



*Summary of 2022 environmental indicators*

**WORKFORCE BY GEOGRAPHIC AREA (INCLUDING ACQUISITIONS) ✓**

Scope / Topic	2019
<b>Group</b>	<b>46 245</b>
France	19 499
International (excluding France)	26 476
of which United-Kingdom	6 305
of which India	5 726
of which Spain	4 189
of which Germany	3 363
of which Norway	1 792
of which Poland	984
of which Italy	1 009
of which Belgium	749
of which Tunisia	743
of which Sweden	418
of which Luxembourg	234
of which Morocco	308
of which Switzerland	249
of which Lebanon	NA*
of which Singapore	129
<b>Managers ("cadres")</b>	<b>40 014</b>











*Summary of 2022 environmental indicators*

## Summary of GHG emissions by Scope

The following table summarises the Group’s GHG emissions by scope and category. The :  
 \*Results for 2021 and 2022 relating to emissions in the supply chain (Scope 3-1) include  
 covering our value chain are independently audited from 2021 onwards.

\*\* The method has been improved in 2022 by including the actual emission factors of sc

Scope	Category
<b>Scope 1 (Offices + On-site Data Centres)</b>	Diesel, gas (upstream)
	Direct fugitive emissions (upstream)
<b>Scope 2 (Offices + On-site Data Centres)</b>	Electricity, district heating (upstream)
<b>Scope 3</b>	3-1. Product and service purchases* (upstream)
	3-3. Emissions arising from energy not included in Scopes 1 and 2 (upstream)
	3-5. Waste (WEEE, paper and cardboard, water) (upstream)
	3-6. Business travel (upstream)
	3-7. Employee commuting and homeworking (upstream)
	3-8. Off-site Data Centres (upstream)
	3-13. Tenants (downstream)
<b>Sopra Steria Global environmental footprint:</b>	<b>TOTAL</b>

Scope	Category
<b>Scope 3 Excluded subcategories</b>	3-2. Property, plant and equipment
	3-4. Upstream goods transport
	3-9. Downstream goods transport
	3-10. Processing of sold products
	3-11. Use of sold products
	3-12. End of life of sold products
	3-14. Downstream franchises
	3-15. Investments



second table also offers brief statements of the reasons why certain categories are not applicable. We achieved 100% actual data for the first time, thus providing a more accurate assessment compared with the former method. The use of the former ADEME method would have resulted in a total of 277,344 tCO<sub>2</sub>e from our key suppliers. With the former ADEME method, we would have had 277,344 tCO<sub>2</sub>e.

2015		2019	
Emissions (tCO <sub>2</sub> e)	%	Emissions (tCO <sub>2</sub> e)	%
2 237	0,8%	2 664	1,0%
N/A	0,6%	2 048	0,6%
15 724	0,5%	1 724	0,5%
N/A	65,8%	221 311	80,6%
N/A	1,6%	5 464	1,6%
N/A	0,02%	78	0,02%
32 005	10,2%	34 310	4,9%
N/A	19,9%	66 778	10,1%
1 227	0,4%	1 250	0,5%
N/A	0,1%	494	0,2%
<b>51 193</b>	<b>100%</b>	<b>336 120</b>	<b>100%</b>

Reason for exclusion
Emissions arising from capital purchases are included in subcategory 1 of Scope 3
Sopra Steria's operating activities do not require downstream processing
Sopra Steria does not sell processed products
Emissions arising from the use of products sold by Sopra Steria are included in subcategory 1 of Scope 3
Emissions arising from end-of-life processing of products sold by Sopra Steria are included in subcategory 1 of Scope 3
Sopra Steria does not own any franchises
The environmental footprint of Sopra Steria's investments in other companies is included in subcategory 1 of Scope 3

results for prior years, which were partly based on estimates. This is the reason for the difference with the 20

2020		2021	
Emissions (tCO <sub>2</sub> e)	%	Emissions (tCO <sub>2</sub> e)	%
2 315	0,9%	2 526	<b>0,6%</b>
1 403	0,4%	1 124	<b>0,4%</b>
1 124	0,2%	627	<b>0,1%</b>
189 406	87,3%	259 011*	<b>82,0%</b>
3 833	1,5%	4 439	<b>1,4%</b>
50	0,01%	42	<b>0,01%</b>
11 559	2,3%	6 957	<b>4,2%</b>
23 714	7,3%	21 716	<b>11,0%</b>
1 132	0,1%	141	<b>0,1%</b>
509	0,1%	151	<b>0,2%</b>
<b>235 045</b>	<b>100%</b>	<b>296 733</b>	<b>100%</b>

Category 1 of Scope 3
transport or distribution of goods
are non-material
by Sopra Steria are non-material
other companies is non-material

020 data. All data categories

<b>2022</b>
<b>Emissions (tCO<sub>2</sub>e)</b>
<b>1 952</b>
<b>1 355</b>
<b>398</b>
<b>269 837**</b>
<b>4 539</b>
<b>45</b>
<b>13 826</b>
<b>36 039</b>
<b>191</b>
<b>699</b>
<b>328 881</b>


## Resource consumption - Direct activities

Indicators	Target
<b>Energy use in offices</b>	
Absolute consumption (MWh)	
Consumption per employee (MWh/employee)	
<b>Energy use at on-site Data Centres</b>	
Absolute consumption (MWh)	
Consumption per employee (MWh/employee)	
<b>Energy use at off-site Data Centres</b>	
Absolute consumption (MWh)	
Consumption per employee (MWh/employee)	
<b>Renewable energy use</b>	
Using renewable energy for electricity consumption at offices and on-site Data Centres	Increase the proportion of the Group's electricity consumption (at offices and on-site Data Centres) from renewables to over 85%
<b>Water use in offices</b>	
Absolute consumption (cu. meters)	
Consumption per employee (cu. meters/employee)	Manage water consumption to minimise leaks and waste

In 2022, the scope of the indicators includes all entities over which the Group has operational control (and which were only integrated from 2017) as well as the employees of the acquisitions made up to December 2021. EGG Design and EVA Group, which were excluded from our report for 2021.

In 2021, the scope includes the employees of the acquisitions made until November 2021, namely Lumino:

In 2020, the scope includes all entities over which the Group has operational control (and therefore include new acquisitions Sodifrance, Anteo (Consulting and E-Business Solutions), Holocare and cpartners).

In 2019, the scope of consolidation includes all entities over which the Group exercises operational control (SSCL) but does not include SAB or Sopra Financial Technology GmbH.

(1) ELAN: evolution of housing, development and digital, decree no. 2019-771 of July 23, 2019.

2019	2020	2021	2022
73 126	59 615	58 638	<b>54 476</b>
1,62	1,30	1,25	<b>1,10</b>
9 063	9 714	8 467	<b>6 799</b>
0,20	0,21	0,18	<b>0,14</b>
16 621	15 949	15 461	<b>15 558</b>
0,37	0,35	0,33	<b>0,31</b>
90%	95%	99,2%	<b>99,3%</b>
246 985	164 250	121 926	<b>135 445</b>
5,50	3,60	2,59	<b>2,73</b>

therefore includes the joint ventures NHS SBS, SSCL and SFT, 2022, namely Graffica and Footprint Consulting AS, as well as

sity Limited, Sopra Steria Financial Services and Labs.  
as the joint ventures NHS SBS, SSCL and SFT) as well as the

(and therefore includes the joint ventures NHS SBS and

## Reducing GHG emissions - Direct activities

Indicators	Scope		
	1	2	3
<b>Business travel, offices and on- and off-site Data Centres and fugitive emissions</b>			
Absolute emissions (tCO <sub>2</sub> e)			
Reduction in emissions per employee relative to 2015 (tCO <sub>2</sub> e/employee)	0	0	0
<b>Offices</b>			
Absolute emissions (tCO <sub>2</sub> e)			
Reduction in emissions per employee relative to 2015 (tCO <sub>2</sub> e/employee)	0	0	
<b>On-site Data Centres</b>			
Absolute emissions (tCO <sub>2</sub> e)			
Reduction in emissions per employee relative to 2015 (tCO <sub>2</sub> e/employee)	0	0	
<b>Off-site Data Centres</b>			
Absolute emissions (tCO <sub>2</sub> e)			
Reduction in emissions per employee relative to 2015 (tCO <sub>2</sub> e/employee)			0
<b>Fugitive emissions</b>			
Absolute emissions (tCO <sub>2</sub> e)			
Reduction in emissions relative to 2017 (tCO <sub>2</sub> e)	0	0	
<b>Business travel*</b>			
Absolute emissions (tCO <sub>2</sub> e)			
Emissions per employee (tCO <sub>2</sub> e/employee)			0
<b>Direct activities relative to revenue/pro forma EBITDA</b>			
Ratio of emissions from direct activities to revenue (tCO <sub>2</sub> e/€m)			
Ratio of emissions from direct activities to <i>pro forma</i> EBITDA** (tCO <sub>2</sub> e/€m)	0	0	0

Emissions are calculated within the framework of the GHG Protocol using Defra's fuel combustion and district heating emissions uses the emission factors published by the National Authorities for factors.

For 2022, the scope of calculation of the indicators is all the entities over which the Group has employees of the acquisitions made until December 2022, namely Graffica and Footprint Core, and acquisitions made until November 2021, namely Luminosity Limited, Sopra Steria Financial Services (SBS, SSCL and SFT) and all companies acquired during the year. For 2019, the scope includes Sopra Financial Technology GmbH. For the other years, the scope includes all entities over which the Group has employees, namely Beamap, Cassiopae or 2MoRO.

\*Data taking into account emission reductions from green business travel in Germany. Excludes 37,164 tCO<sub>2</sub>e in 2019, 38,176 tCO<sub>2</sub>e in 2018, 38,133 tCO<sub>2</sub>e in 2015,

\*\* *Pro forma* EBITDA as calculated in chapter 5, note 12.5.1

Target	Baseline	2019
	<b>2015</b>	
Introduce an internal shadow carbon price for business travel in the Group's key geographies by <b>2025</b> .	51 192	41 996
	N/A	-36,7%
	<b>2015</b>	
	15 234	4 336
	N/A	-76%
Incorporate the Group's business travel, offices and Data Centres and fugitive emissions into the net zero emissions programme.	<b>2015</b>	
	2 726	54
	N/A	-98,3%
	<b>2015</b>	
	1 227	1 250
	N/A	-13%
	<b>2017</b>	
SBTi Targets I and III	1 725	2 048
	N/A	19%
	<b>2015</b>	
SBTi Targets II and III	32 005	34 310
	0,92	0,80
	<b>2018</b>	
	11,0	9,5
	122,3	102,9

stion emission factors and the residual mix emission factors published by the Association of Industrial and Commercial Power Producers (AICPP) for the power plants supplying the heat consumed by Sopra Steria. The calculation of emissions

as operational control (and therefore includes the joint ventures NHS SBS, SSCL and SFT which are not consolidated in the Group's financial statements), as well as EGGS Design and EVA Group which were excluded from our report for Services and Labs. For 2020, the scope includes all entities over which the Group had operational control (and therefore includes the NHS SBS and SSCL joint ventures) and all entities over which the Group had operational control (and therefore includes the NHS SBS and SSCL joint ventures).

including emission reductions from green travel, the following values are obtained: 14,695 tCO<sub>2</sub>e

2020	2021	2022
17 533	11 375	<b>17 722</b>
-74,0%	-83,5%	<b>-75,7%</b>
3 400	3 125	<b>2 319</b>
-81%	-83%	<b>-89%</b>
39	27	<b>30</b>
-98,8%	-99,3%	<b>-99,2%</b>
1 132	141	<b>191</b>
-23%	-91%	<b>-89%</b>
1 403	1 124	<b>1 355</b>
-19%	-35%	<b>-21%</b>
11 559	6 957	<b>13 826</b>
0,30	0,15	<b>0,28</b>
4,1	2,4	<b>3,5</b>
46,4	25,4	<b>35,7</b>

issuing Bodies for electricity production. The calculation of related to business travel uses the GHG Protocol emission

ch were only integrated from 2017) and includes the 2021. For 2021, the scope includes the employees of the onal control (and therefore includes the joint ventures NHS iBS and SSCL joint ventures) but does not include SAB or /ventures from 2017) but does not include Kentor, Galitt,

in 2022, 7,402 tCO2e in 2021, 12,698 tCO2e in 2020,



## Resource consumption - Indirect

### Indicators

#### **Waste electrical and electronic equipment - WEEE**

Absolute quantity (kg)

Quantity per employee (kg/employee)

Proportion given second life

#### **Paper and cardboard waste\***

Absolute quantity (kg)

Quantity per employee (kg/employee)

Proportion of paper and cardboard waste collected separately and recycled

#### **Paper purchased**

Absolute quantity purchased (kg)

Paper purchased per employee (kg/employee)

\*In 2022, WEEE volumes increased by 48% compared to 2021 (due to acquisitions closed or merged. In 2022, the scope of calculation of the indirect emissions includes Sodifrance and SFT, which were only integrated from 2017) and includes Design and EVA Group, which were excluded from our report in 2021. In 2021, the scope includes the employees of the acquisition of Sodifrance. In 2020, the scope includes all entities over which the Group has control: Sodifrance, Anteo (Consulting and E-Business Solutions), HCL. In 2019, the scope of consolidation includes all entities over which the Group has control: SAB or Sopra Financial Technology GmbH.

\*\*From 2021 onwards, a better methodology for calculating indirect emissions was used. With the old methodology, in 2021 we would have 150,663 kg of paper purchased.

## Key activities

Target	2019	2020
Give 100% of WEEE a second life by <b>2025</b> (reuse through resale and donation, heat recovery or raw materials for recycling).	82 947 1,90 97,0%	64 657 1,50 97,0%
Recycle 100% of paper and cardboard waste by <b>2025</b> (heat recovery or raw materials for recycling).	415 122 9,40 96,0%	194 418 4,40 99,7%
Reduce paper consumption and increase use of certified environmentally responsible paper.	96 873 2,40	39 132 0,90

2021 because their collection was put on hold in 2021 due to the pandemic and carried out in 2022. The scope of indicators is all the entities over which the Group has operational control (and therefore includes also the employees of the acquisitions made until December 2022, namely Graffica and Footprint (Italy) for 2021.

Acquisitions completed until November 2021, namely Luminosity Limited, Sopra Steria Financial Services (Italy) has operational control (and therefore includes the joint ventures NHS SBS, SSCL and SFT) as well as Clocare and Cxpartners.

Other entities in which the Group exercises operational control (and therefore includes the joint ventures NHS S

Italy) waste has been implemented. This method allowed us to increase the percentage of actual data from 96,0% to 99,7% kg of paper and cardboard waste.

2021	2022
62 541	<b>92 822*</b>
1,34	<b>1,89</b>
99,5%	<b>98,4%</b>
337 455	<b>315 530</b>
7,25	<b>6,43</b>
99,8%	<b>99,8%</b>
23 549	<b>32 950</b>
0,51	<b>0,67</b>

2. In addition, some sites have the joint ventures NHS SBS, SSCL Consulting AS, as well as EGGS

and Labs.

well as the new acquisitions

BS and SSCL) but does not include

a, and to have more reliable data.

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## Reducing GHG emissions - Indirect activities

### Indicators

<b>Purchases (excluding emissions from business travel, offices, on- and off-site Data Centres and fugitive emissions)*</b>	<b>Scope 3</b>
Absolute emissions (tCO <sub>2</sub> e)	
Ratio of residual emissions to revenue (tCO <sub>2</sub> e/€m)	
Ratio of residual emissions to <i>pro forma</i> EBITDA** (tCO <sub>2</sub> e/€m)	
<b>Employee commuting and homeworking***</b>	
Absolute emissions (tCO <sub>2</sub> e)	
Emissions per employee (tCO <sub>2</sub> e/employee)	
<b>Waste electrical and electronic equipment - WEEE</b>	
Absolute emissions (tCO <sub>2</sub> e)	
Emissions per employee (tCO <sub>2</sub> e/employee)	
<b>Paper and cardboard waste</b>	
Absolute emissions (tCO <sub>2</sub> e)	
Emissions per employee (tCO <sub>2</sub> e/employee)	
<b>Wastewater</b>	
Absolute emissions (tCO <sub>2</sub> e)	
Emissions per employee (tCO <sub>2</sub> e/employee)	

In 2022, the scope of calculation of the indicators is all the entities over which the Group has operational control (and therefore including the employees of the acquisitions made up to December 2022, namely Graffica and Footprint Consulting).  
 In 2021, the scope includes the employees of the acquisitions completed until November 2021, namely Graffica and Footprint Consulting.  
 In 2020, the scope includes all entities over which the Group has operational control (and therefore including Graffica, Footprint Consulting, Solutions), Holocare and cpartners.

In 2019, the scope includes all entities over which the Group has operational control (and therefore including Graffica, Footprint Consulting, Solutions), Holocare and cpartners.

\* The increase in emissions between 2020 and 2021 is due to a change in methodology. Applying the updated methodology, the values for ratio/CA would be: 56.8 teqCO<sub>2</sub>/€m in 2020, 61.1 teqCO<sub>2</sub>/€m in 2019.

\*\* Pro forma EBITDA as calculated in chapter 5, note 12.5.1

\*\*\* Emissions due to commuting in 2019 and 2020 have been estimated and taken into account for our 2022 and 2021 figures.

Target	Baseline	2019	2020	2021
<b>Reducing resource consumption</b>	<b>2018</b>			
	246 447	221 311	189 406	259 011
	60,2	49,9	44,4	55,3
	666,8	542,0	501,5	578,4
<b>Reducing GHG emissions</b>	<b>2019</b>			
	-	66 778	23 714	21 716
	-	1,48	0,52	0,46
<b>Capturing carbon emissions</b>	<b>2017</b>			
	1,75	1,75	1,37	0,73
	0,00004	0,00004	0,00003	0,00002
	<b>2017</b>			
	9,27	8,84	4,14	7,97
	0,00023	0,00020	0,00009	0,00017
	<b>2017</b>			
	66,50	67,18	44,68	33,16
	0,00164	0,00149	0,00097	0,00070

al control (and therefore includes the joint ventures NHS SBS, SSCL and SFT, which were only integrated from :  
g AS, as well as EGGs Design and EVA Group, which were excluded from our report for 2021.

Luminosity Limited, Sopra Steria Financial Services and Labs.

udes the joint ventures NHS SBS, SSCL and SFT) as well as the new acquisitions Sodifrance, Anteo (Consulting

udes the joint ventures NHS SBS and SSCL) but does not include SAB or Sopra Financial Technology GmbH.

updated methodology and scope of 2021 to the previous years, the values would amount to : 242,305 teqCO<sub>2</sub> in

The values for the ratio/EBITDA pro forma would amount to 641.5 teqCO<sub>2</sub>/€m in 2020, 663.3 teqCO<sub>2</sub>/€m in 2

r CDP response. The method has been refined for calculating emissions in 2021 and audited.□

<b>2022</b>
<b>269 837</b>
<b>52,9</b>
<b>543,5</b>
<b>36 039</b>
<b>0,73</b>
<b>1,25</b>
<b>0,00003</b>
<b>7,21</b>
<b>0,00015</b>
<b>36,84</b>
<b>0,0007</b>

2017) and includes

and E-Business

1 2020, 270,835  
019.

## Resource consumption

Information marked with the ✓ symbol has been audited by the independent third party

		Energy consumption ✓		
Country	Year	Offices + miscellaneous ✓	On-site Data Centres ✓	Off-site Data Centres ✓
		Total	Total	Total
		MWh	MWh	MWh
France*	<b>2022</b>	<b>20 899</b>	<b>3 229</b>	<b>9 871</b>
	2021	25 071	3 823	9 616
	2020	26 519	3 974	9 390
	2019	31 708	2 718	10 390
United Kingdom*	<b>2022</b>	<b>13 459</b>	<b>1 731</b>	<b>458</b>
	2021	16 029	2 759	561
	2020	14 676	3 689	930
	2019	17 953	4 087	865
Total: Rest of Europe	<b>2022</b>	<b>12 674</b>	<b>55</b>	<b>5 229</b>
	2021	11 900	25	5 284
	2020	11 683	23	5 630
	2019	13 522	22	5 366
Total: Rest of the World	<b>2022</b>	<b>7 444</b>	<b>1 784</b>	<b>0</b>
	2021	5 638	1 859	0
	2020	6 738	2 028	0
	2019	9 943	2 236	0
Total: Group	<b>2022</b>	<b>54 476</b>	<b>6 799</b>	<b>15 558</b>
	2021	58 638	8 467	15 461
	2020	59 615	9 714	15 949
	2019	73 126	9 063	16 621

In 2022, the scope of the indicators includes all entities over which the Group has operational control, as well as EGGs Design and EVA Group, which were excluded from our report for 2021.

In 2021, the scope includes the employees of the acquisitions made until November 2021, namely Sopra Steria's acquisitions of the companies mentioned in the table below.

In 2020, the scope includes all entities over which the Group has operational control (and their subsidiaries).

In 2019, the scope of consolidation includes all entities over which the Group exercises operational control.

\*France includes French Polynesia. United Kingdom includes Ireland. Africa and Middle East include Egypt, Morocco and Tunisia.

\*\*Starting in 2021, an improved waste calculation methodology has been implemented. With this methodology, the waste calculation is more precise and reflects the actual waste generated by the Group's activities.



ability to provide a reasonable assurance opinion. The figures presented are rounded, which may e

**Proportion of electricity consumption (offices and on-site Data Centres) provided by renewables✓**

**Waste electrical and electronic equipment (WEEE)✓**

Total	Total	Proportion reused	Proportion valorised by heat or raw material recovery	Proportion incinerated without heat recovery	Proportion sent to landfill
%	kg	%	%	%	%
<b>99%</b>	<b>52 673</b>	<b>44,0</b>	<b>53,6</b>	<b>0,2</b>	<b>2,2</b>
99%	31 791	51	48,0	0,4	0,3
90%	30 354	71	28,3	0,6	0,1
86%	19 724	44,3	50,6	2,8	2,3
<b>100%</b>	<b>11 545</b>	<b>20,5</b>	<b>79,5</b>	<b>0</b>	<b>0</b>
100%	11 745	40,7	59,4	0,0	0
100%	16 013	15,7	81,6	2,8	0
100%	19 426	27,3	68,8	4	0
<b>100%</b>	<b>25 397</b>	<b>23,9</b>	<b>75,7</b>	<b>0,5</b>	<b>0</b>
100%	15 904	28,0	71,4	0,6	0
NA	18 262	24,2	70,2	2,6	3
NA	26 468	48	49,7	0,8	1,5
<b>100%</b>	<b>3 206</b>	<b>52,2</b>	<b>46,1</b>	<b>1</b>	<b>0,7</b>
100%	3 101	99	1	0	1
NA	27	0	80	20	0
NA	17 328	0	99,3	0,7	0
<b>99,3%</b>	<b>92 822</b>	<b>35,8</b>	<b>62,6</b>	<b>0,3</b>	<b>1,3</b>
99%	62 541	46	54	0	0
95%	64 657	44	53	2	1
90%	82 947	32,3	64,7	2	1,1

control (and therefore includes the joint ventures NHS SBS, SSCL and SFI, which were only integrated from

only Luminosity Limited, Sopra Steria Financial Services and Labs.

efore includes the joint ventures NHS SBS, SSCL and SFT) as well as the new acquisitions Sodifrance, Antea  
ional control (and therefore includes the joint ventures NHS SBS and SSCL) but does not include SAB or Sc  
cludes Lebanon, Senegal, Cameroon, Ivory Coast, Morocco, Tunisia and the United Arab Emirates. United S  
the old methodology, in 2021, we would have 150,663 kg of paper and cardboard waste.

explain slight discrepancies in some totals.

Paper and cardboard waste**✓				Purchases of certified sustainable sources	
Total	Proportion valorised by heat or raw material recovery	Proportion incinerated without heat recovery	Proportion sent to landfill	Total	% of paper from sustainable sources
kg	%	%	%	kg	%
<b>79 641</b>	<b>100</b>	<b>0</b>	<b>0</b>	<b>16 212</b>	<b>90</b>
65 024	100	0	0	8 019	72
53 782	100	0	0	23 454	69
109 168	84,8	15,2	0	55 268	48
<b>143 854</b>	<b>100</b>	<b>0</b>	<b>0</b>	<b>10 290</b>	<b>68</b>
222 508	100	0	0	7 592	34
63 730	100	0	0	6 270	57
173 509	100	0	0	11 173	79
<b>89 235</b>	<b>99,9</b>	<b>0</b>	<b>0,1</b>	<b>4 707</b>	<b>82</b>
48 417	100,0	0,0	0	6 592	84
73 014	99,1	0,9	0	7 701	86
119 940	99,9	0,1	0	21 437	79
<b>2 800</b>	<b>84</b>	<b>0</b>	<b>16</b>	<b>1 741</b>	<b>70</b>
1 506	49	0	51	1 345	70
3 893	100	0	0	1 705	72
12 506	100	0	0	8 995	71
<b>315 530</b>	<b>99,8</b>	<b>0</b>	<b>0,2</b>	<b>32 950</b>	<b>81</b>
337 455	99,8	0,0	0	23 548	63
194 418	99,7	0,3	0	39 132	71
415 122	96	4	0	96 873	60

from 2017) as well as the employees or the acquisitions made up to December 2022, namely GRATI

eo (Consulting and E-Business Solutions), Holocare and cpartners.  
 opira Financial Technology GmbH  
 states includes Canada.

1 paper from  
resources ✓

Water ✓

Quantity purchased per employee	Total
kg/employee	m3
<b>0,82</b>	<b>38 999</b>
0,41	37 090
1,19	62 235
2,89	74 874
<b>1,38</b>	<b>15 803</b>
1,10	37 789
0,94	31 603
3,11	57 841
<b>0,32</b>	<b>18 158</b>
0,49	18 972
5,32	35 811
13,96	43 560
<b>0,24</b>	<b>62 484</b>
0,21	28 074
0,30	34 602
1,45	70 710
<b>0,67</b>	<b>135 445</b>
0,51	121 926
0,88	164 250
2,35	246 985

ca and Footprint Consulting

## Reducing GHG emissions

Information marked with the ✓ symbol has been audited by the independent third party

Country	Year	Scope 1 ✓		Scope 2 ✓
		Diesel, gas, biodiesel (offices and on-site Data Centres) ✓	Fugitive emissions ✓	Grid electricity, district heating (offices and on-site Data Centres) ✓
		tCO <sub>2</sub> e	tCO <sub>2</sub> e	tCO <sub>2</sub> e
France*	<b>2022</b>	<b>218</b>	<b>309</b>	<b>147</b>
	2021	259	106	262
	2020	281	97	624
	2019	374	194	765
	2015	284	NA	2 195
United Kingdom*	<b>2022</b>	<b>1 213</b>	<b>179</b>	-
	2021	1 724	198	-
	2020	1 468	73	-
	2019	1 696	33	-
	2015	1 067	NA	1 844
Total: Rest of Europe	<b>2022</b>	<b>273</b>	<b>98</b>	<b>251</b>
	2021	360	32	365
	2020	339	30	500
	2019	425	39	888
	2015	233	NA	1 805
Total: Rest of the World	<b>2022</b>	<b>249</b>	<b>769</b>	-
	2021	182	788	-
	2020	226	1 203	-
	2019	169	1 781	72
	2015	653	NA	9 880
Total: Group	<b>2022</b>	<b>1 952</b>	<b>1 355</b>	<b>398</b>
	2021	2 526	1 124	627
	2020	2 315	1 403	1 124
	2019	2 664	2 048	1 724
	2015	2 237	NA	15 724

In 2022, the scope of the indicators includes all entities over which the Group has operational control. Footprint Consulting AS, as well as EGG Design and EVA Group, which were excluded from our report in 2021, are included in the 2022 report. In 2021, the scope includes the employees of the acquisitions made until November 2021, namely Linn AB. In 2020, the scope includes all entities over which the Group has operational control (and therefore consolidated). In 2019, the scope of consolidation includes all entities over which the Group exercises operational control. \*France includes French Polynesia. United Kingdom includes Ireland. Africa and Middle East includes Egypt. \*\*The increase in emissions between 2020 and 2021 is due to a change in methodology. Applying the new methodology, emissions from the same category are included in this category. \*\*\*Data taking into account the reduction in emissions from green travel within Germany. Excluding emissions from green travel. \*\*\*\* Emissions due to commuting in 2019 and 2020 were estimated and taken into account for our 2022 report.

to provide a reasonable assurance opinion. The figures presented are rounded, which may

Scope 3✓

3-1 Residual emissions from purchases (excluding business travel, offices, on- and off-site Data Centres and fugitive emissions)**✓	3-3 Energy-related emissions not included in Scopes 1 and 2✓	3-5 Waste treatment t✓	3-6 Business travel***✓	3-7 Employee commuting and homeworking****✓	3-8 Off-site Data Centres✓
tCO <sub>2</sub> e	tCO <sub>2</sub> e	tCO <sub>2</sub> e	tCO <sub>2</sub> e	tCO <sub>2</sub> e	tCO <sub>2</sub> e
<b>112 606</b>	<b>382</b>	<b>13</b>	<b>6 466</b>	<b>18 105</b>	<b>-</b>
112 393	581	12	3 195	8 934	-
NA	610	19	4 814	NA	500
NA	860	23	14 138	NA	553
NA	NA	NA	NA	NA	458
<b>85 722</b>	<b>781</b>	<b>8</b>	<b>1 082</b>	<b>3 328</b>	<b>93</b>
85 144	1 022	15	419	3 730	58
NA	741	10	782	NA	119
NA	959	20	3 528	NA	128
NA	NA	NA	NA	NA	332
<b>64 808</b>	<b>749</b>	<b>7</b>	<b>5 109</b>	<b>11 701</b>	<b>97</b>
56 030	741	6	3 081	6 534	83
NA	555	12	4 646	NA	514
NA	686	15	11 378	NA	699
NA	NA	NA	NA	NA	437
<b>6 701</b>	<b>2 628</b>	<b>18</b>	<b>1 168</b>	<b>2 905</b>	<b>-</b>
5 445	2 095	8	262	2 518	-
NA	1 927	9	1 317	NA	-
NA	2 959	20	5 266	NA	-
NA	NA	NA	NA	NA	-
<b>269 837</b>	<b>4 539</b>	<b>45</b>	<b>13 826</b>	<b>36 039</b>	<b>191</b>
259 011	4 439	42	6 957	21 716	141
189 406	3 833	50	11 559	23 714	1 132
221 311	5 464	78	34 310	66 778	1 250
NA	NA	NA	32 005	NA	1 227

ol (and therefore includes the joint ventures NHS SBS, SSCL and SFT, which were only integrated from 2021 for 2021.

uminosity Limited, Sopra Steria Financial Services and Labs.

includes the joint ventures NHS SBS, SSCL and SFT) as well as the new acquisitions Sodifrance, Antec control (and therefore includes the joint ventures NHS SBS and SSCL) but does not include SAB or So ; Lebanon, Senegal, Cameroon, Ivory Coast, Morocco, Tunisia and the United Arab Emirates. United ie updated methodology and scope of 2021 to previous years, the values would amount to : 242,30!

; it, the values would amount to : 14,695 tCO<sub>2</sub>e in 2022, 7,402 teqCO<sub>2</sub> in 2021, 12,698 teqCO<sub>2</sub> in 2020. CDP response. The method has been refined for calculation of emissions in 2021 and audited.

may explain slight discrepancies in some totals.

3-13 Tenants✓	Total: Scopes 1, 2 and 3✓	Emissions / employee (Direct and Indirect activities - Total scopes 1, 2, 3*)
tCO <sub>2</sub> e	tCO <sub>2</sub> e	teqCO <sub>2</sub> / employee
-	<b>138 245</b>	<b>6,97</b>
-	125 742	6,41
303	7 246	NA
160	17 067	NA
NA	2 937	NA
<b>647</b>	<b>93 053</b>	<b>12,51</b>
-	92 310	13,33
3	3 196	NA
10	6 374	NA
NA	3 243	NA
<b>52</b>	<b>83 145</b>	<b>5,59</b>
10	67 241	4,91
15	6 611	NA
18	14 148	NA
NA	2 475	NA
-	<b>14 438</b>	<b>1,91</b>
141	11 439	1,67
188	4 871	NA
306	10 573	NA
NA	10 533	NA
<b>699</b>	<b>328 881</b>	<b>6,62</b>
151	296 733	6,30
509	235 044	NA
494	336 121	NA
NA	51 193	NA



n 2017) as well as the employees of the acquisitions made up to December 20

o (Consulting and E-Business Solutions), Holocare and cpartners.

pra Financial Technology GmbH

States includes Canada.

5 teqCO2 in 2020, 270,835 teqCO2 in 2019. In particular, inbound transportati

20, 37,164 teqCO2 in 2019, 38,176 teqCO2 in 2018, 38,133 teqCO2 in 2017, a

**Emissions /employee (Direct  
Activities - scopes 1, 2, 3-6  
& 3-8)**

teqCO <sub>2</sub> / employee	
	<b>0,36</b>
	0,19
	0,37
	0,89
	0,17
	<b>0,35</b>
	0,35
	0,48
	1,01
	0,80
	<b>0,39</b>
	0,29
	0,51
	1,11
	0,29
	<b>0,29</b>
	0,18
	0,76
	1,51
	1,95
	<b>0,36</b>
	0,24
	0,38
	0,93
	1,47

2022, namely Graffica and

on and employee travel are

and 36,555 teqCO<sub>2</sub> in 2016.

## Total : Scopes 1, 2 and 3

Country	Year	Total: Scopes 1, 2 and 3
		tCO <sub>2</sub> e
<b>France*</b>	<b>2022</b>	<b>138 245</b>
	2021	125 742
<b>United Kingdom*</b>	<b>2022</b>	<b>93 053</b>
	2021	92 310
<b>Total: Rest of Europe</b>	<b>2022</b>	<b>83 145</b>
	2021	67 241
<b>Total: Rest of the World</b>	<b>2022</b>	<b>14 439</b>
	2021	11 439
<b>Total: Group</b>	<b>2022</b>	<b>328 881</b>
	2021	296 733

In 2022, the scope of the indicators includes all entities over which the Group has operational control (and therefore includes the joint ventures NHS SBS, SSCL and SFT, which were only integrated from 2017) as well as the employees of the acquisitions made up to December 2022, namely Graffica and Footprint Consulting AS, as well as EGGS Design and EVA Group, which were excluded from our report for 2021.

In 2021, the scope includes the employees of the acquisitions made until November 2021, namely Luminosity Limited, Sopra Steria Financial Services and Labs.

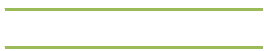
In 2020, the scope includes all entities over which the Group has operational control (and therefore includes the joint ventures NHS SBS, SSCL and SFT) as well as the new acquisitions Sodifrance, Anteo (Consulting and E-Business Solutions), Holocare and cpartners.

In 2019, the scope of consolidation includes all entities over which the Group exercises operational control (and therefore includes the joint ventures NHS SBS and SSCL) but does not include SAB or Sopra Financial Technology GmbH

\*France includes French Polynesia. United Kingdom includes Ireland. Africa and Middle East includes Lebanon, Senegal, Cameroon, Ivory Coast, Morocco, Tunisia and the United Arab Emirates. United States includes Canada.

\*\*The increase in emissions between 2020 and 2021 is due to a change in methodology. Applying the updated methodology and scope of 2021 to previous years, the values would amount to : 242,305 teqCO<sub>2</sub> in 2020, 270,835 teqCO<sub>2</sub> in 2019.

\*\*\*Data taking into account the reduction in emissions from green travel in Germany. Excluding it, the values would amount to : 14,695 teqCO<sub>2</sub> in 2022, 7,402 teqCO<sub>2</sub> in 2021, 12,698 teqCO<sub>2</sub> in 2020, 37,164 teqCO<sub>2</sub> in 2019, 38,176 teqCO<sub>2</sub> in 2018, 38,133 teqCO<sub>2</sub> in 2017 and 36,555 teqCO<sub>2</sub> in 2016.



## Resource consumption

Information marked with the ✓ symbol has been audited by the independent

		Energy consumption ✓		
Country	Year	Offices + miscellaneous ✓	On-site Data Centres ✓	Off-site Data Centres ✓
		Total	Total	Total
		MWh	MWh	MWh
France*	<b>2022</b>	<b>20 899</b>	<b>3 229</b>	<b>9 871</b>
	2021	25 071	3 823	9 616
	2020	26 519	3 974	9 390
	2019	31 708	2 718	10 390
	2015	28 092	3 161	7 813
United Kingdom*	<b>2022</b>	<b>13 459</b>	<b>1 731</b>	<b>458</b>
	2021	16 029	2 759	561
	2020	14 676	3 689	930
	2019	17 953	4 087	865
	2015	9 987	7 651	6 943
Germany, Austria	<b>2022</b>	<b>3 639</b>	<b>0</b>	<b>154</b>
	2021	3 346	0	147
	2020	3 565	0	163
	2019	2 028	0	130
	2015	1 813	524	483
Benelux	<b>2022</b>	<b>3 528</b>	<b>0</b>	<b>939</b>
	2021	3 510	0	996
	2020	2 715	0	631
	2019	3 464	0	829
	2015	2 865	561	625
Bulgaria	<b>2022</b>	<b>97</b>	<b>0</b>	<b>0</b>
	2021	52	0	0
	2020	38	0	0
	2019	31	0	0
	2015	NA	0	0
Spain	<b>2022</b>	<b>1 830</b>	<b>0</b>	<b>0</b>
	2021	2 021	0	0
	2020	2 372	0	0
	2019	4 034	0	0
	2015	1 673	0	0

	<b>2022</b>	<b>532</b>	<b>0</b>	<b>0</b>
Italy	2021	783	0	0
	2020	834	0	0
	2019	950	0	0
	2015	879	0	0
	<b>2022</b>	<b>0</b>	<b>0</b>	<b>0</b>
Monaco	2021	47	0	0
	2020	56	0	0
	2019	NA	0	0
	2015	NA	0	0
	<b>2022</b>	<b>391</b>	<b>40</b>	<b>80</b>
Poland	2021	419	25	84
	2020	341	23	107
	2019	526	22	92
	2015	801	27	358
	<b>2022</b>	<b>2 343</b>	<b>15</b>	<b>3 951</b>
Scandinavia	2021	1 401	0	3 853
	2020	1 470	0	4 264
	2019	1 945	0	3 924
	2015	1 419	943	2 898
	<b>2022</b>	<b>315</b>	<b>0</b>	<b>104</b>
Switzerland	2021	321	0	204
	2020	291	0	464
	2019	544	0	390
	2015	769	0	1 103
	<b>2022</b>	<b>12 674</b>	<b>55</b>	<b>5 229</b>
<b>Total: Rest of Europe</b>	2021	11 900	25	5 284
	2020	11 683	23	5 630
	2019	13 522	22	5 366
	2015	10 219	2 055	5 467
	<b>2022</b>	<b>1 777</b>	<b>32</b>	<b>0</b>
Africa and Middle East*	2021	1 494	53	0
	2020	1 803	53	0
	2019	863	53	0
	2015	445	0	0
	<b>2022</b>	<b>34</b>	<b>0</b>	<b>0</b>
Brazil	2021	35	0	0
	2020	43	0	0
	2019	84	0	0
	2015	NA	0	0
	<b>2022</b>	<b>17</b>	<b>0</b>	<b>0</b>
China	2021	49	0	0
	2020	61	0	0
	2019	54	0	0
	2015	NA	0	0
	<b>2022</b>	<b>111</b>	<b>0</b>	<b>0</b>
United States	2021	105	0	0
	2020	106	0	0
	2019	93	0	0
	2015	NA	0	0
	<b>2022</b>	<b>5 419</b>	<b>1 717</b>	<b>0</b>

India	2021	3 677	1 807	0
	2020	4 471	1 975	0
	2019	8 613	2 183	0
	2015	12 802	1 784	0
	<b>2022</b>	<b>85</b>	<b>35</b>	<b>0</b>
Singapore	2021	277	0	0
	2020	254	0	0
	2019	235	0	0
	2015	79	0	0
	<b>2022</b>	<b>7 444</b>	<b>1 784</b>	<b>0</b>
<b>Total: Rest of the World</b>	2021	5 638	1 859	0
	2020	6 738	2 028	0
	2019	9 943	2 236	0
	2015	13 326	1 784	0
	<b>2022</b>	<b>54 476</b>	<b>6 799</b>	<b>15 558</b>
<b>Total: Group</b>	2021	58 638	8 467	15 461
	2020	59 615	9 714	15 949
	2019	73 126	9 063	16 621
	2015	61 625	14 651	20 223

In 2022, the scope of the indicators includes all entities over which the Group has operational control (and therefore includes the joint ventures NHS SBS, SS control (and therefore includes the joint ventures NHS SBS and SSCL) but does not include France includes French Polynesia. United Kingdom includes Ireland. Africa and Middle East. \*\*Starting in 2021, an improved waste calculation methodology has been implemented



third party to provide a reasonable assurance opinion. The figures presented are rounded, which

**Proportion of electricity consumption (offices and on-site Data Centres) provided by renewables✓**

**Waste electrical and electronic equipment (WEEE)✓**

Total	Total	Proportion reused	Proportion valorised by heat or raw material recovery	Proportion incinerated without heat recovery	Proportion sent to landfill
%	kg	%	%	%	%
<b>0,985</b>	<b>52 673</b>	<b>44</b>	<b>53,6</b>	<b>0,2</b>	<b>2,2</b>
99%	31 791	51	48,0	0,4	0,3
90%	30 354	71	28,3	0,6	0,1
86%	19 724	44,3	50,6	2,8	2,3
1%	20 939	NA	NA	NA	NA
<b>1</b>	<b>11 545</b>	<b>20,5</b>	<b>79,5</b>	<b>0</b>	<b>0</b>
100%	11 745	40,7	59,4	0,0	0
100%	16 013	15,7	81,6	2,8	0
100%	19 426	27,3	68,8	4	0
70%	25 674	NA	NA	NA	NA
<b>1</b>	<b>8 422</b>	<b>0</b>	<b>99,9</b>	<b>0,1</b>	<b>0</b>
100%	5 851	2,1	97,1	0,8	0,1
100%	3 825	32,3	64,6	2,9	0,2
77%	4 325	25,9	70,7	3,3	0,2
93%	2 605	NA	NA	NA	NA
<b>1</b>	<b>6 981</b>	<b>40,1</b>	<b>58,7</b>	<b>1,2</b>	<b>0</b>
100%	166	100	0,0	0,0	0
100%	5 682	24	69,7	6,3	0
10%	6 471	34	61	1	4
51%	NA	NA	NA	NA	NA
<b>1</b>	<b>272</b>	<b>0</b>	<b>100</b>	<b>0</b>	<b>0</b>
100%	156	2,1	97,1	0,8	0,1
100%	NA	NA	NA	NA	NA
0%	NA	NA	NA	NA	NA
NA	NA	NA	NA	NA	NA
<b>1</b>	<b>3 469</b>	<b>67,3</b>	<b>32,7</b>	<b>0</b>	<b>0</b>
100%	2 782	52,2	48	0	0,0
100%	3 060	55,1	27	0	17,9
100%	6 250	69,8	30,1	0	0,1
0%	454	NA	NA	NA	NA

<b>1</b>	<b>274</b>	<b>92,5</b>	<b>7,5</b>	<b>0</b>	<b>0</b>
100%	669	82	18	0	0
100%	0	0	0	0	0
100%	268	72,7	23,6	1,9	1,8
0%	627	NA	NA	NA	NA
<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>
NA	NA	NA	NA	NA	NA
90%	NA	NA	NA	NA	NA
NA	NA	NA	NA	NA	NA
NA	NA	NA	NA	NA	NA
<b>1</b>	<b>1 418</b>	<b>20</b>	<b>78</b>	<b>2</b>	<b>0</b>
100%	4 211	12	87	1	0
100%	0	0	0	0	0
100%	658	12	86,8	1,2	0
0%	53	NA	NA	NA	NA
<b>1</b>	<b>3 369</b>	<b>11,4</b>	<b>88,6</b>	<b>0</b>	<b>0</b>
100%	1 538	73,2	26,9	0	0
100%	5 219	2,5	97,5	0	0
100%	8 193	58,1	40,5	0	1,4
20%	2 025	NA	NA	NA	NA
<b>1</b>	<b>1 192</b>	<b>0</b>	<b>100</b>	<b>0</b>	<b>0</b>
100%	531	100	0	0	0
100%	476	0	100	0	0
100%	303	0	100	0	0
99%	688	NA	NA	NA	NA
<b>1</b>	<b>25 397</b>	<b>23,9</b>	<b>75,7</b>	<b>0,5</b>	<b>0</b>
100%	15 904	28,0	71,4	0,6	0
NA	18 262	24,2	70,2	2,6	3
NA	26 468	48	49,7	0,8	1,5
NA	6 452	NA	NA	NA	NA
<b>1</b>	<b>1 695</b>	<b>98,7</b>	<b>0</b>	<b>0</b>	<b>1,3</b>
100%	3101	98,7	0,5	0,0	0,8
100%	NA	NA	NA	NA	NA
100%	NA	NA	NA	NA	NA
0%	NA	NA	NA	NA	NA
<b>1</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>
100%	NA	NA	NA	NA	NA
100%	NA	NA	NA	NA	NA
0%	NA	NA	NA	NA	NA
NA	NA	NA	NA	NA	NA
<b>1</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>
100%	NA	NA	NA	NA	NA
100%	NA	NA	NA	NA	NA
0%	NA	NA	NA	NA	NA
NA	NA	NA	NA	NA	NA
<b>1</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>
100%	NA	NA	NA	NA	NA
100%	NA	NA	NA	NA	NA
0%	NA	NA	NA	NA	NA
NA	NA	NA	NA	NA	NA
<b>1</b>	<b>1 511</b>	<b>0</b>	<b>97,9</b>	<b>2,1</b>	<b>0</b>

100%	0	0	0	0	0
100%	27	0	80	20	0
100%	17 328	0	99,3	0,7	0
0%	107 181	NA	NA	NA	NA
<b>1</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>
100%	NA	NA	NA	NA	NA
100%	NA	NA	NA	NA	NA
100%	NA	NA	NA	NA	NA
0%	NA	NA	NA	NA	NA
<b>1</b>	<b>3 206</b>	<b>52,2</b>	<b>46,1</b>	<b>1</b>	<b>0,7</b>
100%	3 101	99	1	0	1
NA	27	0	80	20	0
NA	17 328	0	99,3	0,7	0
NA	107 181	NA	NA	NA	NA
<b>99,3%</b>	<b>92 822</b>	<b>35,8</b>	<b>62,6</b>	<b>0,3</b>	<b>1,3</b>
99,2%	62 541	46	54	0	0
95%	64 657	44	53	2	1
90%	82 947	32,3	64,7	2	1,1
20%	160 246	NA	NA	NA	NA

rational control (and therefore includes the joint ventures NHS SBS, SSCL and SFT, which were only integrated in the report for 2021. In 2021, the scope includes the employees of the acquisitions made until November 2021 (NHS SBS, CL and SFT) as well as the new acquisitions Sodifrance, Anteo (Consulting and E-Business Solutions), Holo and Holo include SAB or Sopra Financial Technology GmbH.

East includes Lebanon, Senegal, Cameroon, Ivory Coast, Morocco, Tunisia and the United Arab Emirates. With the old methodology, in 2021, we would have 150,663 kg of paper and cardboard waste.

h may explain slight discrepancies in some totals.

**Paper and cardboard waste\*\*✓**

**Purchases of certified sustainable sources**

Total	Proportion valorised by heat or raw material recovery	Proportion incinerated without heat recovery	Proportion sent to landfill	Total	% of paper from sustainable sources
kg	%	%	%	kg	%
<b>79 641</b>	<b>100</b>	<b>0</b>	<b>0</b>	<b>16 212</b>	<b>90</b>
65 024	100	0	0	8 019	72
53 782	100	0	0	23 454	69
109 168	84,8	15,2	0	55 268	48
96 269	NA	NA	NA	NA	NA
<b>143 854</b>	<b>100</b>	<b>0</b>	<b>0</b>	<b>10 290</b>	<b>68</b>
222 508	100	0	0	7 592	34
63 730	100	0	0	6 270	57
173 509	100	0	0	11 173	79
146 900	NA	NA	NA	NA	NA
<b>29 273</b>	<b>100</b>	<b>0</b>	<b>0</b>	<b>1401</b>	<b>100</b>
22 535	100	0	0	1 970	87
19 978	100	0	0	2 107	85
21 868	100	0	0	3 216	89
45 214	NA	NA	NA	NA	NA
<b>25 761</b>	<b>100</b>	<b>0</b>	<b>0</b>	<b>816</b>	<b>70</b>
12 259	100	0	0	626	99
24 316	100	0	0	3 094	100
46 962	100	0	0	4 067	100
NA	NA	NA	NA	NA	NA
<b>778</b>	<b>100</b>	<b>0</b>	<b>0</b>	<b>NA</b>	<b>NA</b>
571	100,0	0,0	0,0	NA	NA
NA	NA	NA	NA	NA	NA
NA	NA	NA	NA	NA	NA
NA	NA	NA	NA	NA	NA
<b>998</b>	<b>100</b>	<b>0</b>	<b>0</b>	<b>259</b>	<b>70</b>
1 143	100	0	0	227	70
1 167	100	0	0	680	70
11 625	100	0	0	7 861	70
NA	NA	NA	NA	NA	NA

<b>245</b>	<b>100</b>	<b>0</b>	<b>0</b>	<b>680</b>	<b>70</b>
282	100	0	0	953	70
285	100	0	0	925	70
2 800	100	0	0	2 790	70
NA	NA	NA	NA	NA	NA
<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>
NA	NA	NA	NA	NA	NA
NA	NA	NA	NA	NA	NA
NA	NA	NA	NA	NA	NA
NA	NA	NA	NA	NA	NA
<b>184</b>	<b>80</b>	<b>0</b>	<b>20</b>	<b>553</b>	<b>1</b>
536	0	0	0	82	100
297	97	3	0	46	63
2 731	97	3	0	575	100
NA	NA	NA	NA	NA	NA
<b>30 669</b>	<b>100</b>	<b>0</b>	<b>0</b>	<b>997</b>	<b>70</b>
9 390	100,0	0,0	0	694	70
26 022	97,6	2,4	0	849	70
33 355	100	0	0	2 304	65
9 299	NA	NA	NA	NA	NA
<b>1325</b>	<b>100</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
1 702	100	0	0	2 041	90
949	100	0	0	0	0
599	100	0	0	624	76
3 549	NA	NA	NA	NA	NA
<b>89 235</b>	<b>99,9</b>	<b>0</b>	<b>0,1</b>	<b>4 707</b>	<b>82</b>
48 417	100,0	0,0	0	6 592	84
73 014	99,1	0,9	0	7 701	86
119 940	99,9	0,1	0	21 437	79
58 062	NA	NA	NA	NA	NA
<b>447</b>	<b>0</b>	<b>0</b>	<b>100</b>	<b>443</b>	<b>70</b>
960	20,5	0,0	79,5	544	70
NA	NA	NA	NA	NA	NA
NA	NA	NA	NA	NA	NA
NA	NA	NA	NA	NA	NA
<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>
NA	NA	NA	NA	NA	NA
NA	NA	NA	NA	NA	NA
NA	NA	NA	NA	NA	NA
NA	NA	NA	NA	NA	NA
<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>
NA	NA	NA	NA	NA	NA
NA	NA	NA	NA	NA	NA
NA	NA	NA	NA	NA	NA
NA	NA	NA	NA	NA	NA
<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>
NA	NA	NA	NA	NA	NA
NA	NA	NA	NA	NA	NA
NA	NA	NA	NA	NA	NA
NA	NA	NA	NA	NA	NA
<b>2353</b>	<b>100</b>	<b>0</b>	<b>0</b>	<b>1 298</b>	<b>1</b>

546	100	0	0	719	70
3 893	100	0	0	1 501	72
12 506	100	0	0	8 296	71
27 217	NA	NA	NA	NA	NA
<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>0</b>	<b>0</b>
NA	NA	NA	NA	82	70
NA	NA	NA	NA	204	70
NA	NA	NA	NA	699	70
NA	NA	NA	NA	NA	NA
<b>2 800</b>	<b>84</b>	<b>0</b>	<b>16</b>	<b>1 741</b>	<b>70</b>
1 506	49	0	51	1 345	70
3 893	100	0	0	1 705	72
12 506	100	0	0	8 995	71
27 217	NA	NA	NA	NA	NA
<b>315 530</b>	<b>99,8</b>	<b>0</b>	<b>0,2</b>	<b>32950</b>	<b>81</b>
337 455	99,8	0,0	0	23 548	63
194 418	99,7	0,3	0	39 132	71
415 122	96	4	0	96 873	60
328 448	NA	NA	NA	NA	NA

ated from 2017) as well as the employees of the acquisitions made up to December 2022, namely Luminosity Limited, Sopra Steria Financial Services and Labs. In 2020, the scope includes care and cpartners. In 2019, the scope of consolidation includes all entities over which the Gr

United States includes Canada.

1 paper from  
resources✓

Water✓

Quantity purchased per employee	Total
kg/employee	m3
<b>0,82</b>	<b>38 999</b>
0,41	37 090
1,19	62 235
2,89	74 874
NA	55 760
<b>1,38</b>	<b>15 803</b>
1,10	37 789
0,94	31 603
3,11	57 841
NA	21 272
<b>0,37</b>	<b>2 331</b>
0,57	4 163
0,66	12 204
1,09	5 200
NA	6 054
<b>0,76</b>	<b>3122</b>
0,61	5 765
3,15	3 673
4,14	2 828
NA	2 717
<b>NA</b>	<b>101</b>
NA	31
NA	112
NA	30
NA	NA
<b>0,06</b>	<b>6231</b>
0,06	2 339
0,17	6 732
1,88	14 382
NA	8 349

<b>0,66</b>	<b>1931</b>
0,96	1 255
0,95	2 578
2,76	4 205
NA	2 585
<b>NA</b>	<b>0</b>
NA	21
NA	NA
NA	NA
NA	NA
<b>0,55</b>	<b>1 614</b>
0,08	1 415
0,05	1 224
0,58	4 254
NA	3 106
<b>0,29</b>	<b>2 710</b>
0,25	2 714
0,34	8 908
1,01	12 433
NA	4 246
<b>0</b>	<b>117</b>
10,74	1 269
0,00	380
2,50	228
NA	258
<b>0,32</b>	<b>18 158</b>
0,49	18 972
5,32	35 811
13,96	43 560
NA	27 315
<b>0,49</b>	<b>26 912</b>
0,58	7 079
NA	6 307
NA	5 292
NA	2 829
<b>NA</b>	<b>151</b>
NA	233
NA	163
NA	650
NA	NA
<b>NA</b>	<b>4</b>
NA	44
NA	90
NA	131
NA	NA
<b>NA</b>	<b>153</b>
NA	234
NA	156
NA	499
NA	NA
<b>0,21</b>	<b>35 243</b>



0,13	20 202
0,30	27 435
1,45	63 433
NA	136 948
<b>0</b>	<b>22</b>
0,75	282
1,62	451
5,42	705
NA	356
<b>0,24</b>	<b>62 484</b>
0,21	28 074
0,30	34 602
1,45	70 710
NA	140 133
<b>0,67</b>	<b>135 445</b>
0,51	121 926
0,88	164 250
2,35	246 985
NA	244 480

ely Graffica and Footprint  
ides all entities over which the  
oup exercises operational











## Reducing GHG emissions

Information marked with the ✓ symbol has been audited by the independent third party

Country	Year	Scope 1✓		Scope 2✓	
		Diesel, gas, biodiesel (offices and on-site Data Centres) ✓	Fugitive emissions✓	Grid electricity, district heating (offices and on-site Data Centres)✓	3-1 Residual emissions from purchases (excluding business travel, offices, on- and off-site Data Centres and fugitive emissions)**✓
		tCO <sub>2</sub> e	tCO <sub>2</sub> e	tCO <sub>2</sub> e	tCO <sub>2</sub> e
France*	<b>2022</b>	<b>218</b>	<b>309</b>	<b>147</b>	<b>112 606</b>
	2021	259	106	262	112 393
	2020	281	97	624	NA
	2019	374	194	765	NA
	2015	284	NA	2 195	NA
United Kingdom*	<b>2022</b>	<b>1 213</b>	<b>179</b>	<b>0</b>	<b>85 722</b>
	2021	1 724	198	0	85 144
	2020	1 468	73	0	NA
	2019	1 696	33	0	NA
	2015	1 067	NA	1 844	NA
Germany, Austria	<b>2022</b>	<b>25</b>	<b>18</b>	<b>171</b>	<b>19 489</b>
	2021	19	8	256	17 227
	2020	24	8	407	NA
	2019	18	5	377	NA
	2015	0	NA	358	NA
Benelux	<b>2022</b>	<b>211</b>	<b>29</b>	<b>0</b>	<b>6 345</b>
	2021	238	13	0	5 975
	2020	209	7	0	NA
	2019	312	9	365	NA
	2015	190	NA	60	NA
Bulgaria	<b>2022</b>	<b>0</b>	<b>1</b>	<b>8</b>	<b>0</b>
	2021	0	0	6	0
	2020	0	0	6	NA
	2019	0	0	15	NA
	2015	NA	NA	NA	NA
Spain	<b>2022</b>	<b>0</b>	<b>23</b>	<b>0</b>	<b>5 207</b>
	2021	0	8	0	4 346
	2020	0	11	0	NA
	2019	0	20	0	NA
	2015	0	NA	484	NA

	<b>2022</b>	<b>14</b>	<b>5</b>	<b>0</b>	<b>2 547</b>
Italy	2021	79	2	0	2 777
	2020	81	2	0	NA
	2019	70	3	0	NA
	2015	29	NA	288	NA
	<b>2022</b>	<b>0</b>	<b>0</b>	<b>0,0</b>	<b>11</b>
Monaco	2021	0	0	0,0	142
	2020	0	0	0,0	NA
	2019	NA	NA	NA	NA
	2015	NA	NA	NA	NA
	<b>2022</b>	<b>5</b>	<b>3</b>	<b>50</b>	<b>1 238</b>
Poland	2021	4	0	38	1 164
	2020	3	0	22	NA
	2019	3	0	28	NA
	2015	5	NA	502	NA
	<b>2022</b>	<b>0</b>	<b>17</b>	<b>20</b>	<b>29 264</b>
Scandinavia	2021	0	0	61	23 755
	2020	0	0	63	NA
	2019	0	0	102	NA
	2015	0	NA	90	NA
	<b>2022</b>	<b>18</b>	<b>2</b>	<b>2</b>	<b>707</b>
Switzerland	2021	21	1	5	644
	2020	22	2	2	NA
	2019	22	2	1	NA
	2015	9	NA	23	NA
	<b>2022</b>	<b>273</b>	<b>98</b>	<b>251</b>	<b>64 808</b>
<b>Total: Rest of Europe</b>	2021	360	32	365	56 030
	2020	339	30	500	NA
	2019	425	39	888	NA
	2015	233	NA	1 805	NA
	<b>2022</b>	<b>158</b>	<b>14</b>	<b>0</b>	<b>1 586</b>
Africa and Middle East*	2021	92	7	0	1 026
	2020	130	6	0	NA
	2019	0	5	0	NA
	2015	0	NA	259	NA
	<b>2022</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
Brazil	2021	0	0	0	0
	2020	0	0	0	NA
	2019	0	0	10	NA
	2015	NA	NA	NA	NA
	<b>2022</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>4</b>
China	2021	0	0	0	11
	2020	0	0	0	NA
	2019	0	0	34	NA
	2015	NA	NA	NA	NA
	<b>2022</b>	<b>12</b>	<b>1</b>	<b>0</b>	<b>205</b>
United States	2021	11	0	0	246
	2020	11	0	0	NA
	2019	7	0	28	NA
	2015	NA	NA	NA	NA
	<b>2022</b>	<b>79</b>	<b>753</b>	<b>0</b>	<b>3 913</b>



India	2021	79	781	0	2 846
	2020	85	1 196	0	NA
	2019	162	1 775	0	NA
	2015	653	NA	9 581	NA
	<b>2022</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>993</b>
Singapore	2021	0	0	0	1 316
	2020	0	0	0	NA
	2019	0	0	0	NA
	2015	0	NA	40	NA
	<b>2022</b>	<b>249</b>	<b>769</b>	<b>0</b>	<b>6 701</b>
<b>Total: Rest of the World</b>	2021	182	788	0	5 445
	2020	226	1 203	0	NA
	2019	169	1 781	72	NA
	2015	653	NA	9 880	NA
	<b>2022</b>	<b>1 952</b>	<b>1 355</b>	<b>398</b>	<b>269 837</b>
<b>Total: Group</b>	2021	2 526	1 124	627	259 011
	2020	2 315	1 403	1 124	189 406
	2019	2 664	2 048	1 724	221 311
	2015	2 237	NA	15 724	NA

In 2022, the scope of the indicators includes all entities over which the Group has operational control (and the up to December 2022, namely Graffica and Footprint Consulting AS, as well as EGGs Design and EVA Group, In 2021, the scope includes the employees of the acquisitions made until November 2021, namely Luminosity In 2020, the scope includes all entities over which the Group has operational control (and therefore includes t cpartners.

In 2019, the scope of consolidation includes all entities over which the Group exercises operational control (ar \*France includes French Polynesia. United Kingdom includes Ireland. Africa and Middle East includes Lebanon, \*\*The increase in emissions between 2020 and 2021 is due to a change in methodology. Applying the update \*\*\*Data taking into account the reduction in emissions from green travel in Germany. Excluding it, the values teqCO2 in 2017 and 36,555 teqCO2 in 2016.

\*\*\*\* Emissions due to commuting in 2019 and 2020 were estimated and taken into account for our CDP resp

to provide a reasonable assurance opinion. The figures presented are rounded, which may explain

Scope 3 ✓

3-3 Energy- related emissions not included in Scopes 1 and 2 ✓	3-5 Waste treatment ✓	3-6 Business travel** * ✓	3-7 Employee commuting and homeworking**** ✓	3-8 Off- site Data Centres ✓	3-13 Tenants ✓	Total Scope 1 2 3 ✓	Emissions / employee (Direct and Indirect Activities - Total Scopes 1, 2, 3*)
tCO <sub>2</sub> e	tCO <sub>2</sub> e	tCO <sub>2</sub> e	tCO <sub>2</sub> e	tCO <sub>2</sub> e	tCO <sub>2</sub> e	teqCO <sub>2</sub>	tCO <sub>2</sub> e
<b>382</b>	<b>13</b>	<b>6 466</b>	<b>18 105</b>	<b>0</b>	<b>0</b>	<b>138 245</b>	<b>6,97</b>
581	12	3 195	8 934	0	0	125 742	6,41
610	19	4 814	NA	500	303	7 246	NA
860	23	14 138	NA	553	160	17 067	NA
NA	NA	NA	NA	458	NA	2 937	NA
<b>781</b>	<b>8</b>	<b>1 082</b>	<b>3 328</b>	<b>93</b>	<b>647</b>	<b>93 053</b>	<b>12,51</b>
1 022	15	419	3 730	58	0	92 310	13,33
741	10	782	NA	119	3	3 196	NA
959	20	3 528	NA	128	10	6 374	NA
NA	NA	NA	NA	332	NA	3 243	NA
<b>265</b>	<b>1</b>	<b>2 089</b>	<b>2 967</b>	<b>0</b>	<b>52</b>	<b>25 077</b>	<b>6,64</b>
255	2	1 374	1 649	0	5	20 794	6,02
208	4	2 797	NA	0	4	3 451	NA
125	2	6 605	NA	248	6	7 387	NA
NA	NA	NA	NA	0	NA	358	NA
<b>153</b>	<b>2</b>	<b>872</b>	<b>873</b>	<b>28</b>	<b>0</b>	<b>8 513</b>	<b>7,67</b>
160	2	376	507	13	3	7 287	6,85
87	2	539	NA	85	9	939	NA
111	2	1 152	NA	86	8	2 045	NA
NA	NA	NA	NA	0	NA	250	NA
<b>11</b>	<b>0,0</b>	<b>30</b>	<b>72</b>	<b>0</b>	<b>0</b>	<b>122</b>	<b>1,33</b>
6	0,0	11	31	0	0	53	0,83
2	0,0	13	NA	0	0	22	NA
4	0,0	32	NA	0	0	51	NA
NA	NA	NA	NA	0	NA	0	NA
<b>155</b>	<b>2</b>	<b>614</b>	<b>3 314</b>	<b>0</b>	<b>0</b>	<b>9 315</b>	<b>2,21</b>
171	1	192	1 924	0	2	6 645	1,65
155	2	469	NA	0	2	639	NA
293	4	1 359	NA	0	4	1 680	NA
NA	NA	NA	NA	0	NA	484	NA

<b>52</b>	<b>1,0</b>	<b>322</b>	<b>814</b>	<b>0</b>	<b>0</b>	<b>3 755</b>	<b>3,63</b>
52	0	129	474	0	0	3 512	3,53
40	1	189	NA	0	0	312	NA
55	1	666	NA	0	0	795	NA
NA	NA	NA	NA	0	NA	317	NA
<b>0</b>	<b>0,0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>11</b>	<b>NA</b>
0	0,0	1	4	0	0	147	18,38
1	0,0	9	NA	0	0	10	NA
NA	NA	NA	NA	0	0	0	NA
NA	NA	NA	NA	0	NA	0	NA
<b>66</b>	<b>1,0</b>	<b>99</b>	<b>789</b>	<b>68</b>	<b>0</b>	<b>2 318</b>	<b>2,31</b>
63	0,0	43	508	67	0	1 887	1,77
41	0,0	68	NA	97	0	232	NA
71	1	163	NA	84	0	350	NA
NA	NA	NA	NA	279	NA	786	NA
<b>40</b>	<b>1</b>	<b>1 008</b>	<b>2 734</b>	<b>0</b>	<b>0</b>	<b>33 083</b>	<b>9,51</b>
26	1	878	1 345	0	0	26 066	9,25
15	3	432	NA	329	0	843	NA
21	4	1 180	NA	282	0	1 589	NA
NA	NA	NA	NA	14	NA	104	NA
<b>7</b>	<b>0,0</b>	<b>75</b>	<b>139</b>	<b>1</b>	<b>0</b>	<b>951</b>	<b>5,38</b>
7	0,0	77	91	2	0	849	4,46
5	0,0	129	NA	3	0	164	NA
5	0,0	220	NA	0	0	251	NA
NA	NA	NA	NA	144	NA	176	NA
<b>749</b>	<b>7</b>	<b>5 109</b>	<b>11 701</b>	<b>97</b>	<b>52</b>	<b>83 145</b>	<b>5,59</b>
741	6	3 081	6 534	83	10	67 241	4,91
555	12	4 646	NA	514	15	6 611	NA
686	15	11 378	NA	699	18	14 148	NA
NA	NA	NA	NA	437	NA	2 475	NA
<b>294</b>	<b>8</b>	<b>218</b>	<b>916</b>	<b>0</b>	<b>0</b>	<b>3 195</b>	<b>2,74</b>
287	3	114	568	0	0	2 096	1,76
258	2	180	NA	0	0	576	NA
160	1	462	NA	0	0	628	NA
NA	NA	NA	NA	0	NA	259	NA
<b>1</b>	<b>0,0</b>	<b>6</b>	<b>20</b>	<b>0</b>	<b>0</b>	<b>27</b>	<b>1,09</b>
1	0	3	18	0	0	22	0,59
1	0	11	NA	0	0	12	NA
2	0	39	NA	0	0	52	NA
NA	NA	NA	NA	0	NA	0	NA
<b>3</b>	<b>0,0</b>	<b>3</b>	<b>11</b>	<b>0</b>	<b>0</b>	<b>23</b>	<b>1,61</b>
10	0	3	8	0	0	32	1,88
8	0	5	NA	0	0	14	NA
8	0	17	NA	0	0	59	NA
NA	NA	NA	NA	0	NA	0	NA
<b>12</b>	<b>0,0</b>	<b>13</b>	<b>46</b>	<b>0</b>	<b>0</b>	<b>281</b>	<b>4,98</b>
11	0	5	21	0	0	294	6,69
8	0	13	NA	0	0	32	NA
7	0	33	NA	0	0	76	NA
NA	NA	NA	NA	0	NA	0	NA
<b>2 305</b>	<b>10</b>	<b>909</b>	<b>1 857</b>	<b>0</b>	<b>0</b>	<b>9 825</b>	<b>1,58</b>

1 754	6	119	1 851	0	141	7 576	1,39
1 633	8	1 078	NA	0	188	4 187	NA
2 762	18	4 627	NA	0	306	9 650	NA
NA	NA	NA	NA	0	NA	10 234	NA
<b>14</b>	<b>0</b>	<b>18</b>	<b>57</b>	<b>0</b>	<b>0</b>	<b>1 084</b>	<b>15,05</b>
32	0	18	52	0	0	1 418	13,01
19	0	31	NA	0	0	49	NA
19	0	89	NA	0	0	108	NA
NA	NA	NA	NA	0	NA	40	NA
<b>2 628</b>	<b>18</b>	<b>1 168</b>	<b>2 905</b>	<b>0</b>	<b>0</b>	<b>14 438</b>	<b>1,91</b>
2 095	8	262	2 518	0	141	11 439	1,67
1 927	9	1 317	NA	0	188	4 871	NA
2 959	20	5 266	NA	0	306	10 573	NA
NA	NA	NA	NA	0	NA	10 533	NA
<b>4 539</b>	<b>45</b>	<b>13 826</b>	<b>36 039</b>	<b>191</b>	<b>699</b>	<b>328 881</b>	<b>6,62</b>
4 439	42	6 957	21 716	141	151	296 733	6,30
3 833	50	11 559	23 714	1 132	509	235 044	NA
5 464	78	34 310	66 778	1 250	494	336 121	NA
NA	NA	32 005	NA	1 227	NA	51 193	NA

Therefore includes the joint ventures NHS SBS, SSCL and SFT, which were only integrated from 2017) as well as the employees which were excluded from our report for 2021.

· Limited, Sopra Steria Financial Services and Labs.

the joint ventures NHS SBS, SSCL and SFT) as well as the new acquisitions Sodifrance, Anteo (Consulting and E-Business

and therefore includes the joint ventures NHS SBS and SSCL) but does not include SAB or Sopra Financial Technology Group in Senegal, Cameroon, Ivory Coast, Morocco, Tunisia and the United Arab Emirates. United States includes Canada.

and methodology and scope of 2021 to previous years, the values would amount to : 242,305 teqCO2 in 2020, 270,835 teqCO2 in 2019, 14,695 teqCO2 in 2022, 7,402 teqCO2 in 2021, 12,698 teqCO2 in 2020, 37,164 teqCO2 in 2019, 3

emissions. The method has been refined for calculation of emissions in 2021 and audited.

ain slight discrepancies in

**Emissions /employee  
(Direct Activities -  
scopes 1, 2, 3-6 & 3-8)**

teqCO <sub>2</sub> / employee
<b>0,36</b>
0,19
0,32
0,84
0,17
<b>0,35</b>
0,35
0,37
0,85
0,80
<b>0,61</b>
0,48
1
2
0
<b>1,03</b>
0,60
1
2
0
<b>0,42</b>
0,26
0
1
NA
<b>0,15</b>
0,05
0
0
0

<b>0,33</b>
0,21
0
1
0
<b>NA</b>
0,13
0
NA
NA
<b>0,22</b>
0,14
0
0
1
<b>0,30</b>
0,33
0
1
0
<b>0,56</b>
0,56
1
1
1
<b>0,39</b>
0,29
0,46
1,05
0,29
<b>0,33</b>
0,18
0
0
0
<b>0,25</b>
0,08
0
1
NA
<b>0,25</b>
0,18
0
2
NA
<b>0,47</b>
0,37
0
1
NA
<b>0,28</b>

0,18
0
1
2
<b>0,27</b>
0,17
0
1
0
<b>0,29</b>
0,18
0,43
1,04
1,95
<b>0,36</b>
0,24
0,38
0,93
1,47

employees of the acquisitions made

is Solutions), Holocare and

nbH

teqCO2 in 2019.

18,176 teqCO2 in 2018, 38,133


Economic activities	Code(s)	Absolute turnover (in million euros)	Proportion of turnover	Substantial contribution criteria				
				Climate change mitigation	Climate change adaptation	Water and marine resources	Circular economy	Pollution

**A. TAXONOMY-ELIGIBLE ACTIVITIES**

<b>A.1. Environmentally sustainable activities (Taxonomy-aligned)</b>						
Data-driven solutions for GHG emissions reductions	8.2	33,8	0,7%	100%		
<b>Turnover of environmentally sustainable activities (Taxonomy-aligned) (A.1)</b>		33,8	0,7%			
<b>A.2 Taxonomy-Eligible but not environmentally sustainable activities (not Taxonomy-aligned activities)</b>						
Data processing, hosting and related activities	8.1	23,6	0,5%			
Data-driven solutions for GHG emissions reductions	8.2	0	0,0%			
<b>Turnover of Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (A.2)</b>		23,6	0,5%			
<b>Total (A.1 + A.2)</b>		57,4	1,1%			

**B. TAXONOMY-NON-ELIGIBLE ACTIVITIES**

<b>Turnover of Taxonomy-non-eligible activities (B)</b>		5043,7	98,9%
<b>Total (A + B)</b>		5101,2	100,0%



Criteria	DNSH criteria ('Does Not Significantly Harm')						Minimum safeguards	Taxonomy aligned proportion of turnover, year 2022	Category (enabling activity)	Category (transitional activity)
	Climate change mitigation	Climate change adaptation	Water and marine resources	Circular economy	Pollution	Biodiversity and ecosystems				
Biodiversity and ecosystems	NA	Yes	NA	Yes	NA	NA	Yes	0,7%	E	
								0,7%		
								0,5%		
								1,1%		

Economic activities	Code(s)	Absolute Capex (in million euros)	Proportion of Capex	Substantial contribution			
				Climate change mitigation	Climate change adaptation	Water and marine resources	Circular economy

**A. TAXONOMY-ELIGIBLE ACTIVITIES**

<b>A.1. Environmentally sustainable activities (Taxonomy-aligned)</b>						
Transport by motorbikes, passenger cars and light commercial vehicles	6.5	2,5	1,2%	100%		
Acquisition and ownership of buildings	7.7	27,9	13,4%	100%		
<b>Capex of environmentally sustainable activities (Taxonomy-aligned) (A.1)</b>		33,3	14,5%			
<b>A.2 Taxonomy-Eligible but not environmentally sustainable activities (not Taxonomy-aligned activities)</b>						
Transport by motorbikes, passenger cars and light commercial vehicles	6.5	6,3	3,0%			
Acquisition and ownership of buildings	7.7	69,5	33,3%			
<b>Capex of Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (A.2)</b>		75,8	36,3%			
<b>Total (A.1 + A.2)</b>		106,1	50,8%			

**B. TAXONOMY-NON-ELIGIBLE ACTIVITIES**

<b>Capex of Taxonomy-non-eligible activities (B)</b>		102,6	49,2%
<b>Total (A + B)</b>		208,7	100%



Category  
(transitional activity)


	Code(s)	Absolute Opex (in million euros)	Proportion of Opex	Substantial contribution criteria				
				Climate change mitigation	Climate change adaptation	Water and marine resources	Circular economy	Pollution
Economic activities								

**A. TAXONOMY-ELIGIBLE**

<b>A.1. Environmentally sustainable activities (Taxonomy-aligned)</b>							
<b>Opex of environmentally sustainable activities (Taxonomy-aligned) (A.1)</b>		<b>0,0</b>	<b>0,0%</b>				
<b>A.2 Taxonomy-Eligible but not environmentally sustainable activities (not Taxonomy-aligned activities)</b>							
<b>Opex of Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (A.2)</b>		<b>0,0</b>	<b>0,0%</b>				
<b>Total (A.1 + A.2)</b>		<b>0,0</b>	<b>0,0%</b>				

**B. TAXONOMY-NON-ELIGIBLE ACTIVITIES**

<b>Opex of Taxonomy-non-eligible activities (B)</b>		<b>243,9</b>	<b>100%</b>
<b>Total (A + B)</b>		<b>243,9</b>	<b>100%</b>

DNSH criteria ('Does Not Significantly Harm')	Category (transitional activity)
	Category (enabling activity)
	<b>Taxonomy aligned proportion of Opex, year N</b>
	Minimum safeguards
	Biodiversity and ecosystems
	Pollution
	Circular economy
	Water and marine resources
	Climate change adaptation
	Climate change mitigation
Biodiversity and ecosystems	

**ACTIVITIES**

[REDACTED]									
								0,0%	
								0,0%	