

intelcia

**OUR ECO-RESPONSIBILITY
CHARTER**

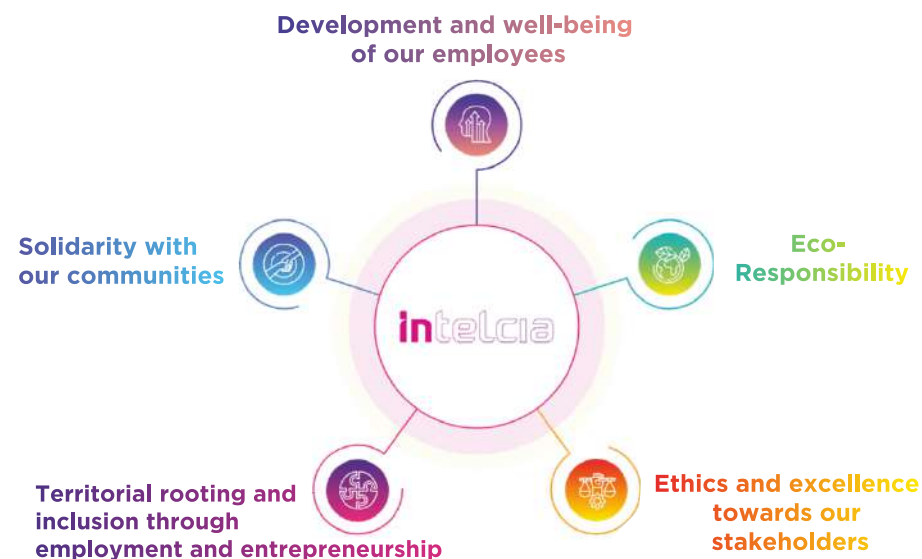
EXEMPLIFYING OUR VALUES

October 2021

OUR ECO-RESPONSIBILITY CHARTER

As a global company, Intelcia has been growing for the past two decades across different cultures and continents. Aware that our responsibility is commensurate with our size, and that this is also a source of opportunity, we have committed to considering all the direct and indirect dimensions of our externalities, without overlooking the environment, a major challenge of our time.

This is why we have dedicated one of the five pillars of our Corporate Social Responsibility (CSR) commitments to it.



This Charter describes Intelcia's commitments to fully take on its eco-responsibility, which we intend to do at our scale: worldwide through all our countries of establishment, and at a standard that progressively aims at excellence.

We have therefore embarked on a process of identifying and prioritizing our direct and indirect impacts and externalities, in order to monitor them more widely and hence curb them.

In addition to this effort to reduce and rationalize, our objective is to shift as much as possible to cleaner solutions, particularly in terms of energy, IT equipment and digital solutions.

We also aim to create virtuous circles such as those for recycling and recycled products, and to launch more positive and proactive actions.

- ▶ **Reduce as much as possible all our direct and indirect greenhouse gas emissions**
- ▶ **Integrate environmental responsibility into our purchasing and consumption, and factor in the duration as much as in the end-of-life cycle of products in accordance with the principles of circularity**
- ▶ **Educate and raise awareness, particularly among our employees, as well as all our stakeholders, and adopt a proactive attitude through specific initiatives or sustained actions.**

Thus, six major guidelines define our eco-responsible commitment. These are comprehensive guidelines, with ambitious objectives, which we aim to gradually roll out to all our sites.

WE MUST REMEMBER THAT WATER IS PRECIOUS !

Although it is not our most significant impact, its importance for the planet demands that we mention it first.

In this regard, we intend to strive to:

- Avoid all types of waste
- Avoid all types of pollution

WHILE WE ARE ENERGY-DEPENDENT, WE SHALL NOT MISUSE IT

Energy is our main externality. This concerns our buildings, our mobility, in addition to our infrastructure and IT equipment.

We will therefore take the following measures:

- Optimize the various electrical consumptions of our premises.
- Identify initiatives to reduce our consumption of fossil fuels, mainly by changing our approach to business travel
- Tend to increase the share of renewable or clean energy sources for electricity and mobility whenever possible
- Reduce the environmental footprint of our IT infrastructure and operations, including data centers, servers and processors
- Consider purchasing products with a longer lifespan, particularly servers and other IT equipment whose production processes are energy-intensive and polluting, in order to reduce our indirect impacts.

PRODUCE LESS WASTE AND BE PART OF A CIRCULARITY DYNAMIC

Aware that it is no longer just a matter of consuming less to produce less waste, our responsibility also consists of managing the most critical waste and anticipating end-of-life cycles. For that, we will :

- Have a rigorous policy of reducing the consumption of so-called hazardous products, in particular batteries and accumulators, as well as electrical and electronic equipment
- Reduce our various current consumption and consumables, and use recycled materials whenever possible
- Purchase electrical, electronic and IT equipment that meets energy performance and sustainability criteria
- Implement solutions to avoid all single-use items
- Dematerialize all possible documents and limit printing to the essentials
- Implement a comprehensive waste management system based on internal sorting, for all types of waste, and ensure the management of the end of their life cycle or their recovery once they leave our premises, in accordance with regulatory requirements and best practices in the sector.

ECO-RESPONSIBLE PURCHASING IS AT THE HEART OF OUR APPROACH

We believe that our responsibility also extends to our supply chain, and in this regard our procurement function must transform to play its part, particularly through the following :

- Adopting a full cost approach to purchasing (TCO)
- Incorporating sustainable purchasing criteria into our product selection criteria by including criteria for longevity and efficiency, circularity and even eco-design in the selection matrix whenever possible
- In the same vein, giving preference to eco-labeled products.
- Similarly, incorporating sustainable purchasing criteria into our selection criteria for suppliers and service providers, through a selection matrix that includes CSR criteria, whose weighting will prompt our partners to commit to them as well
- Supporting local businesses through our purchases by giving priority, whenever possible, to local suppliers or service providers.

WE STRIVE TO PROMOTE VIRTUOUS PRACTICES

Changing behaviors is a major and lasting victory. This is why we also focus on this area through various initiatives :

- Raising awareness on environmental protection and eco-actions in the workplace through various engagement programs, training and awareness campaigns
- Encouraging best practices to curb the impact of digital technology

- Engaging our suppliers on environmental sustainability through awareness campaigns or experience-sharing
- Sponsoring or taking part in initiatives and projects related to environmental issues, with specialized partners from the private sector or associations, while strongly encouraging the involvement of our employees.

GOVERNANCE IS OUR KEY TO SUSTAINABILITY

To ensure that our efforts are sustainable, we are committed to making sure that our eco-responsibility is an integral part of our day-to-day management through the following actions :

- Informing all our stakeholders, mainly our employees, our customers and our various business partners, of our eco-responsibility policy
- Incorporating the subject into our reporting and governance committees in the countries where we operate, and at headquarters, in order to ensure full commitment from everyone everywhere
- Conducting annual assessments of our environmental performance to ensure continuous improvement
- Monitoring regulations and trends, as much as innovative solutions and the players behind them
- Performing third-party assessments, including audits leading to solid certifications and labels that attest to our efforts.



Karim Bernoussi
Chief Executive Officer

A handwritten signature in blue ink, appearing to read 'Bernoussi', with a horizontal line underneath.



Youssef El Aoufir
Chief Operating Officer

A handwritten signature in black ink, appearing to read 'El Aoufir', enclosed within a hand-drawn rectangular box.

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Better together.