pages 28-30
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