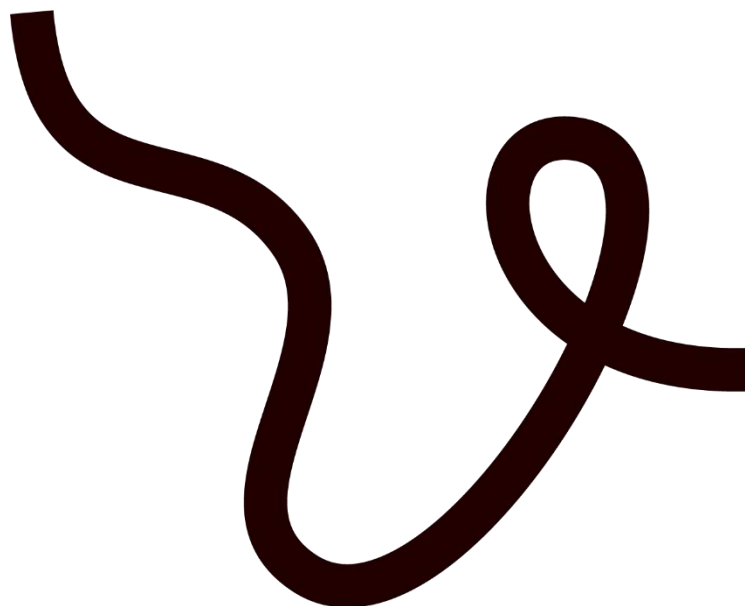




***The Cegos Group is
committed to Corporate Social
Responsibility***



***Annual CSR Report
16 July 2026***

Foreword

Benoît FELIX, Chairman of the Cegos Group



“As an international leader in Learning & Development and a committed player in the world of work, the Cegos Group trains and supports individuals and organisations to meet their development challenges. Our mission goes beyond the purely economic sphere: by helping our clients bring out the best in themselves, we have been helping to make the world of work a better place for nearly a century.

For individuals, the importance of training and professional agility is significant, everywhere in the world. The continuous development of skills – particularly those that will prove essential in the future – is a decisive factor in employability. For businesses, Learning & Development represents a strategic investment, as the ongoing adaptation of teams to current challenges is a key driver of attractiveness and competitiveness.

In the face of the profound transformations reshaping our societies, the promise we make to our clients – whether they are commissioning organisations or trainees – is more relevant than ever: we are committed to turning skills into performance.

The Cegos Group is committed to Corporate Social Responsibility (CSR) to bring this promise to life and to continue fulfilling this mission in a sustainable and responsible manner, both for ourselves and for our stakeholders.”



The Cegos Group at a glance

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For 100 years, the Cegos Group has been supporting individuals and organisations in developing their skills and ensuring the success of their transformations

The development of an international leader

In 1958, in Spain, the directors of TEA (Técnicos Especialidades Asociados) forged links with Cegos, which acquired a majority stake in the company in 1960. This marked the birth of the Group's first overseas subsidiary. This was followed by the establishment of Cegos in Italy in 1959 and then in Portugal in 1962.



1926-1958

A pioneering spirit dedicated to skills

In 1926, the CGOST (General Commission for the Scientific Organisation of Work) was established within the Employers' Confederation, which had been founded in the aftermath of the war. Its mission was to disseminate the ideas and methods of the Scientific Organisation of Work. Its Secretary-General was a young graduate of the École Polytechnique, Jean Milhaud. He set about bringing this new kind of research laboratory to life, at the crossroads of political, employers', industrial and international spheres. In 1936, the CGOST became Cegos.



1958-2000

Depuis 2000



A global and digital Learning & Development partner

The Cegos Group is now an international leader in Learning & Development. With a new governance structure in place since 2014, the Group is at the forefront of the consolidation of the training market:

- The establishment of Cegos Asia-Pacific in Singapore in 2012,
- Acquisition of Integrata, the German market leader, in 2014,
- Opening of a regional hub in Chile in 2015,
- Acquisition of the Cimes Group, the French leader in training management outsourcing, in 2017,
- Acquisition of Crescimentum, Brazil's leading provider of leadership training, in 2020,
- Acquisition of Posiciona, a major player in sales training in Brazil, in 2021.

At the same time, the Cegos Group has also undergone its own digital transformation. Today, 95 per cent of its catalogue of training courses is available both face-to-face and online. Its LearningHub@Cegos LMS platform now has over 500,000 users who follow their training programmes on the platform.

Carrying out our mission in a sustainable and responsible manner

Training and supporting individuals and organisations to meet their development challenges: our mission goes beyond a purely economic framework. By helping our clients bring out the best in themselves, we contribute to making the world of work a better place.

In the face of the profound changes reshaping our societies, the promise we make to our clients – whether they are commissioning organisations or trainees – is more relevant than ever: we are committed to **transforming skills into performance**.

As an international leader in Learning & Development, **the Cegos Group is committed to Corporate Social Responsibility (CSR)** to bring this promise to life and continue **to fulfil this mission in a sustainable and responsible manner, both for ourselves and for our stakeholders**.

Our teams are united by three core values:

Commitment

It means carrying out our work with passion and high standards, so that we can continually deliver genuine added value to our clients.

It means acting responsibly and with complete transparency to maintain trust.

Agility

It means being constantly curious and open-minded to innovate.

It means knowing how to listen and adapt to every situation to offer the right solution.

Sharing

It means working with respect and trust to foster collaboration and ensure the quality of our services.

It means showing solidarity and generosity in sharing all our knowledge and skills without reservation.

***As a committed player and industry leader,
Cegos is a member of the Federation
Les acteurs de la compétence and Syntec***

The Cegos Group has been awarded the Ecovadis Bronze medal



The Cegos Group is assessed by EcoVadis across a scope covering the parent company and its international entities. In September 2025, EcoVadis, the global benchmark for CSR performance assessment, awarded the Cegos Group the Bronze Medal, **with a score of 62/100**, placing it amongst the top 35 per cent of organisations.

Following a score of 57/100 achieved in 2024, this improvement reflects the commitment of the Group's teams and the implementation of its CSR strategy, structured around four pillars and thirteen commitments: Environment, Employer, Society and Customers. This recognition strengthens the Group's credibility with its clients, partners and other stakeholders, whilst illustrating its commitment to the continuous improvement of its practices.

Responsible procurement and ethical commitments

In 2025, the Cegos Group published its Partner Code of Conduct, which was rolled out across all the Group's international entities. This document reinforces the integration of environmental, social and governance (ESG) considerations into the processes for selecting, contracting and managing suppliers. It promotes practices tailored to the realities of our partners – whether they are independent service providers or established companies – by encouraging geographical proximity, digital communication, sustainable mobility, inclusion, ethical conduct and transparency in commercial relationships.

This Code of Conduct is intended for all our partners (distributors, suppliers, subcontractors and service providers), and formalises our commitments regarding respect for human rights, the fight against corruption and money laundering, the promotion of fair competition, environmental responsibility, as well as data protection and the protection of intellectual property.

By 2025, 247 partners had signed this Code of Conduct, demonstrating their commitment to the ethical, social and environmental principles championed by the Cegos Group. This initiative helps to promote responsible practices throughout our value chain and to strengthen our relationships with partners who share our standards of integrity, responsibility and sustainable development.

Through this initiative, the Cegos Group reaffirms its commitment to maintaining high ethical standards, encouraging its partners to engage in a process of continuous improvement, and building a responsible value chain. An operational governance framework and monitoring indicators ensure the effective implementation of these commitments.

This Partner Code of Conduct is available on request at: cegos-csr-rse@cegos.fr.

Furthermore, Cegos SA is a signatory to the Charter [on Responsible Supplier Relations and Procurement for](#) Businesses, promoted by the Business Ombudsman. As such, Cegos SA applies the principles of this charter and helps to promote these best practices within the Group, with a view to gradually aligning responsible procurement practices.

Cegos is a signatory to the United Nations Global Compact

The Cegos Group signed the Global Compact in April 2026 and is committed to upholding its Ten Principles



Following Cegos SA's signing of the United Nations Global Compact in February 2022, the entire Cegos Group joined this initiative in April 2026. This voluntary commitment reflects the Group's determination to integrate the Global Compact's Ten Principles into its practices relating to human rights, international labour standards, environmental protection and the fight against corruption.

This membership is reflected, in particular, in the gradual integration of these principles into the Group's policies and practices, through regular monitoring of our commitments and the annual publication of a [Communication on Progress](#) (CoP), in accordance with the requirements of the United Nations Global Compact.

Through this membership, the Cegos Group reaffirms its commitment to responsible development and contributes, through its activities, to the achievement of the Sustainable Development Goals (SDGs) defined by the United Nations.

Our contribution to the Sustainable Development Goals

The Sustainable Development Goals (SDGs) were adopted in 2015 by the United Nations to address major global challenges. They comprise 17 universal goals aimed at ending poverty, protecting the planet and promoting shared prosperity by 2030. Each goal is broken down into specific targets, and achieving them relies on collective action on a global scale.

In this context, Cegos is actively committed to contributing to 13 of these 17 SDGs.

The table below highlights the links between some of our concrete actions, the principles of the United Nations Global Compact to which we adhere, and the SDGs they address.

SDG	Global Compact Principle	Our actions
 ERADICATION OF POVERTY	Human rights	Access to training extended worldwide
		Support for people in vulnerable situations
 ACCESS TO HEALTHCARE	Human rights	Measures put in place to ensure staff health and safety
 ACCESS TO QUALITY EDUCATION	Human rights	Skills development for customers, partners and employees
		Raising staff awareness of sustainable development
 GENDER EQUALITY	Human rights	Guaranteed equality in the workplace within the Group
 USE OF RENEWABLE ENERGY	Environment	Growing share of renewable energy in energy consumption
 ACCESS TO DECENT JOBS	Human rights	Improved working conditions for employees
		Capacity building for stakeholders

SDGs	Principles of the Global Compact	Our actions
 REDUCING INEQUALITIES	Human rights	Combating all forms of discrimination at all levels Actively promoting diversity and inclusion Rolling out programmes with local communities Integrating social dialogue into governance
 SUSTAINABLE CITIES AND COMMUNITIES	Environment	Adoption of a charter for responsible business travel
 RESPONSIBLE CONSUMPTION	Human rights	Raising staff awareness of sustainable development
 COMBATING CLIMATE CHANGE	Environment	Reducing our environmental footprint across all emission scopes
 PROTECTION OF TERRESTRIAL FLORA AND FAUNA	Environment	Participation in reforestation initiatives Support for the conservation of ecosystems
 JUSTICE AND PEACE	Combating corruption	Implementation of a structured ethical framework governing business conduct
 PARTNERSHIPS FOR GLOBAL GOALS	International labour standards	Sustainable partnerships with NGOs and associations

A CSR approach structured around 4 pillars and 13 commitments

A cross-functional and participatory approach that forms part of a strategic commitment

At the turn of the 2000s, Cegos began implementing initiatives in support of sustainable development and engaging in corporate philanthropy, although these actions were not formalised within a Corporate Social Responsibility (CSR) framework as such.

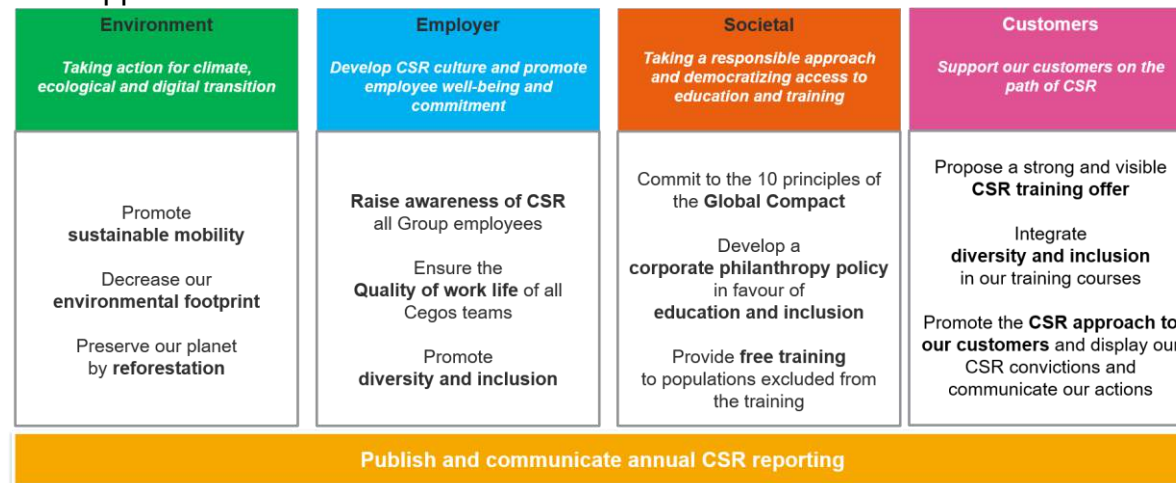
Since September 2021, Cegos has chosen to make CSR one of the Group's three strategic priorities. This strategic priority is centred on two main objectives:

- To develop our own CSR and sustainable development policy in order to position ourselves and act as a responsible Group;
- To integrate the issues and expertise related to CSR and sustainable development into our offering in order to support our clients on this journey.

The Quality and CSR Department has been tasked with formalising and rolling out this fully-fledged CSR approach. A qualitative survey was first launched amongst our employees – the primary drivers and ambassadors of our commitments – in order to better understand their expectations and gather their ideas regarding CSR for Cegos. 75 per cent of employees responded to this survey and, thanks to their extensive feedback, we have built our CSR approach around four pillars, accompanied by 13 commitments.

Scope of the CSR approach

The CSR approach covers the entire Cegos Group and all its constituent entities. This CSR report sets out the commitments, actions and indicators implemented across the Group. For each theme, particular focus has been placed on 'Cegos SA', the Group's pioneer in CSR and therefore the most advanced in this approach.



Our strategic priorities for 2025–2028

The Cegos Group is continuing to roll out its CSR strategy with one ambition in mind: to embed environmental, social and governance issues sustainably at the heart of its activities, its development model and its value proposition.

For the period 2025–2028, our priorities are centred on five key areas:

1. Accelerating the environmental transition by establishing a pathway to reduce our greenhouse gas emissions, developing eco-design principles for our training programmes, and enhancing the accessibility and resource efficiency of our digital solutions.
2. To strengthen the commitment of our employees and partners through training, awareness-raising, the implementation of a Diversity, Equity and Inclusion policy, and the promotion of a shared CSR culture across the Group.
3. Consolidate our CSR governance by establishing Group-wide oversight, publishing sustainability reports aligned with the VSME framework, and continuing to integrate ESG considerations into our decision-making processes.
4. To increase our societal impact by expanding our corporate philanthropy initiatives, promoting access to training for people facing barriers to employment, and continuing our impact-driven partnerships.
5. To create sustainable value for our clients by placing greater emphasis on CSR issues in our offerings, continuously improving our EcoVadis performance, and supporting our clients in their own sustainable transformations.

This roadmap reflects the Cegos Group's commitment to combining economic performance, social responsibility and the creation of sustainable value for all its stakeholders. It is overseen by the Quality and CSR Department.

CSR governance led by the Quality and CSR Department



The Cegos Group's CSR strategy is led by the **Quality & CSR Department**, which coordinates the implementation of the Group's commitments, monitors ESG indicators and drives the continuous improvement process in collaboration with the business divisions and international entities.

Governance is based on several complementary levels:

Strategic oversight: an annual review is conducted with the Executive Board to assess the results, risks, opportunities and priorities of the CSR roadmap.

Executive monitoring: a monthly update is held between the Quality & CSR Department and the Chairman of the Executive Board to monitor progress on key initiatives.

International coordination: the Quality & CSR Department reports on the progress of the initiative three times a year to the Group Committee, which brings together senior managers from all entities, to ensure alignment of practices and the sharing of lessons learnt.

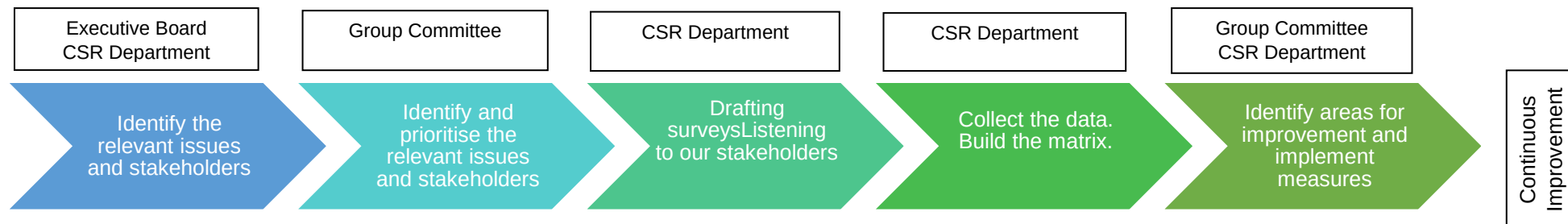
Network coordination: a network of **30 CSR ambassadors**, in France and internationally, communicates initiatives to teams, raises staff awareness and contributes to the continuous improvement of the initiative.

This governance framework is complemented by an annual sustainability report, which enables the Group to track its commitments, measure progress made and ensure transparent communication with stakeholders.

Frequency	Body	Purpose
Monthly	Chairman of the Management Board + Quality & CSR Department	Operational monitoring of the roadmap
Quarterly	Group Committee	Sharing of results and international coordination
Annual	Management Review	Approval of CSR strategies and priorities
Ongoing	Network of 30 ambassadors	Roll-out of initiatives and sharing of best practice

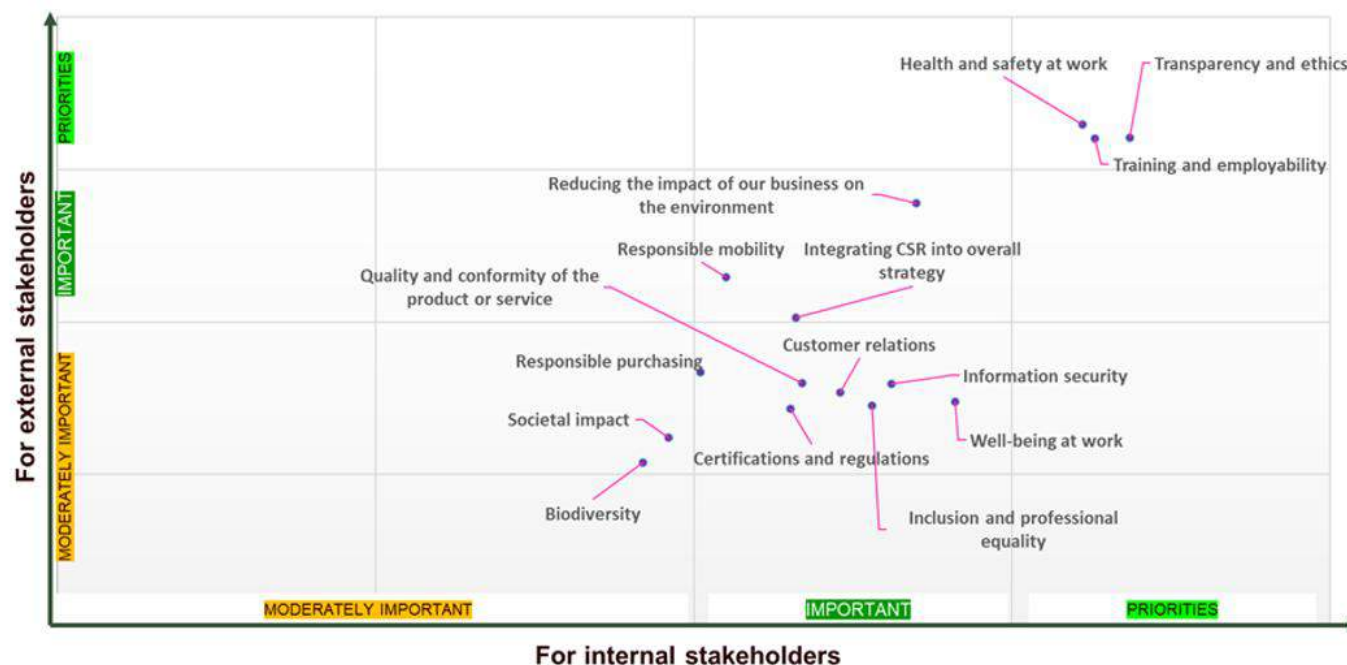
Simple materiality matrix

In 2023, in line with our mission and as part of our commitment to continuous improvement, **we developed our first materiality matrix to prioritise our CSR issues.** This also helps us ensure we understand the expectations of our internal and external stakeholders, with a view to better guiding our CSR approach. The design of our materiality matrix is based on a rigorous five-step methodology:



More than 300 internal and external stakeholders of the Cegos Group were surveyed on how they ranked the importance of our key issues.

These issues were then plotted on our matrix, which enables us to make a significant contribution to the strategic thinking behind the Cegos Group's CSR approach. It enables us to ensure that we are aligned with the expectations of our stakeholders, as well as to prioritise material issues in the medium term.



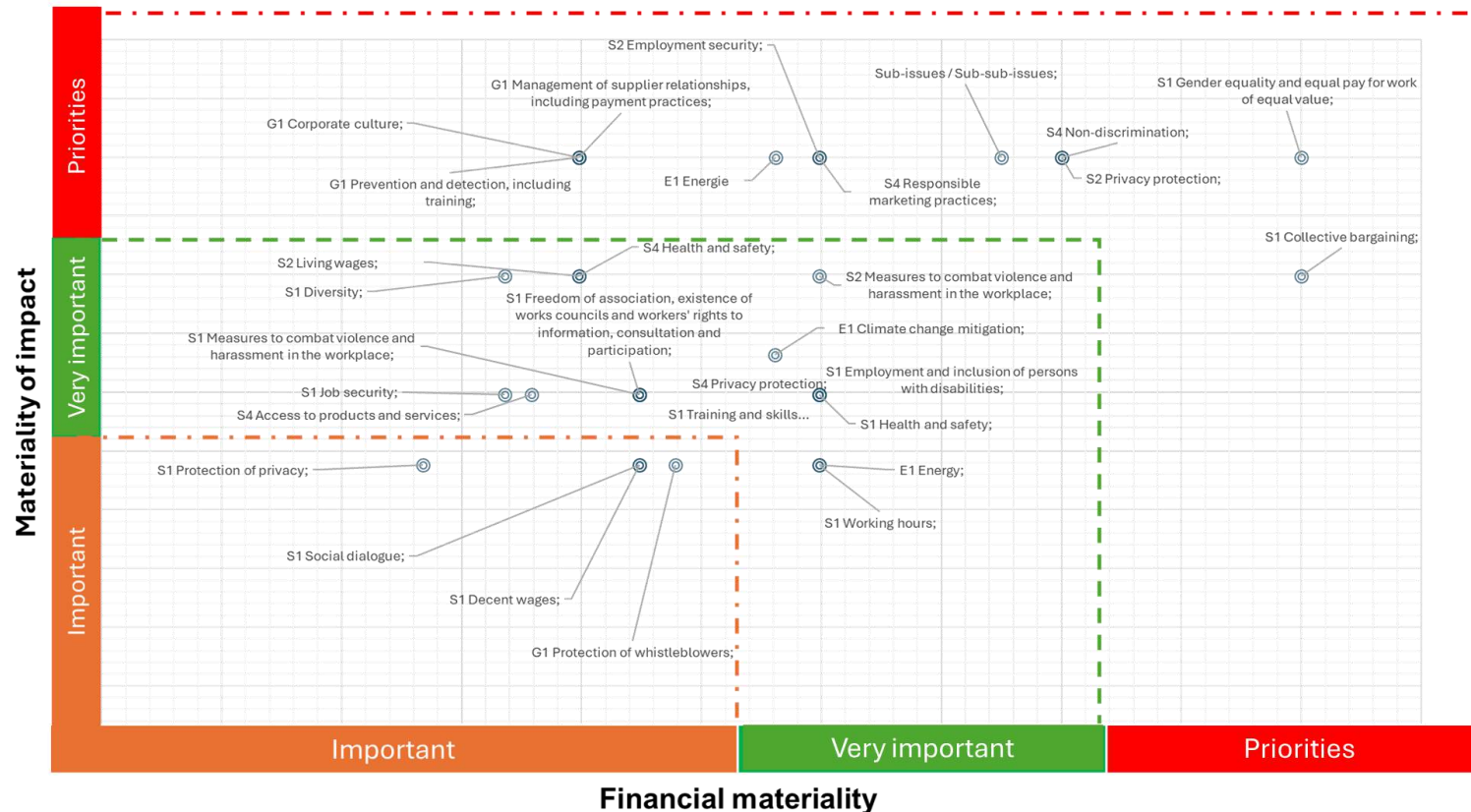
Dual Materiality Matrix

Our double materiality approach

In 2025, the Cegos Group carried out a double materiality analysis based on the EFRAG guidelines. This approach enabled us to identify and prioritise the sustainability issues most significant to the Group.

The analysis combines two dimensions: 1) impact materiality: the significant effects of our activities on the environment and society; 2) financial materiality: the risks and opportunities associated with sustainability issues that may influence the Group's performance and resilience.

The issues were identified based on the themes set out in the ESRS standards, then analysed through internal workshops and stakeholder consultations. They were assessed according to criteria of severity, magnitude and probability before being consolidated into a matrix approved by senior management. **Although the Cegos Group is no longer subject to CSRD disclosure requirements, this analysis remains a cornerstone of our CSR strategy. It guides the prioritisation of our actions and informs our voluntary sustainability reporting approach, developed in accordance with the VSME framework.**





Cegos has implemented a number of practices both within the company and for its clients, aimed at reducing the environmental impact of its operations, particularly in terms of resource



ENVIRONMENTAL PRIORITY

Taking action on climate change and the ecological and digital transition

Reducing our environmental footprint

Towards more environmentally friendly consumption

Measuring our carbon footprint

Since 2023, we have been measuring our carbon footprint by carrying out a **Greenhouse Gas Inventory**. We do this every two years. The methodologies used to produce our 2023 GHG Inventory (BEGES) are the GHG Protocol method and the Bilan Carbone® method developed by ADEME (the French Environment and Energy Management Agency), which is the French government body responsible for environmental management and energy efficiency.

Cegos' emissions in tCO ₂ e	2023	2025
Scope 1 – Direct GHG emissions	306.5 tCO ₂ e	Results for the 2 nd half 2026
Scope 2 – Indirect emissions associated with energy	283 tCO ₂ e	
Scope 3 – Other indirect emissions	7,759.8 tCO ₂ e	

Commitments and methodology:

The Cegos Group is committed to a structured approach to reducing its carbon footprint, based on rigorous tracking of emissions and concrete actions.

In 2023, greenhouse gas emissions are tracked using the Sami tool, ensuring complete data transparency.

The Cegos Group has calculated its carbon intensity using two indicators:

- 2.4 tonnes of CO₂e per full-time equivalent (FTE), known as employee intensity
- 24 kg of CO₂e per thousand euros of turnover, known as economic intensity.

An emissions reduction plan has been put in place, in line with the objectives of the Paris Agreement. As part of this, a 25 per cent reduction in Scope 3 emissions was achieved between 2021 and 2023.

Measures implemented

Several operational measures have been implemented to help reduce emissions:

- A sustainable mobility policy, including the introduction of a mobility allowance and a reduction in business travel.
- The digitisation of training programmes, helping to limit travel associated with face-to-face sessions.
- Optimisation of buildings, through measures to improve energy efficiency and reduce electricity consumption.
- A policy on the location of trainers, favouring the allocation of resources as close as possible to training venues to minimise travel.

In 2026, the Cegos Group will update the greenhouse gas emissions inventory (BEGES) for nine of its entities for the year 2025. The Group's smallest entities (fewer than 12 employees) – LATAM, APAC, Switzerland and China – are not included in this scope due to their size. This approach enables each entity concerned to carry out a detailed analysis of its emissions and to implement an action plan tailored to its specific challenges and context.

Bilan Carbone Cegos

Emissions 2023 en tCO2e	Groupe	Cegos SA	Cegos	Cegos España	Cegos Italia	Crescimentum	Groupe Cimes	Ib Cegos	Integrata Cegos	Nextgroup
Scope 1										
	306,5	116,5	3,7	26,1	16,8	5,8	9,9	67,5	38,8	21,7
Scope 2										
	283	55	8,5	14,6	19,3	2,8	2,8	13,4	157,5	9,2
Scope 3										
	7759,8	2908,6	447,6	459,3	417,5	556,4	415,3	1097,6	927,5	532,3
Bilan total										
	8349	3080	460	500	454	565	428	1178	1124	563

Carbon calculator

In 2022, together with our partner Sami, we carried out a comparative study of the CO₂e emissions associated with our face-to-face and distance learning courses, involving 100,885 learners. We were thus able to determine that, on average, a 7-hour face-to-face training course represents 12.42 kg CO₂e per participant, compared with 0.8 kg CO₂e per participant for a distance learning course. Distance learning courses therefore generate 15 times fewer emissions than face-to-face courses.

To inform and guide our clients on these impacts, we have developed a carbon footprint calculator in collaboration with Greenly.

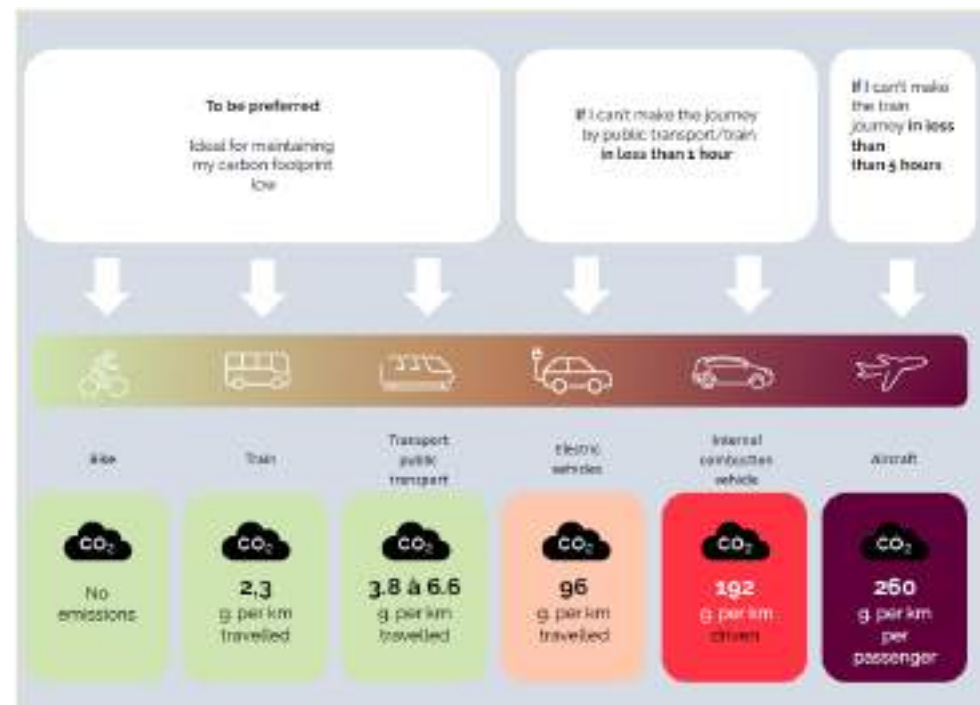
This quick and easy-to-use tool allows you to assess the environmental impact of a training course, whether face-to-face or online. It enables you to make an informed choice and take action to reduce your carbon footprint.

You can find this calculator here: [Carbon Calculator](#).

Transport: assessing our CO₂ emissions

Mindful of its impact on the environment and society, the Cegos Group is committed to reducing its environmental footprint, focusing in part on its employees' business travel.

That is why we have drawn up a **charter in which we commit to implementing measures aimed at reducing the environmental impact of our travel.**



Business travel is defined as travel undertaken to carry out work outside the usual place of work and excludes journeys between home and the workplace, and vice versa.

The objectives of this charter are to:

1. To better manage business travel
2. Encourage the use of lower-emission modes of transport
3. Reduce our environmental impact

This policy is available on request at the following address: cegos-csr-rse@cegos.fr

Preserving our planet through reforestation

An active contribution by the Cegos Group since 2022



Recognising our ability to contribute to an environmental cause, we have, since 2022, rolled out several reforestation programmes in partnership with Reforest'Action. These projects aim to maintain carbon sinks, restore degraded ecosystems and preserve biodiversity, both in France and internationally. [Find out more](#)

Our concrete actions:

- **2026:**
 - 2,193 trees for an Assisted Natural Regeneration project in [Tourves, Var \(83\)](#)
 - Planting of 2,192 trees in [San Martinho das Amoreiras, Portugal](#),
- **2025:**
 - Restoration of 2,192 trees in France, at Fox-Amphoux and Sillans-la-Cascade.
 - Planting of 2,193 trees in Odemira, in southern Portugal.
- **2024:**
 - Planting of 4,216 trees to restore the Amazon rainforest in south-western Brazil.
- **2023:**
 - Planting of 2,000 trees in Counozouls (Occitanie) to diversify a beech coppice and promote forest resilience.
- **2022:**
 - Planting of 1,700 trees in the Amazon to combat deforestation, restore soil health, protect biodiversity and support local economic development.
 - Planting of 2,110 trees in France to rehabilitate forest areas degraded by natural disasters, fires or diseases.
 - Planting of 1,700 trees in Chanteloup to restore former agricultural land and promote biodiversity.

A measurable positive impact

Through these projects, the Cegos Group has enabled the planting and preservation of 20,396 trees, representing:

- 3,059 tonnes of CO₂ equivalent sequestered over 30 years
- 61,188 shelters for animals
- 81,584 months' worth of oxygen generated
- 20,396 hours of work created for local communities



Cegos also contributes to reforestation projects via Tree-Nation, by offering trees to its employees and subcontractors to raise awareness or to thank them for their actions in support of CSR. By 2025, this initiative had helped fund the planting of 148 trees, representing 0.14 hectares of reforested land and 6.21 tonnes of

CO₂ captured/claimed.

This approach is not intended to replace emissions reduction measures, but forms part of a strategy to raise awareness, recognise efforts and foster collective commitment to environmental issues.

Our monitoring indicators: Environment

Type of indicator	Indicators	2023	2024	2025
GHG emissions	Gross Scope 1 GHG emissions in tCO ₂ e	306.5	/	2 nd half of 2026
GHG emissions	Gross Scope 2 GHG emissions in tCO ₂ e	283	/	2 nd half of 2026
GHG emissions	Gross Scope 3 GHG emissions in tCO ₂ e	7,759.8	/	2 nd half of 2026
GHG emissions	Total gross upstream Scope 3 GHG emissions	6,285.4	/	2 nd half of 2026
GHG emissions	Total gross Scope 3 downstream GHG emissions	1,474.45	/	2 nd half of 2026
Buildings	Electricity consumption in MWh	2,152.7	1,994.2	1,843
Buildings	Total renewable energy consumption in MWh	209.2	214.3	253
Buildings	Percentage of total energy consumption from renewable sources	9.72%	10.75%	10.79%

Type of indicator	Indicators	2023	2024	2025
Waste	Total weight of non-hazardous waste in kg	36,901	22,279	27,855
Waste	Total weight of hazardous waste (batteries and printer toner cartridges) in kg	35.6	19.6	130
Circular economy	Total weight of recovered waste in kg	76	517	6,431
Circular economy	Percentage of total waste generated by the company's operations diverted from landfill	3.61%	2.3%	23.09
Training	Percentage of employees trained in specific environmental issues during the year	16%	23 %	38.82%
Environmental promotion and services	Number of trees planted and preserved with our partner Reforest'Action	4,110	4,216	4,385
Environmental promotion and services	Number of packaged training programmes on environmental topics offered to our clients	35	71	56
Audit and certification	Percentage of operational sites assessed for specific environmental risks	0	0	0
Audit and certification	Percentage of operational sites holding environmental certification, such as ISO 14001, EMAS or ISO 50001	0	0	0
GHG emissions	Public announcement of our targets	No	No	To be published in the second half of 2026
GHG emissions	Third-party verification of our GHG emissions	No	No	Broadcast in the second half of 2026
GHG emissions	Response to the CDP – Carbon Disclosure Project	No	No	No
GHG emissions	Our GHG emissions report is available to the public at https://bilans-ges.ademe.fr/bilans	Yes	/	To be published in the second half of 2026

Type of indicator	Indicators	2023	2024	2025
GHG emissions	Communication of our GHG emissions to our internal stakeholders	Yes	/	To be published in the second half of 2026
GHG emissions	Monitoring of our GHG emissions, with a few notable exceptions	Yes	/	Yes
GHG emissions	Monitoring of GHG emissions relevant to our entire scope	No	/	To be published in the second half of 2026
GHG emissions	Carbon footprint in accordance with the GHG Protocol or other GHG accounting standards	Yes	/	Yes
GHG emissions	GHG emissions reduction integrated into the management structure	No	No	No
GHG emissions	Our management team's remuneration is linked to our progress towards achieving our GHG reduction targets	No	No	No
GHG emissions	Our operational sites have a management team dedicated to reducing GHG emissions	Yes	Yes	Yes
GHG emissions	Our operational sites have a budget allocated to GHG management	No	No	No
GHG emissions	Action plan with deadlines to reduce our Scope 3 emissions	No	Yes	To be published in the second half of 2026
Buildings	Action plan with deadlines to reduce our energy consumption or increase our use of renewable energy.	No	Yes	Yes
GHG emissions	Commitment to or approval of our targets by the SBT Initiative	No	No	To be published in the second half of 2026
GHG emissions	Economic intensity reduction target	No	No	Broadcast in the second half of 2026
GHG emissions	Absolute reduction target for Scope 3 emissions	No	Yes	To be published in the second half of 2026
GHG emissions	Absolute reduction target for Scope 2 emissions	No	Yes	To be published in the second half of 2026
GHG emissions	Absolute reduction target for Scope 1 emissions	No	Yes	To be published in the second half of 2026

*Carbon footprint assessment carried out in 2023 / The Cegos Group carries out its carbon footprint assessment every two years.

EMPLOYER FOCUS

Developing a CSR culture and promoting staff wellbeing and engagement



Social dialogue, health and safety at work, working conditions, supporting staff in their day-to-day working lives, inclusion and diversity...: The Cegos Group is implementing a range of initiatives to promote the wellbeing and engagement of its staff.



Raising CSR awareness amongst all Group employees

In addition to developing our employees' specific skills relating to CSR issues, we raise awareness amongst our teams throughout the year via internal news updates (sustainable mobility allowance, skills-based volunteering partnership, initiatives carried out as part of our corporate sponsorship policy), with a particular focus during Sustainable Development Week. During this week, daily updates are shared with teams, and awareness-raising workshops are offered.

Online training course on the fundamentals of CSR

In order to develop a shared culture of social responsibility on an international scale, the Cegos Group rolled out a compulsory online training course in November 2025 entitled '**CSR, the Cegos Group and Me**', accessible to all Group employees.

This course forms the common foundation for raising awareness of the Group's CSR commitments. It outlines Cegos' CSR strategy, structured around **four pillars and thirteen commitments**, as well as the main environmental, social and ethical challenges associated with our activities.

In particular, employees learn about the fundamentals of the environmental transition (including business travel), the principles of diversity, equity and inclusion, the Group's commitments to responsible relationships with its partners, and the rules on integrity and ethics set out in the **Code of Conduct** and the **Partner Code of Conduct**, including the principles of corruption prevention.

Available in several languages, this programme helps to ensure a consistent level of understanding of the Group's CSR commitments and encourages all employees to take ownership of them.

Workshop: Developing eco-design skills

As part of its ecological transition strategy, the Cegos Group supports the development of skills among its staff and its network of trainers on the principles of eco-design in training programmes.

In 2025, a one-hour webinar on educational eco-design brought together **457 employees and partner trainers**. The aim of this awareness-raising initiative was to share best practices for designing training programmes that minimise their environmental impact, whilst maintaining educational quality and the learners' experience.

This initiative forms part of the Group's continuous improvement programme, which aims to gradually integrate the principles of resource efficiency and eco-design into the design and delivery of its training programmes.

Workshop on Cognitive Biases

In September 2024, a workshop on 'Cognitive Biases' was held for 300 employees to help them better understand stereotypes and ways of thinking.

Whether we realise it or not, cognitive biases influence our working lives, our ways of thinking and our interactions with colleagues. These biases, which are mental shortcuts used by our brains to aid decision-making, can also lead to misconceptions, cloud our judgement and reinforce our stereotypes. There are numerous examples: sexist prejudices, prejudices linked to age, physical appearance or surname, or forming a negative opinion of someone based on a personality trait... When it comes to diversity and inclusion, understanding and identifying our cognitive biases helps us to grasp reality and avoid any form of distortion in our reasoning.

Developing the skills of every individual

We attach the utmost importance to developing our employees' skills throughout their time with Cegos. Their professional development is vital to maintaining high standards and earning our clients' preference. We implement a number of measures to ensure their skills remain up to date, in line with developments in our industry and our clients' expectations. This includes **fostering the maintenance and development of their expertise**: to this end, we have a skills assessment and development process carried out annually through the annual appraisal.

As a result, in 2025, **95 per cent of staff underwent performance and career development reviews during an annual appraisal**. Meanwhile, **100 per cent of staff received training aimed at enhancing their skills during the year**.

Code of Conduct and Whistleblowing Scheme

The Sapin II Act establishes a general framework for the protection of whistleblowers. In particular, it provides a broad definition of a whistleblower, placing France among the world's leading nations in this field.

Within this framework, the Cegos Group has put in place an internal whistleblowing procedure. Its aim is to strengthen Cegos's ethical accountability and to ensure the protection of any person who, in good faith, reports the existence of potential irregularities or serious malpractices observed within the company. This principle of ethical whistleblowing is governed by the Sapin II Act of 9 December 2016, relating to the transparency of corporate activities, the fight against corruption and the modernisation of economic life.

This compulsory training, delivered as an online course entitled 'Code of Conduct: Challenges in Preventing Corruption and Influence Peddling', encourages employees to familiarise themselves with, understand and adhere to the Group's Code of Conduct, and then to assess their understanding. As such, a Code of Conduct and a practical 'Whistleblower' guide are made available to all employees upon joining the company.

In 2025, we held an awareness-raising webinar on the Code of Conduct, in accordance with the Sapin II Act, **for more than 900 Group employees. 66 per cent of employees were made aware of this topic.**

To access the Cegos Group's Code of Conduct: [click on this link](#)

Artificial Intelligence Code of Conduct

Introduced in 2024, this document serves as a guiding principle to ensure the ethical, transparent and responsible use of artificial intelligence technologies within our organisation, our training provision, our solutions and our services. In it, we emphasise the Cegos Group's commitment to fairness, accountability, confidentiality and security in all uses of AI solutions, with a focus on protecting our stakeholders' data and ensuring that AI-based solutions do not perpetuate any bias or inequality.

Our compulsory "Code of Conduct" training programme encourages all staff to familiarise themselves with, understand and adhere to the Cegos Group's IA Code of Conduct, and then to assess their understanding. **In 2025, 454 employees assessed their understanding and received their certificate of completion.** To download the Code of Conduct, click on [this link](#).

Promoting and fostering diversity and inclusion

Promoting an inclusive, fair and respectful culture

At the Cegos Group, we regard the diversity of profiles, backgrounds and experiences as a key driver of performance, innovation and social cohesion. We incorporate the principles of non-discrimination, equal treatment and fairness into all our HR and managerial practices, whilst respecting national legislative frameworks and local circumstances.

In 2025, 69 per cent of Cegos Group employees were women, but they remained under-represented at the highest levels of decision-making, with 21 per cent of women in senior management roles and 42 per cent on the board of directors. The unadjusted gender pay gap narrowed significantly between 2022 and 2024: it fell from 6.7 % to 2.2 % at Cegos SA, and from 6.5 % to 2.1 % at ib Cegos. By 2026, a systematic assessment of the pay gap will be carried out across all the Group's entities, in order to gain a comprehensive overview and implement the necessary corrective measures to proactively reduce any gaps.

At the same time, the Cegos Group is continuing its efforts to promote inclusion: 3.08 per cent of employees come from minority or vulnerable groups, and 4.35 per cent hold management positions, a figure that has been rising for the past three years. Since 2016, the social clause policy has enabled the recruitment of 54 people who were previously excluded from the labour market, over 60 per cent of whom are on permanent contracts, illustrating a trend towards sustainable labour market integration.

In terms of health and safety at work, the number of work-related accidents fell from 6 in 2024 to 5 in 2025, confirming the effectiveness of preventive measures. Finally, the pay ratio between the top 10 per cent and the bottom 10 per cent of salaries remains at 4.12, reflecting a balanced remuneration policy.

Giving employees a voice: a lever for moving forward together

Every year, the Cegos Group conducts an engagement survey amongst all its employees to measure their engagement, their perception of their working environment and to identify areas for improvement.

In 2025, **970 employees** took part in this survey, representing a **participation rate of 80 per cent**, an increase on the previous year. The results show a high level of engagement, an improvement in the internal Net Promoter Score (+7 points) and a more positive perception of the implementation of the Group's CSR policy, with no critical issues identified.

The findings of this survey are analysed by HR teams and management to inform the action plans of the various entities and to continuously improve quality of life, working conditions and staff engagement.

Our Employer Focus monitoring indicators

Type of indicator	Indicator	2023	2024	2025
Staff numbers by contract type	Staff on permanent contracts	1,121	1101	1,199
Staff numbers by contract type	Staff on temporary contracts	58	41	49
Staff by gender	Number of women	815	795	868
Staff numbers by gender	Number of men	364	347	380
Workforce by gender	Percentage of women employed across the organisation	69%	70%	70%
Total workforce	Number of employees	1,179	1,142	1,248
Combating discrimination: employment of people with disabilities	Percentage of workers from minority groups and/or vulnerable workers as a proportion of the organisation as a whole	2.37%	1.73%	3.08%
Combating discrimination: employment of people with disabilities	Percentage of employees from minority and/or vulnerable groups in management positions	3.13%	4.35%	0.02%
Working conditions and labour relations	Total number of hours worked by employees on the books as at 31 December each year, excluding absenteeism	2,279,959	2,272,683.55	2,318,209
Health and Safety at Work	Number of work-related health problems	9	7	5

Type of indicator	Indicators	2023	2024	2025
Training and development	Average number of training hours per employee	19.4	33	19.5
Maintenance and training	Percentage of operational sites where a health and safety risk assessment for employees has been carried out	64%	67%	99.87
Maintenance and training	Percentage of employees covered by collective agreements and represented by officially elected employee representatives	66%	64.7%	84.86
Appraisals and training	Percentage of employees who have regularly undergone performance and career development appraisals	71%	72.6%	84.86%
Appraisals and training	Percentage of employees who have received training aimed at enhancing their skills	85%	81%	83.65%
Training and development	Percentage of employees who received diversity training during the year	6.3%	21.7%	18.11%
Training and development	Percentage of employees trained on discrimination during the year	6.2%	17.1%	19.31%
Training and development	Percentage of employees who received training on harassment during the year	2.7%	12.9%	55.05%
Audits and certifications	Percentage of operational sites holding certification in social practices and human rights, including: SA8000, Fair Wage Network, B Corp, GEEIS or WBENC	0%	0%	0%

SOCIETAL FOCUS

Adopting a responsible approach
and democratising access to
training and education



Even before formalising its CSR approach, the Cegos Group had implemented several sponsorship initiatives to make access to education and training more widely available, notably through the 'solidarity leave' scheme. Its social approach is now centred on initiatives aimed at promoting skills-based volunteering, supporting a number of leading charities and NGOs, and raising the profile of people with disabilities through the sponsorship of a Paralympic athlete.



Developing a corporate philanthropy policy in support of education and inclusion

Through its financial support, the Cegos Group is helping to make access to education and training more widely available throughout the world

For many years, the Cegos Group has provided financial support for initiatives that make education and training more accessible worldwide. Determined to continue this commitment, we now support and work alongside several organisations:



In 2024, the Cegos Group is joining the fantastic [ELOQUENTIA](#) adventure!

- By becoming a partner of the international public speaking competition, which each year enables more than 1,000 young people from all walks of life to showcase their talent and 'make their voices heard'
- By supporting the launch of a major study on young people's self-expression in France.

We are putting into practice a commitment that is close to our hearts: supporting young people in finding their rightful place in the world of work. Being able to express oneself opens many doors: those to employment and all that follow. It is the first step towards self-confidence, active listening, dialogue, debate, assertiveness, collaboration and leadership... all essential skills for finding one's place in the professional world of today and tomorrow.



True to our commitment to access to knowledge and fully aware of the importance of digital technology, **the Cegos Group is committed to digital inclusion by supporting the charity [Emmaüs Connect](#)**, part of the Emmaüs movement. 16 million French people who lack digital access are cut off from essential online services. More than 5 million face a double burden, experiencing both social vulnerability and the digital divide.

Our financial support enables the organisation and delivery of introductory digital literacy courses, as well as the provision of 30 introductory modules: 220 people have thus been supported. Lasting an average of 12 hours, these courses – tailored to the most vulnerable – teach the digital skills essential for accessing everyday services (searching for a job online, communicating, staying informed, accessing one's rights, etc.). In 2024, 346 support sessions took place with our support, representing 862 hours

of facilitation. In 2025, 220 people were continuously supported, and 280 unique participants benefited from this support. The aim? To provide essential digital skills so that beneficiaries can access everyday services (searching for a job online, communicating effectively, staying informed, etc.).



Since 2020, the Cegos Group has been supporting [the Paris-Tegu association](#), a Franco-Honduran NGO working to protect and promote the social and professional integration of disadvantaged young people in Tegucigalpa, the capital of Honduras. Cegos helps to fund the training of young leaders at the Art & Amitié Cultural Centre. With a focus on empowerment and self-reliance, the CCAA trains and supports its beneficiaries to express themselves, develop their organisational, promotional and leadership skills, and take the initiative for the greater good of the student community. In 2025, 12 young people aged between 17 and 23 were welcomed and trained by the school. The CAP school has also become self-funding for its day-to-day running costs thanks to its income-generating activities.



As a [UNICEF](#) patron since 2016, we are continuing our commitment to education by supporting the ‘Skills4Adolescents’ programme in Burundi this year. This programme aims to provide Burundian adolescent girls with access to education and training in order to break intergenerational cycles of discrimination and vulnerability.



Our contribution to this programme aims to:

- Give 50,000 adolescents access to assets to support their livelihood activities (27,500 girls and 22,500 boys),
- Enable 2,500 adolescents to acquire skills in STEM (Science, Technology, Engineering and Maths) and social entrepreneurship, and to benefit from mentoring and work placements to tackle the challenges of the 21st century.



Specialising in inclusion through sport, **Play International** has challenged us to **strengthen team cohesion through a project combining solidarity and sport. Team registration raises funds for the NGO.** Since its creation in 1999, Play International has implemented educational humanitarian projects in over 20 countries, benefiting 1 million children. <https://www.play-international.org/>

Since 2023, we have taken part every year in **the Vertigo Inter-Company Challenge**: a health and charity challenge open to everyone. Whether by bike, on foot, running or in a wheelchair... everyone can take part in this challenge in their own way. You don't need to be a

seasoned athlete to raise funds for the charity. For the 2024 edition, Play International was celebrating its 25th anniversary and the Cegos Group teams gave it their all! Our 136 participants, divided into 34 teams, covered 45,816 km in 25 days. With such commitment, Cegos won the inter-company challenge by a landslide! For the 2026 edition, our 84 participants, divided into 21 teams, covered **48,400 km in 21 days!**



Since 2024, the Cegos Group has been a partner of the Dutch NGO [Glocalshift](#), which works to promote economic development in fragile countries and post-conflict areas. The aim of the project is to set up an employability programme for displaced young people to support economic recovery in southern Ukraine. Our support enables us to assist 60 people aged between 18 and 35 and help them re-enter the workforce.

Cegos Group supports people in vulnerable situations



In 2025, the Cegos Group donated €45,000 to the Fondation de France to contribute to emergency relief efforts in Mayotte. Following a cyclone of exceptional intensity that struck the archipelago, many homes that were already in a precarious state were destroyed. This donation helped to provide aid to the affected communities.



In 2024, the Cegos Group supported the Red Cross in its humanitarian work in Lebanon with a donation of €45,000 to the Red Cross. This contribution enabled the search for survivors in urban areas, as well as blood drives and the distribution of hygiene kits and cash to meet basic needs.



In response to the humanitarian crisis in Ukraine and the plight of those in distress, the Cegos Group decided to donate 45,000 euros to **Handicap International** in 2024.

This contribution enables Handicap International's humanitarian staff to continue their challenging work on the ground: healthcare, meeting the basic needs of displaced people, protection, reducing armed violence, shared logistical services, and more.

Supporting communities with limited access to training in developing their skills

Cegos Group helps NGOs and charities to build their capabilities

For several years now, Cegos has been training NGOs and their staff to equip them with the managerial, organisational and collaborative skills needed to support their work on the ground, working directly with the most vulnerable.

The ANRH (Association for the Professional and Social Integration and Reintegration of People with Disabilities) is an **organisation dedicated to the professional integration of people with disabilities**. As a sponsor of the ANRH since 2024, Cegos actively supports this noble cause by providing around a hundred e-learning modules free of charge. These educational resources enable beneficiaries to develop their skills and facilitate their integration into the workplace.



Cegos supports the **HUMENTUM** association, thereby providing access to its e-learning training modules to dozens of major international NGOs such as Oxfam, Save the Children, Care, WWF, World Vision, Catholic Relief Services...



More than 600,000 humanitarian workers and professionals in the voluntary sector also have access to 38 Cegos e-learning modules, as part of two programmes run by the **Cornerstone OnDemand Foundation**: DisasterReady and NonprofitReady.

Cegos Group is supporting wheelchair tennis champion Pauline Déroulède in her Olympic dream

The Cegos Group has been her official sponsor since 2021 and will remain so until the 2028 Los Angeles Paralympic Games



Pauline Déroulède's story began with an injustice one evening in October 2018: whilst parked safely on her scooter, she was struck down by a 92-year-old reckless driver in the heart of Paris. At the age of 28, she had to have her left leg amputated. A dozen general anaesthetics and long months of rehabilitation followed...



But, as she herself says with selfless determination: ***"I am a woman who stands tall."*** So, rather than dwelling on her anger, Pauline – an accomplished sportswoman – very quickly set herself a goal: **to become a Paralympic wheelchair tennis champion in Los Angeles in 2028.**



Cegos has chosen to support Pauline, who perfectly embodies the Group's values: commitment, agility and sharing.

A model of resilience, she is a determined, positive, open-minded and committed young woman. Her journey, her sincerity and her campaigns (for women's rights as well as for the introduction of regular driving aptitude tests) make her a wonderful role model for young people and for us all.

Our monitoring indicators: Social Dimension

Type of indicator	Indicators	2023 Results	2024 Result	2025 Result
Business ethics	Percentage of employees trained in business ethics during the year	25.7%	32.5%	61.94%
Business ethics	Number of incidents reported via the whistleblowing procedure	0	156	228
Business ethics	Number of confirmed incidents of corruption	0	0	0
Business ethics	Number of confirmed information security incidents	4	2	4
Certification	Percentage of all sites with ethics certification (ISO 27001, ISO 370001)	8.3%	8.3%	8.3%
Audit	Percentage of all sites audited internally on the subject of corruption	27%	27%	21%
Audit	Percentage of all sites audited internally on the subject of information security	50%	67%	77%



As a committed player in the world of work, the Cegos Group has been supporting the major transformations in our society for nearly a century. Continuing its work of analysis and support, the company also offers a range of training programmes dedicated to CSR, based on the



CUSTOMER FOCUS

Supporting our clients on their CSR journey

Sharing our CSR values and communicating our actions in this area

Cegos shares and promotes, in particular, issues directly linked to CSR through partnerships as well as on its various platforms

Cegos shares and promotes, in particular, issues directly linked to CSR through partnerships as well as on its various platforms.

The **Cegos Group CSR Barometer 2023**: *Corporate Social Responsibility*



In 2023, the Cegos Group unveiled the results of its third survey dedicated to the topic of CSR, under the theme: 'Mobilising, engaging and training to foster greater commitment and action'. For this study, Cegos surveyed 3,802 employees and 556 CSR directors and managers worldwide (including 1,000 and 250 in France respectively). The study had three objectives:

- To understand how employees perceive the challenges associated with Corporate Social Responsibility (CSR),
- To identify which stakeholders are involved in their organisation's CSR approach,
- To survey CSR departments on their commitments and actions in this area.

The full results of this survey are available to download from our website, cegos.fr.

The Cegos Group's studies have been widely shared, both within the company and externally: press conferences, press releases, coverage on our websites cegos.fr and cegos.com, posts on our LinkedIn account, the production of dedicated brochures sent to our clients and a target audience of institutional decision-makers, an online marketing campaign, and an awareness-raising programme for employees...

In **October 2025**, Cegos Group will publish the results of its **international survey entitled 'Inclusion & Diversity within Organisations'**. For this study, Cegos is surveying employees and HR directors in 10 countries: Germany, Brazil, Chile, Spain, France, Italy, Mexico, Portugal, the United Kingdom and Singapore.

To support the dissemination of these results and raise awareness amongst its stakeholders, Cegos Group is also organising a series of free **CSR webinars** open to all throughout the year. These themed sessions, led by internal and external CSR experts, cover a variety of topics such as the green transition, diversity and inclusion, CSR in SMEs, and the implementation of the CSRD. These webinars aim to share best practice, explain regulations and inspire companies in their responsible transformation initiatives. The programme is available on our [CSR Webinars](https://cegos.fr) page – [Cegos.fr](https://cegos.fr), where you can also watch the recordings online.

IT Security and the GDPR

The Information System (IS) is a key asset to which the Cegos Group has always attached great importance. It enables us to deliver on our promises and meet our clients' requirements; it shapes our employees' working environment; and it underpins our network of collaboration with our suppliers and relevant authorities.

Our Cegos Spain entity is ISO 27001 certified. Within our other entities, we have an Information Security Management System (ISMS) based on the ISO 27001 standard. This framework is described in our Information Systems Security Policy (ISSP), which has been approved by the company's senior management. We have implemented various security policies which are regularly reviewed, in accordance with the principle of continuous improvement set out in ISO 27001.

IT security is therefore of paramount importance, and the Cegos Group is constantly strengthening its protective measures to continue offering all its stakeholders the very best technological advances in an increasingly open digital world.

In this context, the trust of our clients, employees and partners in the processes carried out by our information systems is paramount. A key element of this trust is the protection of personal data, in accordance with the European GDPR, which is a major priority and the subject of a rigorous policy.

The fight against corruption and influence peddling

Committed to operating in compliance with the laws and regulations applicable to its business, the Cegos Group is dedicated to combating corruption and influence peddling.

In line with the Sapin 2 Act, we have drawn up a code of conduct designed to clearly set out our expectations in this area and to affirm that the fight against corruption and influence peddling lies at the heart of our business relationships.

Compliance with the principles set out in our Code of Conduct is a key criterion in the selection of our partners (suppliers, subcontractors, service providers and clients). We expect everyone to understand these principles, adhere to them and put them into practice with the shared aim of achieving performance and shared value.

Our Code of Conduct applies to all legal entities within the group, including members of the Executive Board and members of the Board of Directors and Supervisory Board. This Code of Conduct is available on request at the following address: cegos-csr-rse@cegos.fr

Extract from the Cegos Code of Conduct:

"In the event of any doubt regarding the conduct of a third party or an employee that contravenes the provisions of this Code, and of which an employee has personal knowledge, it is essential that the employee, acting selflessly and in good faith, alerts their line manager or the Director of Human Resources. The report may be made by any means (post, email, telephone, in person) and will, where appropriate, be followed up in accordance with the whistleblowing procedure.

Cegos undertakes to handle reports in accordance with confidentiality requirements and the rules governing the processing of personal data."

Our monitoring indicators: Customer Focus

Type of indicator	Indicators	2023	2024	2025
Responsible customer relations	Net Promoter Score (NPS)	53	58	62
Responsible customer relations	Percentage of satisfaction	87%	87%	87%
Responsible customer relations	Ecovadis score	57 / 100	57 / 100	62 / 100
Responsible Customer Relations	Percentage of operational sites holding a quality management certification, such as ISO 9001 or Qualiopi	57 per cent	57%	57%
Meeting our clients' needs by offering CSR training programmes	Number of training programmes dedicated to the environment	28	63	56

Our 2025–2028 Roadmap

The 2025–2028 CSR roadmap reflects the Cegos Group's commitment to structuring and rolling out its sustainable development strategy in line with its four priority areas. Each objective is broken down into measurable targets and assigned to specific lead organisations to ensure its long-term monitoring.

CSR Focus Area	Sub-theme	Strategic objective	Target indicator	Deadline
Governance	Steering of CSR initiatives	Implement a structured Group CSR governance framework	4 Group CSR committees per year + 1 annual management review	Annual
Governance	ESG risk management	Structuring and managing ESG risks	ESG risk register shared with the Quality/CSR and Finance departments, updated annually	2026
Governance	CSR management system	Improving the Group's CSR performance	EcoVadis score $\geq$ 65/100	2026
Governance	Process Improvement	Integrating ESG considerations into strategic processes	100 per cent of critical processes incorporating an ESG analysis	End of 2026
Governance	Sustainability reporting	Develop a harmonised sustainability reporting framework	Annual publication of Group reporting aligned with the VSME framework	Annual
Environment / Internal	Climate	Reducing greenhouse gas emissions	-25% in GHG emissions (base year: 2023)	2030
Environment / Internal	Climate	Implement the climate action plan	100 per cent of the actions set out in the climate action plan implemented each year	Annual
Environment / Internal	Sustainable mobility	Reduce emissions from business travel	-20% in business travel-related emissions per FTE (compared with 2023)	2028

CSR Focus Area	Sub-theme	Strategic objective	Target indicator	Deadline
Environment / Internal	Responsible digitalisation	Develop eco-design and accessibility of teaching materials	20 per cent of priority materials revised in line with eco-design and accessibility criteria	End of 2026
Environment / Internal	Responsible procurement	Incorporate environmental criteria into recurring procurement	100 per cent of sensitive procurement categories analysed	End of 2026
Environment / Customers	Responsible offerings	Develop a training programme incorporating CSR issues	100 per cent of the Learning Collection catalogue incorporating CSR issues	End of 2026
Environment / Customers	Climate	Raise sponsors' awareness of the carbon footprint of training programmes	CO ₂ emissions calculations incorporated into 100 per cent of bespoke programmes	2025, then ongoing
Clients	Digital accessibility	Rolling out the digital accessibility roadmap	Gradual roll-out of the accessibility roadmap for new educational content	2026–2028
Social & HR	Health & Safety	Roll out the Psychosocial Risks programme across the Group	100 per cent of staff in the relevant entities trained	End of 2027
Social & HR	Working conditions	Repeat the QVCT survey	Participation rate ≥ 80 per cent	Annual
Social & HR	Working conditions	Strengthen the monitoring of QVCT survey results	100 per cent of activities analysed each year, with an associated action plan	Annual
Social & HR	Social dialogue	Map social dialogue within the Group	Mapping covering 100 per cent of the Group's entities	End of 2026
Social & HR	CSR Culture	Developing a shared CSR culture within the Group	100 per cent of Group employees to have access to the 'CSR, Cegos and Me' programme, in line with the roll-out plan	End of 2026
Social & HR	CSR Culture	Raise awareness of CSR issues amongst partner trainers	Annual increase in the number of partner trainers made aware of the 'CSR by Cegos' programme	Annual

CSR Focus Area	Sub-theme	Strategic objective	Target indicator	Deadline
Social & HR	Diversity & Inclusion	Roll out a Group Diversity, Equity and Inclusion policy	Group DEI policy approved and rolled out across all entities	End of 2026
Ethics	Anti-corruption	Raise staff awareness of the Group Code of Conduct (Sapin II)	100 per cent of Group employees having completed the dedicated awareness programme	End of 2026
Ethics	Data protection & cybersecurity	Raise staff awareness of cybersecurity and the GDPR	100 per cent of Group employees to have completed the dedicated awareness programmes	End of 2026
Responsible procurement	Supply chain	Roll out the Partner Code of Conduct	Annual increase in the number of partners signing the Partner Code of Conduct	Annual
Responsible procurement	Supplier assessment	Roll out the CSR assessment grid to new service providers	100% of new service providers assessed using the CSR assessment grid	End of 2025, then ongoing
Responsible procurement	Skills development	Train procurement teams in responsible procurement	100 per cent of procurement teams trained	End of 2025, then ongoing
Social Responsibility	Skills-based volunteering	Developing employees' commitment to social solidarity	≥ 20 employees involved in the Day One programme	2026
Social Responsibility	Corporate Philanthropy	Continue and expand our corporate philanthropy initiatives	≥ 5 community projects supported per year	Annual



Would you like to find out more?

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