

CSR REPORT 2025



OUR YEAR 2025

Our approach
Our actions
Our projects

RiSEUP
by Hardis
Group

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A word from the management

SINCE 2021, HARDIS GROUP HAS BEEN COMMITTED TO A SUSTAINABLE, AMBITIOUS, AND RESOLUTELY FORWARD-LOOKING APPROACH.

As a digital services company, we are fully aware of the role we play in transforming our customers' information systems and business practices. We carry this responsibility with conviction, based on our founding values: commitment, trust, openness and team spirit.

Our CSR approach is based on three essential pillars: reducing our environmental impact, promoting diversity and facilitating access to education for all. These commitments are at the heart of our strategy, our projects and our corporate culture. They reflect our desire to take concrete action for a more ethical, responsible and inclusive digital world.

Present locally, nationally and internationally, we promote the richness of the backgrounds and cultures of our employees. We place their development and fulfillment at the heart of our priorities, by adopting participatory and responsible management practices.

This 2025 CSR report testifies to our collective commitment, the concrete actions we have taken, and the prospects we are charting for the future. It reflects our ambition to contribute to a more sustainable, equitable and united society.

At Hardis Group, we believe that technology should be a driver of progress for everyone. That's why we're committed to:

- Investing in inclusive education and training for all,
- Welcoming diversity in our teams,
- Reducing our environmental impact.

As a socially responsible company, we will continue to mobilize our employees, customers and partners around these major issues.

Together, we are building a digital technology that serves people and the planet.

Nicolas ODET
President

Yvan COUTAZ
Managing Director



OUR CSR APPROACH THREE STRATEGIC PILLARS

As a committed company, we act together with our stakeholders – employees, customers, partners and investors – around three strategic axes.

Our first focus is to reduce our impact environmental themes, concrete and measurable.

The second axis aims to build a diverse team, by creating an inclusive environment that values all differences:

"Our company must to be the mirror of our society"* **NICOLAS ODET**

Finally, our third axis focuses on investing in education and training to develop digital skills for all and promote the employability of our employees.

These three pillars are reflected in environmental CSR concrete facts:

ENVIRONMENT

Carbon footprint reduction, responsible digital technology and responsible purchasing (service and subcontractors).

DIVERSITY

Inclusion and equal opportunities (partnership with Télémaque, Sport dans la ville), diversity and parity, disability and inclusion.

EDUCATION FOR ALL

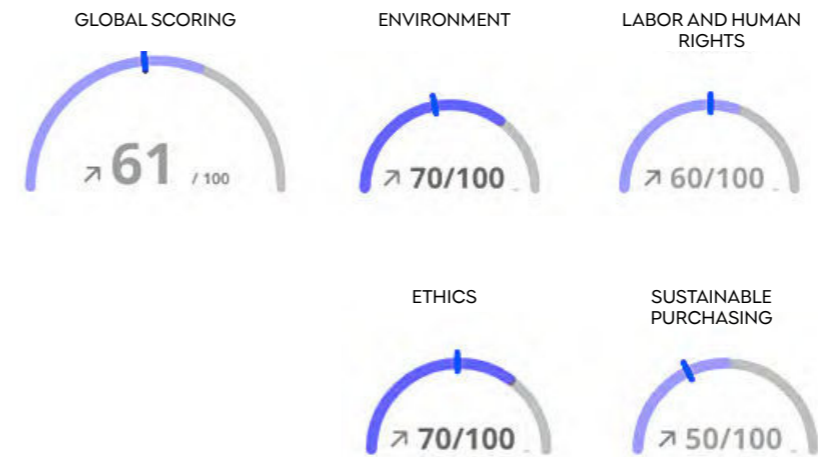
Empowerment and Employability Development of all our employees (personal development, CSR awareness, etc.), digital accessibility and educational partnerships (partner schools and Simplon).

**51.2% women, 7% people with disabilities on the job market in France...



ECOVDIS 2024 Assessment

In 2024, Hardis Group was ranked among the 23% of companies with the highest ratings worldwide by the CSR assessment platform EcoVadis. This distinction reflects the solidity of our approach to the environment, ethics, social issues and responsible purchasing. It encourages us to continue our efforts, in particular through the integration of our subsidiaries into the process and the obtaining of additional certifications and labels.



The Evolution of Our Commitment

Our CSR approach is part of a long-term, with clear goals and measurable results.

The year 2021 was dedicated to preparation and to the enhancement of our CSR approach, laying the foundations of our strategy.

In 2022, we launched the first concrete actions to bring our commitments to life.

The 2023-2024 period marks the launch of deliverables, the gradual adoption of new behaviors, the monitoring of KPIs, and the beginning of the internationalization of our approach.

In 2025, we have set up the management of CSRD indicators and the management of projects over the long term, in accordance with new regulatory requirements.

Our Future Goals

By 2026, our ambition is to integrate CSR into all our activities, with a continuous increase in performance indicators.



01 ENVIRONMENT

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OUR CLIMATE STRATEGY TOWARDS A LOW-CARBON TRAJECTORY WITH THE PARIS AGREEMENT AS ITS OBJECTIVE

We have carried out two Carbon Assessments: one in 2019 and the second in 2022. The next one is on the 2025 data and then we will set up an annual carbon footprint. Our climate strategy is aligned with the Paris Agreement and is based on four priority areas:

Carbon footprint: calculation and trajectory

Our goal is to reduce our emissions by 42% on scopes 1 and 2 and by 25% on scope 3 by 2030. To achieve this, we have set up an employee awareness program, in particular through the creation of climate teams and the integration of these issues from the onboarding stage. We have also strengthened our emission measurement and monitoring processes to ensure optimal transparency and traceability. Our action plan aims to reduce our carbon footprint by 7,600 tCO₂ in 2019 to 6,450 tCO₂ in 2025, despite the growth of our activities.



OBJECTIVE 2026

6,450 tCO₂



Our Sustainable Development Goals (SDGs) commitments

Our CSR approach is fully in line with the Sustainable Development Goals (SDGs) framework of the United Nations Global Compact. We have identified ten SDGs on which our company can have a significant impact and for which we have developed concrete actions.





3 GOOD HEALTH AND WELL-BEING

In terms of **good health and well-being**, we actively promote sports and ensure the quality of life at work of our employees. During the COVID crisis, we have set up specific initiatives to preserve the physical and mental health of our teams, such as the implementation of digital afterworks or sophrology courses.

4 QUALITY EDUCATION

Quality education is at the heart of our inclusive education program, with partnerships established with various associations that work for access to training.

5 GENDER EQUALITY

Our **Women in Tech** project contributes directly to gender equality by encouraging and supporting women in their journey in the digital professions.

8 DECENT WORK AND ECONOMIC GROWTH

Decent work and economic growth are reflected in our commitment to stable employment, the promotion of diversity and maintaining a high level of safety at work. Our initiatives in favour of the sobriety of buildings also contribute to this objective.

10 REDUCED INEQUALITIES

Reducing inequalities is a major focus of our action, with equal opportunities programmes and inclusion of people with disabilities.

11 SUSTAINABLE CITIES AND COMMUNITIES

Our **soft mobility** and **travel optimisation strategy** contributes to the objective of sustainable cities and communities.

13 CLIMATE ACTION

The fight against climate change is at the heart of our climate strategy, with ambitious targets to reduce the number of emissions. Our environmental initiatives, such as the Clean Walks, also help to preserve aquatic life.

14 LIFE BELOW WATER

16 PEACE, JUSTICE AND STRONG INSTITUTIONS

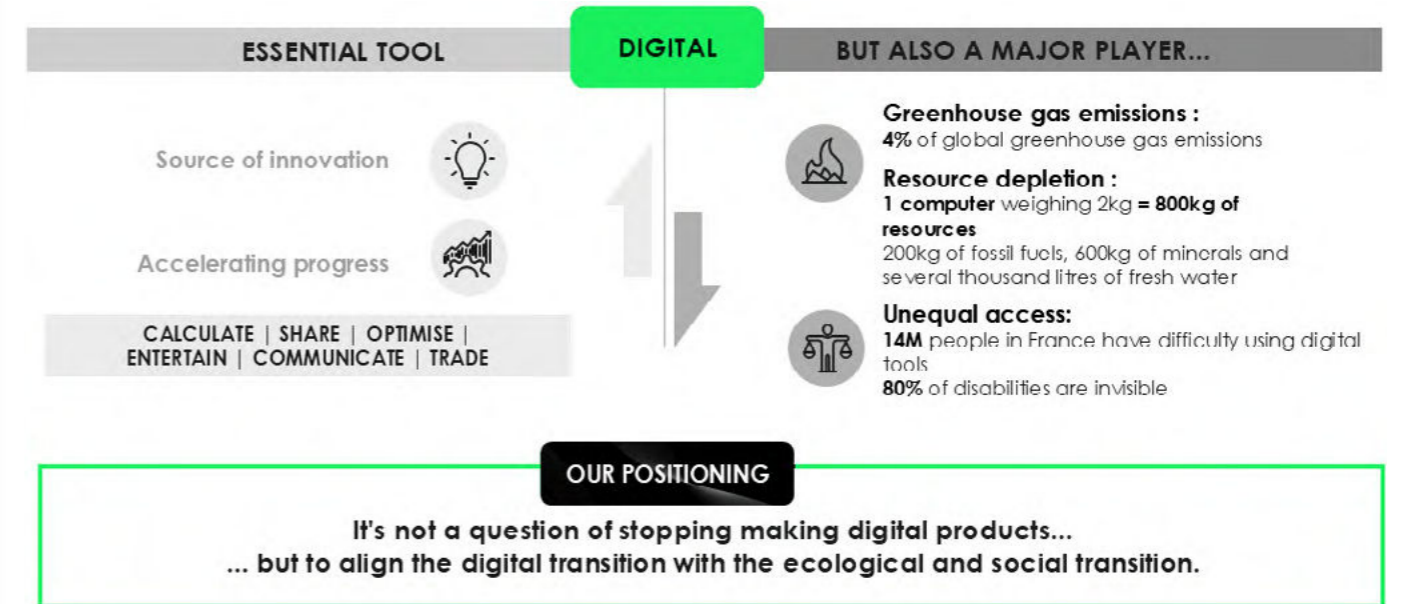
In terms of **peace, justice and effective institutions**, we have put in place an anti-corruption policy, responsible purchasing practices and an ethical charter that govern our activities.

17 PARTNERSHIPS FOR THE GOALS

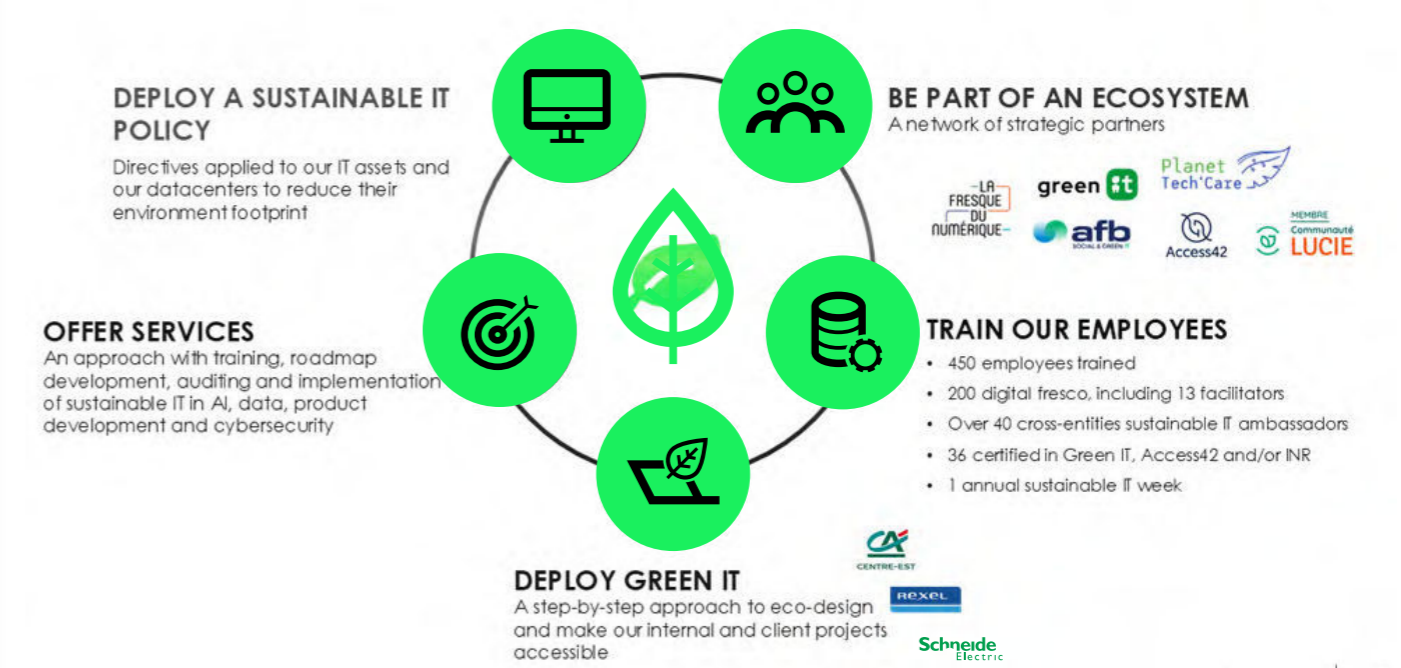
Finally, our commitment to **achieving the goals** is reflected in a constant awareness of CSR and fruitful partnerships with other companies, schools and associations.

Doing our part in the digital world

Aware of the environmental and social footprint of our sector, we have placed Responsible Digital Technology (NR) at the heart of our actions, both internally and with our customers.



This commitment is reflected in a continuous improvement approach to align our digital transition with the ecological and social transition, which we have translated into 5 main areas of transformation:



Responsible digital technology is promoted through an approach that involves the entire organization as well as a structured customer offer, a skills development course deployed, and a dedicated team of experts and NR ambassadors.

Responsible IT Policy

Our commitment to sustainable computing hardware starts with extending the life of our PCs to 5 years in 2025. To do this, we have set up the systematic refurbishing of our PCs and phones and their use by default. We also make sure to maintain a controlled display by optimizing the use of existing equipment rather than replacing it. We protect our mobile equipment and repair the screens and batteries of our smartphones.

The recycling of IT waste is another important part of our approach: 100% of our end-of-life equipment is reconditioned for individuals or recycled thanks to our partnership with AfB, an adapted company that promotes the employment of people with disabilities. The travel of our IT teams to the site for maintenance and repair is reasoned and controlled in order to reduce their carbon footprint.



Our Datacenters

The policies applied for several years for our datacenters:

- Keeping equipment in production for as long as possible if it can be maintained by the manufacturer and if it is relevant;
- Resale to brokers of our end-of-life equipment for the second-hand or spare parts market;
- Purchase of second-hand equipment if it can be maintained and if it is relevant;
- Reuse of de-provisioned cables;
- Replacement of consumer equipment with equipment with a better performance/energy ratio;
- Measuring and monitoring the energy consumption and CO₂ emissions of our DCs and inclusion in our Carbon Footprint;
- Limitation of travel on our DCs by using remotely controllable equipment and making backups on virtual and secure media;
- Search for a new, more efficient data center (lowest possible PUE, CUE and WUE ratings);
- Confining cold alleys.



Green IT

We are working on the transformation of our activities in order to integrate good eco-design and accessibility practices into our digital services to reduce the environmental impact of our solutions while making them accessible to as many people as possible.

Whether it's in our jobs as consultants, developers, product owners, UX/UI designers, marketing, etc., everyone has a role to play in making our practices responsible. More than 350 employees are aware of the challenges of Sustainable IT, including 35 certified by our partners (Green IT, Access42, Institute for Responsible Digital Technology, etc.).

We have created a «Sustainable IT Inside» methodology that we apply to our projects to do Sustainable Digital step by step with best practices and tools that fit naturally into the life of our projects.

To engage our employees, we hold Sustainable Digital weeks every year where we organise daily events to raise awareness and put our employees and customers into action (digital fresco in all our branches with our 15 facilitators, REX on our Sustainable Digital projects, participation in the Digital Cleanup Day, etc.).



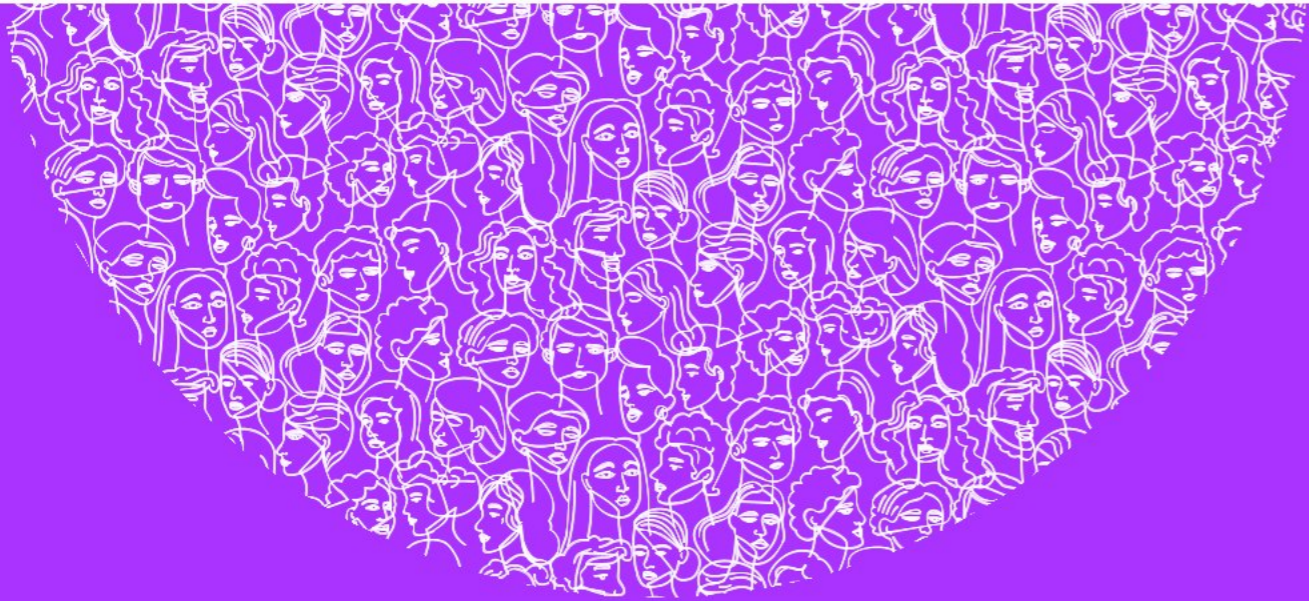
Responsible AI

A technological transformation framed by ethics and sustainability. Artificial intelligence (AI), and more particularly generative AI, is profoundly transforming our jobs, our uses and our daily lives. Aware of the opportunities but also in view of the risks associated with this revolution, our company is committed to a Responsible AI approach, aligned with its CSR values and regulatory requirements such as the European AI Act.

Our approach is based on the deployment of ethical, sober, secure artificial intelligence solutions that respect the principles of transparency and fairness. The objective is to maximize the value created while minimizing the environmental footprint, ensuring accessibility and data protection.

Hardis Group has set up an AI charter based on:

- **Reference documents:** charter of use, best practice guides, contractual documentation.
- **Management tools:** observability, feedback loops, «safeguards» to supervise uses.
- **Training and awareness-raising:** e-learning, workshops, digital and climate frescoes.



02 DIVERSITY

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DIVERSITY AND INCLUSION TRANSFORMING OUR VALUES INTO SUSTAINABLE ACTIONS

Because digital technology must be the reflection of society, Hardis Group places equity at the heart of its model. Through the Women In Tech program and our actions for integration, we cultivate a disability-friendly and inclusive company where only competence counts.

A disability-friendly company: a concrete and sustainable commitment

At Hardis Group, diversity is much more than a principle: it is a founding value of our corporate culture. We are committed to creating an inclusive, equitable and respectful work environment, where every employee can reach their full potential, regardless of their background, gender, age or disability.



Our disability policy is formalized, dynamic and widely disseminated, both internally and externally. We carry out concrete actions to promote the professional integration of people with disabilities (PWD): proactive recruitment, long-term partnerships with adapted companies, skills sponsorship, and support for initiatives such as guide dogs or disabled sport.

In 2024, 4.31% of our workforce is made up of employees with disabilities, and 100% of the accommodation requests validated by the occupational health department have been taken into account.

To anchor this dynamic locally, we have set up a network of disabled people. We have ambassadors on our sites: volunteer employees who relay actions, raise awareness among their colleagues and support the integration of PWDs on a daily basis.

Our commitment also extends to gender diversity in tech, with targeted actions to promote the place of women in the digital sector, in partnership with associations such as Descodeuses and Social Builder.

We also act for equal opportunities, by supporting young people from modest backgrounds through mentoring programs and educational partnerships.



4,31%

OF OUR WORKFORCE IS MADE UP OF EMPLOYEES WITH DISABILITIES

Women In Tech (WIT): promoting gender diversity in the digital professions

Hardis Group is resolutely committed to strengthening the role of women in the digital sector, who are largely underrepresented, through several structuring initiatives.

In 2024, Hardis Group achieved a gender equality score of 91 out of 100, with women making up 32% of the workforce and 27.5% of managers. Through its Women in Tech program, the company is implementing a four-step strategy: data collection, awareness-raising, concrete actions, and communication.

This approach aims to attract more female candidates, support their training and career transitions, advance their careers, and improve the work environment to make it more inclusive. Highlighting the career paths of female experts and managers within our company helps to create inspiring role models for young women interested in digital careers.

We have also formed partnerships with organizations such as Descodeuses and Social Builder, which work to provide training and facilitate the professional integration of women in the tech sector. Our commitment is reflected in the provision of 100 hours of pro bono expertise, allowing our employees to share their knowledge with these organizations.

We regularly organize outreach initiatives for female students to encourage them to pursue careers in the digital sector, by debunking stereotypes and highlighting the wide range of career paths available.

This program is part of a broader effort to reduce gender inequality, promote women's access to leadership roles, and build a tech industry that is more diverse, equitable, and successful.



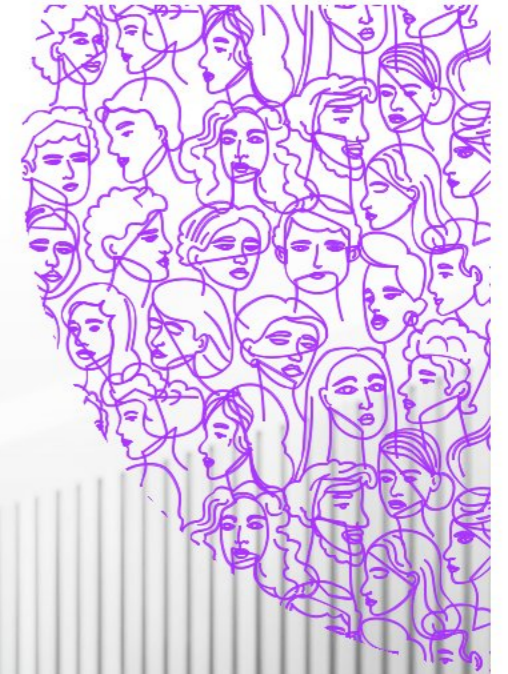
Social and professional integration: our commitment to equal opportunities

We are committed to opening the doors of digital technology to young people from modest backgrounds, convinced that the diversity of backgrounds enriches our company and our sector.

Our action is based on close collaboration with schools and associations that share this inclusive vision of access to digital professions.

Programmes such as *Télémaque* and *Sport dans la Ville* are privileged partners in this approach, allowing us to support young talents in the construction of their professional project.

Our employees are involved in mentoring and experience-sharing actions, thus creating bridges between the business world and these young people who constitute the diversity of tomorrow.



03 EDUCATION

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CULTIVATE TODAY'S TALENT FOR TOMORROW'S JOBS

More than a training platform, HG Academy embodies our desire to share digital knowledge. By opening our doors to young people and talents who are far from employment, we are taking action on the ground to make inclusive education a shared reality.

Accelerating skills for all



HG Academy embodies our commitment to empowerment and employability in the digital sector.

Our ambition is to offer everyone, regardless of their background and origin, the opportunity to develop the essential skills to integrate and evolve in the professional world of digital technology.

Launched as part of our commitment to inclusive education, HG Academy is Hardis Group's internal training platform, dedicated to accelerating skills development for all.

It aims to promote professional emancipation, Essential Skills Development and the sustainable employability of our employees.

Committing to inclusive and equitable education

Beyond HG Academy, Hardis Group is actively developing educational partnerships with strategic and local schools, based on a commitment to openness, inclusion, and knowledge sharing, as well as with organizations dedicated to inclusive digital training.

This initiative is a key driver of our CSR strategy, helping to make digital transformation accessible to everyone.

Our teams regularly visit schools to introduce students to careers in digital technology, lead resume-writing workshops, participate in job fairs, or share their best practices through immersive formats such as "Walk in My Shoes" sessions, labs, or meet-ups.

These initiatives aim to promote equal opportunity, inspire career interest, and support young people—particularly those from low-income backgrounds or those seeking career transitions—on their path to employment.

To bring this vision to life, we have established collaborations with organizations committed to the field of training, such as Simplon.

These partnerships enable us to offer accessible and inclusive training programs tailored to market needs and the aspirations of learners.

Our training programs are designed to accommodate different profiles and skill levels, with a particular focus on including individuals who are far from the job market or seeking a career change.

Personalized support for learners is a key element of our approach, featuring regular follow-ups and opportunities for workplace immersion that facilitate the transition to employment.





04

OUR ACTIONS ON THE GROUND

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TAKING ACTION ON THE GROUND VIA OUR CLIMATE TEAMS

Present at each site, our Climate Teams translate our global environmental strategy into concrete and local actions. They mobilize employees on a daily basis to build a sustainable future as close as possible to the field.

Climate teams serve as local champions for sustainable transition. Present at every Hardis Group location, Climate teams play a key role in rolling out the company's environmental strategy. Their mission is twofold: to lead the climate community by promoting local initiatives, and to support the implementation of environmental policies.

They organise many awareness-raising actions such as themed weeks around the various issues (sustainable mobility, sustainable digital technology, disability), clean walks, or workshops on responsible food, waste management and energy sobriety.

They also contribute to the Employer Pro Vélo label by promoting the use of bicycles for commuting.

As true ambassadors of the ecological transition, these teams foster employee engagement and ensure alignment between the group's global initiatives and local realities.



ENCOURAGING SUSTAINABLE MOBILITY TRANSFORMING THE WAY WE TRAVEL

We have set ourselves the goal of reducing our energy consumption related to travel by 40% by 2030.

To achieve this result, we encourage soft mobility with our employees and implement solutions to reduce daily travel. We have also initiated a transition to 100% electric vehicles by 2026, accompanied by the signing and deployment of a Sustainable Mobility Agreement that financially supports alternatives to the private car. Our analyses of mobility practices have revealed significant opportunities for improvement at our various sites.

For example, at our Presqu'île site (Grenoble), 32% of employees already use bicycles to their home-to-work journeys (compared to 15% in the agglomeration), and we identified a potential transition for 7 motorists to more sustainable modes of transport.

OUR 2025 MOBILITY ACTION PLAN INCLUDES:

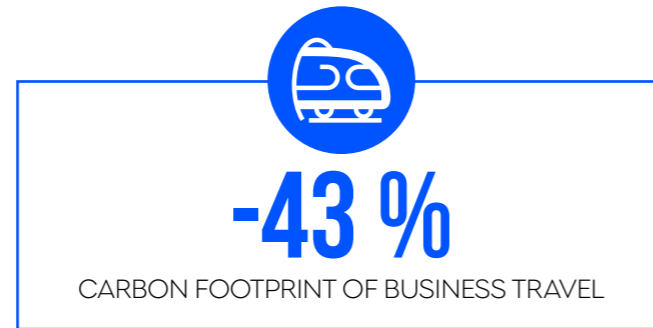
- Reinforced communication on the Sustainable Mobility Package
- The organisation of a Mobility Week and an international day
- The implementation of the ProVélo Employer program with maintenance and awareness workshops with a view to certification
- The promotion of shared mobility services such as Citiz, regional carpooling, etc.
- Sustainable business and leisure travel

TRAVEL YES, BUT MORE RESPONSIBLY

Our company is committed to reducing the carbon footprint of business travel by 43%.

This ambition is reflected in a rationalisation of travel and an increased use of alternative solutions such as videoconferencing and low-carbon transport.

We have developed a responsible travel policy that sets clear criteria for determining the need for physical travel and favours modes of transport that emit less CO₂ when travel is unavoidable.



ENCOURAGE THE « VÉLOTAF » !

As part of our climate strategy, we place soft mobility, in particular cycling, at the heart of its actions.

We are deploying a set of incentives to encourage our employees to adopt this sustainable mode of transport:

- Distribution of bicycle safety kits,
- Organization of repair and saddle workshops,
- Inter-site challenge, and annual mobility week.

These actions are part of a broader drive to reduce the carbon footprint of commuting, which accounted for 20% of the carbon footprint in 2022.

To structure and promote this approach, Hardis Group has committed to obtaining the Pro-Bike Employer (OEPV) label, a national certification that recognizes companies that facilitate the use of bicycles for their employees.

In 2025, 5 out of 8 sites in France are committed to this label, demonstrating a strong desire to make cycling a pillar of our sustainable mobility within the company.



AURA MOBILITY CHALLENGE A COLLECTIVE VICTORY FOR SOFT MOBILITY

Every year, Hardis Group enthusiastically participates in the Auvergne-Rhône-Alpes Mobility Challenge, a regional event that encourages employees to go to work other than by private car.

In 2025, our employees have risen to the challenge by coming by bike, scooter, train, tram, bus, carpooling or even on foot.

Thanks to this exemplary mobilization, Hardis Group has won 1st place in the Lyon Metropolis in its category.

This performance testifies to the commitment of our mobility teams, who have been able to motivate, support and test new routes for their colleagues.

In addition to reducing emissions, this initiative has also strengthened team cohesion, improved the health of participants and made sustainable mobility a driver of workplace well-being.



RESPONSIBLE PURCHASING A CONTROLLED IMPACT

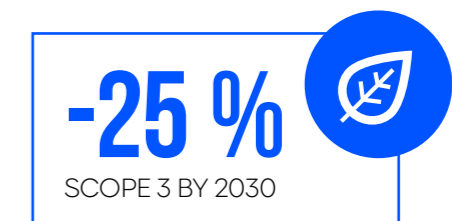
We are aiming for a reduction of 800 tCO₂ on the 2025 data on our chain of supply, with an overall reduction of 25% in scope 3 by 2030.

To achieve this objective, we are working to calculate the carbon footprint of our main suppliers for the service they provide us and are gradually integrating environmental criteria into our purchasing choices. The deployment of a responsible purchasing charter allows us to engage our partners in this process and to structure our approach.

Our efforts have already borne fruit with a 10% reduction in our carbon footprint between 2019 and 2022, and this despite a 19% growth in our turnover and a 10% increase in our workforce in France.

We have also implemented nine environmental action policies covering different aspects of our business.

At the end of 2024, we raised awareness of environmental issues among 800 employees in France and Europe via internal climate frescoes, and we created regular and functional environmental governance to ensure the monitoring and continuous improvement of our performance.



THE MANAGEMENT OF OUR BUILDINGS

MONITORING OUR ENERGY CONSUMPTION AND WASTE GENERATION

Energy Efficiency

We have already achieved a 23% reduction in energy consumption between 2019 and 2023. Our goal is to achieve a 40% reduction by 2030, in accordance with the tertiary decree, and a 42% reduction in our carbon footprint. Our actions include the implementation of recommendations from the energy audits, surface optimization and responsible purchasing, and working with building owners to improve their energy efficiency.

100 % OF OUR ELECTRICITY IS PRODUCED THROUGH RENEWABLE ENERGIES

Waste management

In order to reduce our waste, we have implemented a policy on our waste generation. It is based on four fundamental principles:

- Reduction at source through dematerialization and responsible purchasing;
- Sorting and recycling with adapted devices in all our premises
- Reuse through equipment reuse programs,
- Waste recovery, particularly food waste.

This policy is accompanied by an employee awareness and training program, as well as rigorous performance monitoring through quarterly reports and an annual audit.

Clean walks have been organized every year for the past 5 years to raise awareness on the subject of waste and to spend a pleasant moment outdoors with colleagues.

A conference on the impact of plastic pollution was organized in 2024 in partnership with the Wings of the Ocean association. We are increasingly involving other companies around our sites to act together locally.

FOCUS ON « FOOD »

IMPROVING THE CARBON FOOTPRINT OF OUR PLATE

In our scope of actions, food is a key lever we can leverage to reduce our environmental impact.

We have identified the need to raise awareness among employees of the challenges of a more sustainable diet and to support them in making responsible choices.

To do this, we contribute to the definition of a responsible and local catering offer, by enhancing the existing initiatives around our sites.

By improving access to sustainable food options and encouraging sustainable food practices more respectful of the environment, we actively participate in the transition to a more virtuous diet.



INTERNATIONAL DEPLOYMENT

Our strategy for 2024-2025 called for the implementation of carbon footprint calculations and monitoring across all our international subsidiaries, starting with 2025 data. We have been supporting them in developing these capabilities since 2024 and throughout 2025 to ensure that our governance and key personnel are ready by 2026.

Our country teams: Hardis Supply Chain in Spain, Poland, Benelux, Italy, the U.S.A., and Cloudity Poland.

This deployment is accompanied by the establishment of a three-level CSR governance structure:

- A **CSR Strategy Committee at the Executive Committee level**
- A **CSR Operations Committee to coordinate initiatives**
- A **network of CSR liaisons in each country to ensure local adaptation.**





4 STRATEGIC AXES

Our main challenges for 2026 revolve around four strategic axes that will structure our action in the years to come.

The internationalisation of CSR actions is our first major challenge

We plan to deploy our CSR strategy in all our subsidiaries, taking into account the specificities of each activity, each site and adapting our approaches to different national contexts. The creation of climate teams in our international subsidiaries will make it possible to anchor this approach in all the territories where we are present.

The promotion of Sustainable Digital Technology and Responsible AI is our second priority area.

We are committed to systematically integrating eco-design standards into our developments and to training and certifying our teams in good practices in sustainable digital technology.

Supporting our customers in their transition to a more sustainable digital environment is essential to our mission.

The development of a carbon trajectory shared with our customers and suppliers corresponds to our third strategic objective.

We want to co-build low-carbon solutions with our partners, share identified good practices and set up common impact measurement methods that will make it possible to accurately assess progress made.

The development of our «working well together» by including our differences concludes our objectives.

Improving gender diversity, particularly in our technical professions, the recognition and integration of different disabilities into our processes and accelerating equal opportunities for all people in the digital world.

Adapting our employees' skill development to prepare for the challenges we face, both as a society and in terms of our company's strategy.



TOGETHER IS BETTER!

Commitment to Hardis Group is a collective adventure where employees and customers join forces. Together, we transform each grassroots initiative into a lever for sustainable impact for our ecosystem.



Acting with our employees

- Contribute to a CSR project
- Participate in the Climate team on their premice
- Participate in a Climate Fresco / The Big Conf
- Be a Sustainable Digital Ambassador
- Training in Sustainable Digital
- Be a disabled ambassador
- Share a CSR Initiative
- Carrying a partnership that touches him
- Sponsoring skills...



Acting with our customers and our ecosystem

Let's take action together!

- Cleanwalks
- Joint partnerships
- Events with employees
- Charity Runs
- Conferences

We are committed to long-term partnerships with various organizations and associations in order to continue to promote our commitments, build new projects and have a positive impact on our ecosystem.

Finally, compliance with the CSRD (Corporate Sustainability Reporting Directive) represents a major regulatory challenge for which we are actively preparing.

We are working to establish the necessary reporting processes, train our teams on the new requirements, and anticipate regulatory changes so that we can fully meet these obligations in a thoughtful and responsible manner, thereby giving us the means to take action at the appropriate level.



A STRATEGY FOR TODAY AND TOMORROW

Hardis Group is continuing and strengthening its CSR commitment, which is at the heart of its corporate and funding strategy for the years to come. Through measurable actions, we aim to reduce its environmental impact, promote responsible digital technology and actively participate in the ethical and sustainable transformation of the company.

Our CSR strategy is based on a cross-functional approach at all levels: from the Executive Committee to our teams working with clients and our business partners—it involves all stakeholders in our value chain. We prioritize concrete, incremental, and measurable actions to achieve our ambitious goals while ensuring the continuity and growth of our business.

Starting in 2024, our initiatives will be strengthened and expanded internationally, with rigorous monitoring of our performance indicators and shared governance that will ensure the consistency and effectiveness of our approach.

Positively impacting "more and better" and on a "wider" perimeter.

Our commitment to a more sustainable future is not just a responsibility—it is also an opportunity for positive change.

We firmly believe that every action counts and that the sum of these initiatives will help build a more responsible, inclusive, and environmentally friendly world.





See all of our initiatives on our website

www.hardis_group.com

>> we-are-hardis_group/tech_for_good <<

For any questions or comments, please contact
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