

# ENVIRONMENTAL GROUP POLICY



# 1. Introduction

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**Considering major ecological challenges and growing awareness trends, Keyrus is committed to limiting its overall footprint on the environment. Reducing CO2 emissions linked to its activities is a priority, and all entities of the Group are involved in this approach. There are various means to act allowing each individual to take actions in line with its local conditions and reality: reduce energy consumption, use less energy/carbon-intensive solutions or wisely use existing resources.**

In 2022, Keyrus Group conducted a first carbon footprint assessment with a result of 11,940 TeqCO2. This exercise enabled to identify scopes with the highest emissions: Scope 1<sup>1</sup> represents 1% of these emissions, 10% for Scope 2<sup>2</sup> and 89% for Scope 3<sup>3</sup> for 89%.

For representativeness purposes, or because of our degree of expertise, Keyrus has been taking action on:

- The energy consumption of its buildings
- Business trips
- Purchasing services, covered by Keyrus Group's Sustainable Purchasing policy
- A sustainable business offering

Success of our commitment largely relies on the quality of the reporting: Keyrus first needs to properly identify, source and measure emissions (traceability) to commit on quantitative objectives. Yet, Keyrus is working on improving data availability and quality of its emissions, with a special focus on Scope 3 (highest impact). Actions described above support this objective and set the Group on the path towards reducing its GHG emissions. The objective is to define an ambitious climate plan with a trajectory aligned with the SBTI<sup>4</sup> and in compliance with the Paris Agreement.

**The Environment policy is based on 4 commitments shared by all Group entities:**

- ✓ **Control and reduce building energy consumption**
- ✓ **Promote sustainable mobility**
- ✓ **Reduce, reuse and recycle waste (better waste management)**
- ✓ **Sustainable IT & ESG offering: offer customers solutions for their sustainable business transformation needs.**

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<sup>1</sup> Scope 1 covers direct emissions, from owned and controlled sources

<sup>2</sup> Scope 2 covers indirect emissions, from the purchase and use of electricity, steam, heating and cooling

<sup>3</sup> Scope 3 encompasses emissions that are not produced by Keyrus itself, and are not the result of activities from assets owned or controlled by Keyrus, but that the organization indirectly affects in its value chain.

<sup>4</sup> SBTI: Science Based Targets initiative

Through this policy, the Group reinforces its commitment to the following 2 United Nations Sustainable Development Goals (SDGs):



## 2. Scope and coverage

**This Policy applies to all operating entities and subsidiaries of the Keyrus Group. It sets out global and local ambitions and plan of action.**

Keyrus seeks a minimum of 80% of overall FTEs as a threshold for a representative sample in our reporting. Yet, our target is to report on 100% of Keyrus entities. This is a journey and requires continuous improvement to reach this objective.



## 3. Our commitments

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### Commitment 1: Control and reduce buildings energy consumption

Keyrus commits to reducing its environmental impact by acting on its direct emissions, linked to buildings: apply & deploy principles of energy efficiency within all offices.

To be able to act effectively on this, the Group must be able to exhaustively understand its consumption. Each office is either directly managed by Keyrus itself or by a Coworking agency. The latter are not included in actions related to energy consumption.

#### Qualitative objectives

To control and reduce our GHG emissions, we aim to:

- **Reduce energy consumption by applying and deploying energy-efficient principles**
- **Promote eco-actions**
- **Start collecting energy consumption data of offices/sites**
- **Raise awareness to all entities: appoint a contact person by site and raise local employees' awareness**

#### Quantitative targets

To measure our performance in terms of GHG emissions, we track:

- **Total GHG emissions**
- **Energy consumption per employee**
- **Percentage of offices/sites with an environmental certificate** (except from coworking places)

## Commitment 2: Promote sustainable mobility

Business trips and commuting, whether regular or occasional, heavily weigh on Keyrus' greenhouse gas emissions. Yet, any action regarding greener and more sustainable mobility solutions may have a significant impact on carbon footprint. It can also have a positive impact on the Group's competitiveness and improve the employee's quality of life at work.

Action plan will be defined locally, depending on local feasibility, reality and tools at hand. For instance:

- Encourage public transport usage, bicycle usage
- Offer hybrid or electric company vehicles (greener fleet)
- Promote car sharing
- Eco-driving training
- Reduce/optimize business trips
- Propose home working (no commuting)

### Qualitative objectives

To promote sustainable mobility, we aim to:

- **Define a Group travel policy**
- **De-carbonize employee mobility**
- **Encourage use of greener mobility means: bicycle, public transportation, train instead of flight where possible / for <3hrs journey**
- **Raise employee awareness on greener/sustainable mobility**
- **Collect & analyze mobility habits per country**

### Quantitative targets

To measure our performance in terms of greenhouse gas emissions, we track:

- **Proportion of business trips done by air**
- **Percentage of fleet powered by hybrid or electric vehicles**
- **Percentage of employees who followed an eco-driving awareness program**
- **Percentage of employees benefiting from a homeworking agreement**

## Commitment 3: Reduce, reuse and recycle waste (better waste management)

With consultancy business activities, Keyrus waste is mainly resulting from office activities and meals. Waste management is organized around 3 main rules:

- Reduce waste production
- Sort where possible
- Recycle and recover produced waste

Deployment of the action plan and waste management policy will slightly vary from one entity to another, to fit with local constraints and available resources.

Waste resulting from IT activities/devices will be treated in a dedicated Sustainable IT policy.

### Qualitative objectives

To improve our waste management, we aim to:

- **Collect more data on our waste production**
- **Encourage circular economy (reduce, reuse and recycle) and define waste reduction strategies**
- **Raise employee's awareness of the need to sort, recycle and avoid single-use plastic**
- **Select waste management providers who value recycling**

### Quantitative targets

To measure our waste management performance, we track:

- **Total weight of produced waste**
- **Proportion of waste that is recycled**
- **Percentage of sites that implementing selective sorting** (except from coworking places)

## Commitment 4: Sustainable IT & ESG offering: offer customers solutions for the sustainable business transformation needs

Businesses now recognize the urgent need to transition towards sustainability. They are defining and implementing ambitious CSR strategies to address the challenges of a sustainable and responsible economy. This transformation provides an opportunity to rethink business models and management practices, accelerate innovation, and deliver sustainable performance.

Supporting clients in their sustainable transformation is part of Keyrus' mission. As a digital services company and an active member of the Sustainable IT Institute (ISIT), Keyrus must propose innovative consulting & advisory services on the topic. Training is an important component in this overall transformation: dedicated training for targeted professions and awareness programs for everyone. This is how Keyrus aligns operations with its commitment.

Keyrus also regularly communicates on sustainability topics such as responsible AI, low-carbon code and sustainable IT practices. These assets support raising awareness on existing innovations and fostering discussions on more sustainable digital solutions.

### Qualitative objectives

To propose sustainable IT & ESG offerings to our customers, we aim to:

- **Develop offers that provide consulting services and solutions with a positive impact on sustainability for clients**
- **Leverage our communication with external stakeholders to raise awareness on sustainable IT**
- **Include sustainable IT training & awareness programs in Keyrus overall training plan**

### Quantitative targets

To measure our performance in terms of sustainable offerings, we track:

- **Number of sustainable IT/ESG offerings within Keyrus**
- **Percentage of employees who followed a sustainable IT awareness training**
- **Percentage of employees who followed a sustainable IT dedicated training**
- **Number of eBooks published on sustainability topics**

## 4. Governance

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The commitments of the environmental policy are managed through qualitative indicators and key performance indicators with an associated timetable. The governance structure is as follows:

	Roles
<b>CSR Committee</b>	<ul style="list-style-type: none"><li>✓ Validate commitments and objectives defined upon recommendation of the Group Steering Committee</li><li>✓ Monitor implementation</li></ul>
<b>Group Steering Committee</b>	<ul style="list-style-type: none"><li>✓ Update the environmental policy</li><li>✓ Consolidate operational monitoring</li></ul>
<b>Operational committees</b>	<ul style="list-style-type: none"><li>✓ Deploy Group procedures and monitor operational implementation of the environmental policy by topic</li><li>✓ Dedicated team on:<ul style="list-style-type: none"><li>• General services management</li><li>• Training</li><li>• Offers</li></ul></li></ul>
<b>Local operational committees</b>	<ul style="list-style-type: none"><li>✓ Translate this policy into action plans</li><li>✓ Contribute to reporting</li></ul>