



Bizzdesign

Sustainability Report

30 April 2026



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1. Bizzdesign's Corporate Social Responsibility (CSR) commitment

1.1. About Bizzdesign

Bizzdesign is a global SaaS company headquartered in the Netherlands, with offices worldwide and hundreds of employees across different countries, cultures and backgrounds. Founded in 2000, the company supports organizations navigating complex business and technology change.

Through its software solutions and services, Bizzdesign helps organizations plan, design and govern enterprise transformation. Its capabilities bring together enterprise architecture, portfolio management, governance, risk and compliance, and transformation collaboration, enabling organizations align business and IT priorities and make better-informed transformation decisions.

Bizzdesign supports thousands of customers globally across sectors including financial services, the public sector, insurance, energy, and more.

1.2. Our Corporate Social Responsibility (CSR) Commitment

As a global software company, Bizzdesign recognizes that its responsibility extends beyond the technology it provides. Our Corporate Social Responsibility (CSR) commitment reflects our dedication to growing as a sustainable and inclusive business that creates long-term value for our people, customers, partners, and the communities in which we operate.

Our commitment to CSR is rooted in an ambition to increase the positive impact of Bizzdesign's products and expertise, while reducing negative social, societal, and environmental impacts across our operations and supply chain. In addition to setting expectations on our supply chain - notably via Bizzdesign's Supplier and Partner Ethics, Sustainability, and Compliance Policy - we seek to encourage responsible practices across our wider ecosystem, including customers, prospects and other stakeholders.

To guide this approach, we have adopted the United Nations' Sustainable Development Goals (SDGs) Compass as a framework. This helps shape our CSR strategy, engage stakeholders, and map out a progressive path for action as our initiatives continue to develop.

For Bizzdesign, sustainability is not separate from how we operate. Our work with customers is based on connected and integrated thinking, helping organizations bring together strategy, business, technology, data, risk, and compliance perspectives so they can make more informed decisions. We apply the same approach to our own CSR journey by considering how our decisions affect people, the planet, and the long-term resilience of our business.

Following our double materiality assessment, we focus on seven priority material SDGs: Quality education (4), Gender equality (5), Decent work and economic growth (8), Industry, innovation and infrastructure (9), Responsible consumption and production (12), Climate action (13), and Peace, Justice and Strong Institutions (16). This reflects our dedication to addressing critical global challenges through targeted initiatives, and performance indicators. We commit to regular publicly available reporting on progress. Please refer to the annexes for our most recent extra-financial reporting.

2. Environmental Responsibility

Environmental impact is factored into Bizzdesign's decision-making, guided by the following values and long-term goals:

- Demonstrate Lean philosophy fundamentals through Bizzdesign's activities: identify and address needs and focus on what adds **value**. This also means identifying and addressing waste and inefficiency in a continuous, Plan-Do-Check-Act improvement cycle, to improve processes in Bizzdesign's value streams,
- Foster ecological **awareness** and behaviors as part of the company culture, identity, and purpose,
- Reduce negative **impact** of the employee work environment, information system, products, and services, throughout their **lifecycle**,
- Apply a zero-**waste** approach to consumption (5Rs): Refuse, Reduce, Reuse, Recycle, and Rot.

2.1. Carbon footprint and GHG emissions

Bizzdesign conducts an annual assessment of its 3-scope carbon footprint to measure and monitor its impact across all activities and entities worldwide. This process involves identifying improvement opportunities and developing action plans to support emissions reduction and more sustainable operations. It requires the organization to regularly reassess habits, methods, and tools, addressing visible aspects such as facilities, logistics, physical waste, water, travel, and commutes, as well as less-visible aspects like digital impacts.

The 3-scope assessment applies methodology in line with the international Greenhouse Gas (GHG) Corporate Accounting and Reporting Standard. It follows carbon accounting rules, converting activity data (energy consumption in kWh, distance traveled in kilometers with a given means of transport, expenses, etc.) into equivalent tons of CO₂. A specialized application facilitates measurement, though the process goes beyond the tool, with data collection and tracking throughout the year, to ensure consistent inputs into assessments. Driven by the Sustainability Committee, and coordinated by the Sustainability Director, all departments contribute to the operational data collection. With each annual assessment, Bizzdesign gains experience and improves the precision and quality of the analysis.

Transition plan

Based on the 2025 exercise, Bizzdesign already identified the following reduction actions to continue minimizing its carbon footprint:

- for Scopes 1 and 2, optimizing occupied office space, and implementing a new company travel policy,
- for Scope 3, streamlining purchased goods and services, and rationalizing the IT portfolio.

As expected for its sector, the largest portion of Bizzdesign's impact is in upstream Scope 3 emissions, particularly purchased goods and services. These measures have been a driver for Bizzdesign's pursuit of corporate digital responsibility, and improved supply chain management.

Bizzdesign does not currently invest in carbon offsetting, because our focus remains on understanding our emissions and prioritizing actions that reduce our emissions over time.

2.2. Sustainable IT and responsible digital practices

As a player in the digital ecosystem, a significant part of Bizzdesign's carbon footprint comes from digital activities. This is one of the reasons behind our Sustainable IT approach, which focuses on two areas: reducing the environmental impact of our own digital operations through Green IT, and reducing the impact of our software and services through eco-design. In a wider sense, digital responsibility also includes important security and compliance considerations, such as data privacy and control systems.

Examples of initiatives in place:

- Configuration of energy-saving modes for equipment and VMs
- Eco-gestures and good digital practices (employee awareness)
- Upkeep, maintenance, and repair policy for IT equipment
- Sustainable criteria for suppliers and providers
 - Equipment: label, reparability index, reconditioned, channels, lifespan, etc.
 - Cloud: energy efficiency and sources, water footprint, carbon footprint, and cooling methods.
- Data and Privacy Management
- Backing up, storing, and deleting data with regular security audits
- Training and support on the best use of Bizzdesign products
- Inventorying software solutions and applications, including volume of users, scope, purposes, licenses, open source, eco-design, internal/external development, hosting, criticality of personal data, updates, etc.
- AI Policy and guidelines for the responsible development, procurement, deployment, and use of Artificial Intelligence (AI) systems within Bizzdesign.

Sustainable IT is therefore not limited to the IT team and product research and development but also includes marketing and services, and all employees and partners. This ongoing program involves Bizzdesign's integration, formalization, and deployment of digital responsibility as part of policies, embedded in strategy. Actions underway include further developing responsible digital skills, tools and knowledge internally, and applying this expertise in our work with customers and partners. This includes providing, where relevant, estimated GHG impact information for Bizzdesign products and professional services, helping customers better understand the environmental dimension of their choices.

2.3. Eco-design in products and services

Regarding Bizzdesign's products, eco-design concerns not only agile DevOps operations and practices, but also the final product and the impact of its use. From the design phase, Bizzdesign seeks to ensure that the Bizzdesign Suite is focused on core needs, with features prioritized based on customer value, efficiency and responsible resource use. Bizzdesign aims to minimize disk space usage, CPU usage, power requirements, data processing, and screen rendering. Project review processes consider security and eco-responsible aspects, as we build and evolve our software. The product Software Development, Life Cycle (SDLC) Release Management and Change Management policies and approaches are value-driven and support responsible prioritization.

Over the last few years, the company has been overhauling the software architecture (multi-session & multi-instance, optimization of resources and performance, refresh-on-demand, serialization), applying green code practices such as lean "customer value orientation", virtualizing machines, and using cloud infrastructure where it supports efficient and scalable resource use. Bizzdesign has also begun analyzing technical customer usage through SaaS supervision logs. That information will help Bizzdesign better understand customer practices and improve performance, memory, and data management.

Bizzdesign follows the EcoIndex and Kastor green sustainable performance scores of the company website. The results influence website evolution and improvement.

2.4. Green IT and energy efficiency

Bizzdesign adopts responsible life cycle management, extending lifespan as much as possible, for equipment such as workstations, printing, telephony, consumables; software, applications, and remote services; infrastructures such as networks, servers, data centers; and data. After repair and reuse based on defined profiles with requirements, Bizzdesign donates equipment to associations for repurposing, or to organizations for appropriate recycling.

Superfluous IT usage is reduced with virtual machines' automatic shutdown, data (and machine) backup and destruction policies, as well as project offboarding processes. Screens and machines time out for automatic sleep at programmed times and when unused and are only turned back on manually by users.

Bizzdesign works with Microsoft and AWS, allowing the company access to steering information and capacities for improved efficiency and optimization of cloud usage. Microsoft does not publish the Power Usage Effectiveness (PUE) of each data center, but Bizzdesign follows the average PUE per geographical location of servers, which are principally in Europe. We select more ecological equipment based on energy performance and durability, using recognized labels such as EnergyStar, TCO, and EPEAT Gold.

Digital environmental impact is reduced by correctly using Microsoft 365 tools and collaborative features, avoiding unnecessary emails and attachments, while each department has reviewed and reduced regular unnecessary email alerts.

2.5. Sustainable offices, mobility, and travel

2.5.1. Energy consumption

Bizzdesign has been able to reduce this consumption with moderate thermostat settings during work hours compared with nights and weekends, associated with communication to employees for their understanding. Bizzdesign tracks energy indicators regarding consumption for each of its offices worldwide.

Bizzdesign has replaced incandescent light bulbs with LEDs to reduce the amount of energy wasted as heat. In pass-through areas, lighting is controlled by motion sensors or timed automatic switch-off.

Reminders for best eco-friendly practices (heating, lights, and electronics switch-off when unneeded, taking the stairs instead of the elevator...), are posted in the shared working areas and instructed in the teleworking guide.

2.5.2. Water consumption

Water-saving aerators are installed in all sink faucets, though Bizzdesign's water consumption is already naturally low, as it is only for use in restrooms, and for washing dishes in the employee break rooms.

2.5.3. Waste and the circular economy

As the best waste is the one that isn't created, Bizzdesign provides plastic-free reusable cutlery, dishware, cups, and mugs to avoid single-use, disposable items, or the need thereof by employees. Water dispensers help avoid purchases of plastic water bottles.

In each office space, generated waste is separated into paper, other recyclable packaging (aluminum, plastics), and non-recyclables. Waste bin signage guides correct usage.

The IT team, with Facilities Management, ensures end-of-life disposal or destruction of electronic waste and IT hardware, as well as specific items like ink cartridges, toners, batteries, and lightbulbs. We use green, eco-friendly cleaning products to avoid harmful chemicals. Bizzdesign's Paris office works with a specialized cleaning and waste company, and a recycling company supporting integration of people with disabilities.

2.5.4. Paperless office approach

Bizzdesign has reduced the number of printers by over half in the last three years. Quantities are monitored and capped using recycled paper to reduce superfluous printing and printer paper consumption. Bizzdesign digitalizes contractual paperwork. The “envelopes”, notably contracts, processed through the electronic signature tool Docusign, avoid the environmental impact of paper production and distribution (water, wood, carbon emissions, transport, and waste).

2.5.5. Mobility, commute, and travel

Bizzdesign's travel policy encourages the use of public transport as opposed to cars or taxis, and trains over planes wherever possible. Bizzdesign promotes remote work with prospects and clients where possible. When travel is necessary for Sales or events, Bizzdesign limits the number of team members attending. Some engagements may require on-site work due to location, security or operational requirements. In these cases, the focus is on limiting travel to what is necessary and choosing lower-impact options wherever practical.

Working from home and co-working, in a hybrid working culture, reduces the impact of office commutes.

In the Paris and Enschede offices, charging stations are available for eBikes and eCars, and Bizzdesign subsidizes employee public transport.

3. Social Responsibility and Employee Well-being

From a social and societal perspective, Bizzdesign is committed to a sustainable HR strategy grounded in human rights and people empowerment principles. This commitment is reflected in the creation of a responsible employee experience, spanning from hiring and onboarding through to offboarding, encompassing career development, well-being at work, and equity.

Bizzdesign recognizes its obligations to all its stakeholders, especially its employees, and conducts its operations lawfully, honorably, and ethically, in line with international human rights and labor law standards. The company upholds and applies high ethical standards, guided by a human resources strategy rooted in the principle of mutual benefit:

- Nurturing a healthy, positive working environment
- Promoting cohesion by combating all forms of discrimination
- Facilitating work-life balance
- Paying attention to working conditions
- Investing in training
- Considering the individual needs of employees
- Introducing innovative working models
- Organizing moments of exchange and feedback
- Conducting employee surveys (incl. satisfaction questionnaire) and implementing employee suggestions where feasible

This focus on employees enables Bizzdesign to enhance its attractiveness as an employer, retain talent, cultivate better social cohesion, anticipate market developments, and strengthen a high capacity for adaptation.

One of Bizzdesign's main priorities is to support its employees throughout their careers with the company by creating career paths.

3.1. Our “FLOW” values

FLOW is our cultural rhythm: a shared mindset shaping how we think, work, and grow together. It's how we show up for each other, our customers, and the future.

- **Future Thinking:** focusing on growth and improvement
- **Leadership:** stepping up, acting with honesty
- **Ownership:** taking responsibility

- **Win Together:** helping each other, improving together

3.2. Supporting an open and inclusive employee journey

3.2.1. Onboarding and career growth

Upon the arrival of new recruits, Bizzdesign ensures a personalized onboarding journey.

Throughout the entire spectrum from onboarding to offboarding, Bizzdesign places strong emphasis on the well-being and professional development of its employees. The Bizzdesign HR team is dedicated to supporting employees throughout their experience at Bizzdesign, collaboratively shaping their career paths.

The Bizzdesign experience is characterized by regular milestones, enriching collaborations, and constructive exchanges that contribute to a fulfilling professional journey.

Bizzdesign's comprehensive onboarding program includes an eco-friendly company welcome pack, with reusable items and products with recyclable materials, and access to Bizzdesign University, offering an extensive training catalog on Bizzdesign solutions.

Bizzdesign actively encourages and values employee feedback, particularly initial impressions related to the onboarding process, integration, and roles. This commitment allows the company to enhance the employee experience and retain talent. Furthermore, Bizzdesign conducts an annual talent review to identify growth opportunities.

3.2.2. Skills development and mobility

Bizzdesign is dedicated to fostering its employees' professional growth and career advancement by providing a structured pathway to identify opportunities within the organization. The commitment extends to ensuring that all job openings in France and subsidiaries are available internally, emphasizing both professional and geographical mobility.

Bizzdesign's international footprint gives employees the opportunity to imagine and pursue career paths beyond their local market. The company has formalized its mobility guidelines to support and streamline this process. The key focus is on empowering the workforce to explore diverse career paths and embrace new personal and professional development challenges.

3.2.3. Training and skill Building

Innovation forms the core of Bizzdesign's business. In an ever-evolving landscape of technologies and methodologies, training is a crucial element in ensuring that employees' skills remain current and relevant. The company is implementing internal learning sessions for its workforce, underscoring its commitment to continuous improvement.

The human resources department gathers employees' development aspirations through performance reviews, enabling the company to tailor personalized training programs that facilitate their growth. Prioritizing the individual journey of each employee, Bizzdesign offers bespoke courses that enable them to adapt and thrive in a dynamic professional environment. Investing in employee development strengthens the workforce and enables innovation and adaptability.

3.2.4. Management support and feedback channels

As a multicultural and human-sized company that believes in team spirit and commitment, Bizzdesign emphasizes the value of continuous follow-up and feedback for ongoing improvement.

Management relies on several milestones, providing Bizzdesign employees with opportunities to receive and share feedback actively, contributing to the development of their career paths.

- A transparent recruitment process, with clarified hiring stages.
- First-step feedback during the first months to assess skills, identify areas for improvement, and enable long-term collaboration.
- An interview at the end of the onboarding phase to identify opportunities for continuous improvement.
- Performance reviews to discuss achievements, challenges, and development goals through constructive dialogue.
- Transparent communication is essential for building a positive relationship.
 - Bizzdesign values regular and direct communication with employees through monthly All Hands meetings, our all-staff townhalls, which provide updates on company priorities and create a live forum for employee questions and discussion.
 - Implemented group policies are communicated clearly and applied.
 - Internal learning sessions are being organized to share knowledge and expectations.

3.3. Supporting well-being and flexible ways of working

3.3.1. Well-being at work

At Bizzdesign, remote work has been part of the company's culture for many years, reflecting a fundamental aspect of its identity. Recognizing the evolving nature of work, the company has undertaken a comprehensive transformation of its workspaces, establishing a modernized and comfortable office environment to enhance the overall employee experience.

Several “new workplace” projects were implemented at Bizzdesign to reimagine workspaces and foster more collaborative, innovative, agile, and welcoming environments. These projects involved the creation of open workspaces to encourage interaction and provide enhanced flexibility to accommodate diverse needs. Another component of this transformation is the spacious and modular cafeteria, designed to serve as a space for exchanges, work, and relaxation.

Utilizing a project-oriented approach and fostering collaboration with managers in comfortable workspaces, the initiative seeks to promote synergies among team members. This adaptability in the work environment contributes to the well-being of Bizzdesign employees.

More broadly, to ensure the inclusion of employees with special workplace needs, Bizzdesign collaborates with the Occupational Health Service to establish adapted workspaces based on individual requirements. This includes implementing equipment recommended by doctors, such as tall modular desks for taller individuals, special mice, and pads for those with wrist conditions, and customized screens for employees with visual impairments.

3.3.2. Work-life balance

Bizzdesign believes in the advantages of a hybrid approach: interactive time and focused time, together and sometimes working remotely, allowing for synergy, creativity, and connection.

As it recognizes the significance of a flexible work environment that accommodates employees' diverse needs and responsibilities, the company is dedicated to promoting work-life balance through adapted work arrangements, remote-working options, and alternative work schedules and hours.

Under certain local Remote Charters, hybrid employees can benefit from up to three remote-working days per week, reducing their weekly commuting times and supporting a more balanced lifestyle.

Complementary to the remote work practices, associated best practices for disconnecting underscore the importance of using digital tools in ways that respect designated rest times and maintain equilibrium between personal and professional life.

3.4. Health and Safety

Ensuring the well-being of employees, safeguarding both their physical and mental health, and mitigating risks associated with their professional activities is a priority. Emphasis is placed on preventive measures.

Bizzdesign strives to support employee health and safety in line with local requirements and practices across the countries in which it operates. For example, in France, the Occupational Health Service (Médecine du travail) organizes regular checkups, including when employees return to work after events such as maternity leave.

3.5. Diversity and equity

3.5.1. Talent diversity

With a workforce of approximately 500 employees in 2026 spread across 18 countries, Bizzdesign brings together employees from different nationalities, cultures, backgrounds and professional generations. This diversity supports open-mindedness, creativity and innovation in the daily work of our teams. Early-career joiners and long-tenured experts work side by side, creating an environment where institutional knowledge and fresh thinking reinforce each other. This mix of experience and perspective supports resilient, well-rounded teams.

Bizzdesign is committed to fostering an inclusive workplace and opposing all forms of discrimination. Recruitment and career management practices focus on skills, experience and potential, regardless of age, disability, gender, ethnic origin or sexual orientation. This approach supports fairness, social cohesion, employee engagement and the quality of working relationships.

Bizzdesign also recognizes the importance of addressing gender disparities in technical professions. The company aims to support equitable progression for women and men through fair recruitment, promotion and remuneration practices, including individual pay raises and equal recognition.

3.5.2. Supporting women in tech

As a software company, Bizzdesign operates in a sector where women remain underrepresented, particularly in technical roles. Globally, women account for only 28.2% of the STEM workforce (Source: World Economic Forum, [Global Gender Gap Report 2024](#)). Against this industry context, Bizzdesign's global workforce is 31% female, with women representing 29% of management positions.

Since diversity is a strength, the company continues to pursue attracting and retaining more female talent across its workforce. Digital technology presents an opportunity for female empowerment, illustrated by women's career paths at Bizzdesign in technical and leadership roles.

Bizzdesign supports women returning from maternity leave through remuneration practices designed to ensure that maternity leave does not disadvantage salary progression, in line with applicable local laws and company policies.

3.5.3. Ethics policy and anti-harassment reference

Bizzdesign upholds a solid ethics policy, articulated through its Code of Ethics and Business Conduct. This encapsulates the fundamental values and principles of ethical behavior. Serving as the cornerstone of decision-making and operational processes, the Code is integral to the Corporate Social Responsibility (CSR) approach, reflecting Bizzdesign's commitment to transparency. Every Bizzdesign employee, irrespective of their role or position in the hierarchy, must adhere to the principles outlined in this code.

Bizzdesign firmly condemns all forms of harassment and strives to maintain an environment free from intimidation, humiliation, insults or hostility. This includes violence and sexual harassment in the workplace, as well as inappropriate conduct involving employees, suppliers or clients. Any substantiated breach of the policy may result in disciplinary action, in line with applicable company procedures and local laws.

A dedicated employee has been appointed as the designated anti-harassment referent to enhance efforts in identifying and preventing various forms of misconduct within the company. This individual has received specialized training to fulfill this crucial role.

4. Governance

4.1. Bizzdesign CSR Committee

Bizzdesign’s CSR Committee includes representatives from across the company, with direct involvement from corporate executive leadership. Its primary function is to define the sustainability roadmap actions across labor and human rights, ethics, and environment. The Sustainability Director, leads and coordinates the cross-functional program.

Figure - Bizzdesign CSR Committee members



The objective is to leverage the expertise and involvement of all stakeholders and members in a holistic way, while ensuring senior management oversight and cross-functional ownership through the Sustainability Committee. In addition to ongoing operational work, Bizzdesign performs a formal yearly policy review cycle.

This aligns with the company's commitment to continuous improvement, supported by training within the Committee and across the wider organization.

As a governance practice, the company tracks indicators and produces annual reporting, with the following objectives:

- Demonstrate and evaluate the past year's results,
- Produce reporting and deliverables to follow and drive progress,
- Brainstorm, crowdsource, and share creative ideas for continuous improvement,
- Establish the goals for the coming year,
- Communicate results and ambitions across the company.

4.2. Sustainability awareness and training

To support the efforts of the Sustainability Committee, employees locally spearhead sustainability projects and local initiatives.

As part of the company's ongoing commitment, all employees complete mandatory annual awareness training on Bizzdesign's principles on ethics, IT Security, and sustainable digital practices, and must pass the associated assessment. This ensures understanding of expected behaviors and supporting policies.

This is in addition to digital responsibility and security training, and exercises throughout the year.

4.3. Ethics and business conduct

Bizzdesign recognizes its obligations towards stakeholders and society more broadly. Reputation and trust in these relationships are important assets, maintained by requiring and applying the highest standards for legal, ethical, and responsible behavior. The "Code of Ethics and Business Conduct" conveys the essential values and behaviors that Bizzdesign expects employees and relevant stakeholders to respect across its sustainability approach. These values and behaviors define attitudes and provide benchmarks that, beyond following mandatory rules, demonstrate exemplary personal and professional conduct. As part of Bizzdesign's CSR approach, this ethical charter constitutes the foundation for administrative and operational decision-making processes.

Bizzdesign's Compliance Policy reinforces this commitment by addressing key integrity risks, including anti-corruption and anti-bribery, anti-money laundering, anticompetitive practices, conflicts of interest, modern slavery, and the disclosure of gifts and benefits. This zero-tolerance policy applies to all employees and business partners, regardless of their location or role.

Bizzdesign's whistleblowing process also allows employees and relevant stakeholders to report concerns about unethical behavior through a dedicated contact and email inbox, so they can be reviewed through the appropriate process.

Bizzdesign develops its risk culture through awareness and mastery of a methodology and software modules on Governance Risk and Compliance, including risk management, compliance, internal and external audit and controls, and continuity management. Consultants who support clients in these domains are well-trained. For physical security, trained first-aid rescue workers support building evacuation procedures in case of an incident and simulation exercises are carried out.

4.4. Responsible procurement and supply chain management

Aware that a large part of Bizzdesign's footprint comes from purchasing and subcontractors, and with the aim of promoting responsible practices, Bizzdesign proactively communicates its sustainability commitments, including its code of conduct and policies, to partners and service providers. These commitments cover social conduct, human rights, security, economic responsibility, and the environment. Suppliers, subcontractors, and partners are made aware of Bizzdesign's sustainability principles and are expected to uphold aligned values and standards.

Bizzdesign chooses carefully with whom it works and encourages its supply chain to adopt more responsible practices and products. This is reflected in the "Prospective Partner Due Diligence Policy" and "Supplier and Partner Ethics, Sustainability and Compliance Policy". Buyers for each department are trained in responsible purchasing and apply these policies. As much as possible, products are locally sourced, ethical, and ecological for promotional items, client materials and employee gifts. Many of Bizzdesign's selected providers have a high ESG performance, some even being gold medalists on the EcoVadis barometer and ISO 14001 certified.

Contracts with subcontractors carry responsibility clauses on sustainability. While formalized and signed commitments from third parties remain limited, this is an area of active progress. Dedicated efforts are underway, both within the procurement function and across the teams managing commercial partnerships with resellers, to strengthen the framework of mutual accountability and drive measurable improvements across the supply chain.

In parallel, Bizzdesign's data protection framework already imposes contractual obligations on all subcontractors processing personal data, through Data Processing Agreements (DPAs) aligned with GDPR requirements. These instruments formalize security, confidentiality, and compliance standards across the supplier base, and constitute a meaningful foundation for broader supply chain accountability.

4.5. Management systems and data privacy

Bizzdesign respects the GDPR internally through compulsory training for all employees, and the “Bizzdesign Personal Data Protection Policy”. Bizzdesign also supports customers in managing data privacy requirements through the Data Privacy use case within its GRC software solution.

To structure and operationalize its approach to personal data protection, Bizzdesign has deployed a comprehensive policy framework, including a Data Privacy Policy, a Privacy and Security Policy, a Privacy by Design and Risks Evaluation policy, a Privacy Control Policy (particularly relevant for clients operating in regulated environments) and a Cookie Policy. Together, these instruments support the embedding of data protection is embedded across operations, products, and third-party relationships.

Bizzdesign's ISO/IEC 27001:2022 certification for Information Security Management Systems covers all Group entities. Bizzdesign's products are certified compliant for System and Organization Controls (SOC) 2 Type II. It is a comprehensive reporting framework in which independent, third-party auditors are responsible for assessment and subsequent testing of controls relating to the Trust Services Criteria (TSC) of Security, Availability, Processing Integrity, Confidentiality, and Privacy.

The Vulnerability Disclosure Policy allows reported findings to support the continuous improvement of the security of Bizzdesign's systems.

From an end-to-end risk management perspective, legal leadership drives the compliance program lifecycle, the Data Protection Officer (DPO) leads the data protection lifecycle, and the Information Security Director leads the information security lifecycle. Bizzdesign addresses its Enterprise Risk Management through associated governance and control systems. The Global Security and Risks Management (GSRM) Committee, composed of key board members piloting the company's strategy, is responsible for aspects including data security and confidentiality, business continuity management, data management, cooperation with regulators, and de-risking outsourcing via supply chain management. The GSRM Committee meets monthly to review action plans and follow-up items and performs Bizzdesign's risk assessment twice a year. The description of the governance in place is included in the SOC 2 report.

We invite readers to consult the policies publicly available via Bizzdesign's website.

Bizzdesign also maintains additional policies and documentation to support responsible, secure and compliant business practices. These are available upon request and include:

- Privacy control policy; Privacy by design and risks evaluation; Privacy and Security Policy, Data Management, Incident Handling and Personal Data Breach Management; Personal Data Breach Response Procedure, Subject rights request management policy; Data retention policy.
- Third-Party Management Policy, IT Risk management Policy, AI Policy.

In addition to its Sanction Policy, Bizzdesign also leverages tools like LexisNexis for official sanctions lists to support sanctions screening and third-party due diligence.

5. ANNEXES - Extra financial reporting

Reporting scope: Bizzdesign and all its entities

From 1 January 2025 – 31 December 2025

5.1. United Nations Sustainable Development Goals (UN SDGs)

The United Nations' Sustainable Development Goals (SDGs) serve as a blueprint to shape Bizzdesign's Corporate Social Responsibility (CSR) strategy. This supports the company's commitment to address critical global challenges through targeted initiatives.

Below are the values for the indicators we follow in relation to targets of our priority SDGs.

Note: Where a value exceptionally concerns a specific entity or geographical region, this is indicated. For example, "FR" means the indicator concerns the French entity.

5.1.1. Quality education (4)



Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all

	ESG category	Actions	Indicators	2025
Target 4.3	By 2030, ensure equal access for all women and men to affordable and quality technical, vocational and tertiary education, including university			
Social	Annual training and professional development program	% of employees benefiting from an individual performance evaluation (FR only)	79%	
		Number of employees trained (FR only)	63	
		Total number of training hours provided (FR only)	807	
		Average number of training hours per employee (FR only)	6	
	Work-study recruitment program to integrate young people and people far from employment	% of young people on work-study programs (FR only)	7.52%	
Target 4.4	By 2030, substantially increase the number of youth and adults who have relevant skills, including technical and vocational skills, for employment, decent jobs and entrepreneurship			
Social	Granting free licenses to universities to contribute to education at lower costs	Number of licenses granted	8	
		Number of beneficiary universities	105	

5.1.2. Gender equality (5)



Achieve gender equality and empower all women and girls

	ESG category	Actions	Indicators	2025
Target 5.1	End all forms of discrimination against all women and girls everywhere			
	Social	Gender diversity	% of women on the Executive board committee (4)	0%
			% of women on the Corporate Management Team (12)	25%
			Proportion of female Directors (%)	25%
			% of women within the full management team	29%
Target 5.2	Eliminate all forms of violence against all women and girls in the public and private spheres, including trafficking and sexual and other types of exploitation			
	Social	Policy in favor of professional equality between women and men	% of women in the labor force	31%
			Professional gender equality index (FR)	71/100
			Salary gap (general) (FR)	21/40
			Increase the rate spread (FR)	35/35
			Employees returning from maternity leave who received a salary increase (FR)	15/15
			Parity between the 10 highest salaries (FR)	0/10

5.1.3. Decent work and economic growth (8)



Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all

ESG category	Actions	Indicators	2025
Target 8.4	Improve progressively, through 2030, global resource efficiency in consumption and production and endeavour to decouple economic growth from environmental degradation, in accordance with the 10-Year Framework of Programmes on Sustainable Consumption and Production, with developed countries taking the lead		
Environment	Initiatives to mitigate the environmental impact of digital devices/Green IT	% IT asset with eco responsible Labels (TCO + EPEAT)	100%
		Increase the lifespan of IT equipment - % of PCs over 3 years old	14.6% Bizzdesign (63% Mega entity)
		Increase the lifespan of IT equipment - % of PCs over 5 years old	3.3% Bizzdesign (33% Mega entity)
		Internal data weight: total volume occupied (Tb)	170
		Number of physical servers	17
		AWS Carbon emissions (mtCO2e) scopes 1, 2, & 3	45.222
		Azure Carbon emissions (mtCO2e) scopes 1, 2, & 3	33.325
		Workspace and collaboration (MS365): usage (mtCO2e)	1.443
Target 8.5	By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value		
Social	HR policy aimed at promoting diversity, equity, and inclusion - Workforce / Recruitment. Code of Conduct and Professional Ethics	Number of employees (world)	526
		% of women among employees	31%
		% of disabled employees (FR)	0%
		% of people under 26	5%
		% of employees over 50	23%
		% of workforce turnover	21.8%

Target 8.8	Protect labour rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment			
	Social	HR policy - Health and safety at work	Number of employees trained on health and safety (FR)	8
			Number of work accidents (FR)	1
			Work accident frequency rate (FR) %	0.71
			Absenteeism rate (FR) %	4.23%
			% of employees having completed a medical checkup (FR)	100%
		HR policy - Well-being at work	% of employees benefiting from health coverage (mutual/provident insurance)	100%
			% of employees benefiting from a flexible work organization (teleworking)	98%
			% of employees covered by a staff representative body - "IRP" (FR)	100%
			% of employees covered by a collective agreement (FR)	100%

5.1.4. Industry, innovation and infrastructure (9)



Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation

ESG category	Actions	Indicators	2025	
Target 9.4	By 2030, upgrade infrastructure and retrofit industries to make them sustainable, with increased resource-use efficiency and greater adoption of clean and environmentally sound technologies and industrial processes, with all countries taking action in accordance with their respective capabilities			
Environment	Accounting for CO2 emissions per unit of added value/product (PCF)	Carbon software impact (mtCO2) - Scopes 1, 2 & 3 - per customer - Bizzdesign Hopex	0.075	
		Carbon software impact (mtCO2) - Scopes 1, 2 & 3 - per customer - Bizzdesign Horizon	0.042	
		Carbon software impact (mtCO2) - Scopes 1, 2 & 3 - per customer - Bizzdesign Alfabet	0.388	
	Accounting for CO2 emissions per unit of added value/service	Carbon Services impact (mtCO2) - Scopes 1, 2 & 3 - per man-day of Services	0.035	
Target 9.5	Enhance scientific research, upgrade the technological capabilities of industrial sectors in all countries, in particular developing countries, including, by 2030, encouraging innovation and substantially increasing the number of research and development workers per 1 million people and public and private research and development spending			
Environment	Research & Development (R&D)	Number of R&D employees	66	
	Investment	% of turnover in R&D	32%	
	Support domestic technology development, research and innovation in developing countries, including by ensuring a conducive policy environment for, inter alia, industrial diversification and value addition to commodities			
Target 9.b	Environment	Development of R&D activities in Morocco: services and support	Number of R&D employees in Morocco entity	8
			% of engineers in the workforce at Morocco entity	17%

5.1.5. Responsible consumption and production (12)



Ensure sustainable consumption and production patterns

	ESG category	Actions	Indicators	2025
Target 12.1	Implement the 10-Year Framework of Programmes on Sustainable Consumption and Production Patterns, all countries taking action, with developed countries taking the lead, taking into account the development and capabilities of developing countries			
	Environment	Actions promoting the transition to sustainable production methods through an eco-design approach for products	Accessibility Score WACG 2.0 - An internal audit has been carried out. A first internal estimation shows that Hopex supports WACG 2.0 around 75%.	75
	Governance/ Ethics	Information systems security	Number of incidents related to data security and personal data protection	1
			% of employees trained on Ethics, and personal data protection IS Security & Sustainability practices	56 % Bizzdesign (98% Mega entity)
Target 12.2	By 2030, achieve the sustainable management and efficient use of natural resources			
	Environment	Carbon intensity of Cloud usages	Carbon intensity relating software impact (mtCO2) - Scopes 1, 2 & 3 - per M€ of SaaS revenue	0.982
			SaaS Carbon Intensity as provided by MS Azure (mtc02e/usage) Scopes 1, 2, 3	0.0000085
Target 12.5	By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse			
	Environment	Recycling rate, quantity of recycled materials	Electronic waste collected in 2025 (Kg) Partnership with Ecologic started on the 2023 Digital CleanUp day	29
Target 12.8	By 2030, ensure that people everywhere have the relevant information and awareness for sustainable development and lifestyles in harmony with nature			
	Governance/ Ethics	Degree of integration of citizenship education, education for sustainable development	% of employees trained on Ethics, and personal data protection IS Security & Sustainability practices	56 % Bizzdesign (98% Mega entity)

5.1.6. Climate action (13)



Take urgent action to combat climate change and its impacts

ESG category		Actions	Indicators	2025
Target 13.2	Integrate climate change measures into national policies, strategies and planning			
	Environment	Bizzdesign's Environmental footprint Measuring the 3-scope carbon footprint, produced waste, and consumed energy	Total GHG emissions (mtCO2 e)	4051.6
			GHG emissions - scope 1 (mtCO2 e)	7.6
			GHG emissions - scope 2 (mtCO2 e)	60
			GHG emissions - scope 3 (mtCO2 e)	3984
			Energy consumption (Mwh)	556
		Bizzdesign's environmental policy regarding waste, energy, and GreenHouse Gases	Ecoindex of Bizzdesign corporate website (environmental impact)	D/46
			Kastor.green index of Bizzdesign corporate website (eco-socio-design) global score / ecoconception score / accessibility score	74%; 66% ; 95%
	Environment	GHG emission reduction initiatives on transports	% Employees benefitting from company subsidies for public transports commute (FR)	82

5.1.7. Peace, justice and strong institutions (16)



Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels

	ESG category	Actions	Indicators	2025
Target 16.5	Substantially reduce corruption and bribery in all their forms			
	Governance/Ethics	Ethics Policy - Code of Ethical Conduct	% of employees trained in Ethics, and personal data protection IS Security & Sustainability practices (incl. fraud/corruption risks)	56 % Bizzdesign (98% Mega entity)
	Governance/Ethics	Policy against corruption and fraud	Number of alerts launched for fraud/corruption	0
Target 16.b	Promote and enforce non-discriminatory laws and policies for sustainable development			
	Governance/Ethics	HR policy to combat discrimination in hiring and career management	Number of cases of discrimination in the previous 12 months	0
		Appointment of a "Disability referent" and a "Harassment referent"	Number of cases of harassment in the previous 12 months	0

5.2. Carbon Footprint analysis – GHG Protocol

Emissions are presented in metric tonnes of CO₂ equivalent (tCO₂e) and calculations are consistent with the GHG Protocol Corporate Accounting and Reporting Standard. Starting with the 2025 footprint, carbon accounting covers all Bizzdesign operations worldwide. The carbon footprint analysis was carried out using a third-party platform (ESG Advantage).

Greenhouse gas emissions (mtCO ₂ e)	
	2025
Scope 1 Owned vehicles and AC fugitive emissions	7.60
Scope 2 Energy consumption	60.00
Scope 3 - Total	3984.00
Scope 3 - Purchased goods and services	3291.00
Scope 3 - Use of products sold	119.00
Scope 3 - Capital goods	20.00
Scope 3 - Waste	27.00
Scope 3 - Business travel	364.00
Scope 3 - Employee commuting	150.00
Scope 3 - Other energy-related emissions	13.00
TOTAL EMISSIONS **	4051.60

Greenhouse gas emissions intensity by employee (mtCO ₂ e/number of employees)	
	2025
Employee intensity (total emissions)	7.70

Greenhouse gas emissions intensity by revenue (mtCO ₂ e/ million €)	
	2025
Revenue intensity (Scopes 1 + 2)	0.60
Revenue intensity (total emissions)	37.90

* All Scope 1, 2 and 3 emissions are Location-based.

5.3. Human resources

	Global Bizzdesign
	2025
Total number of employees	526
Permanent employees	100%
% teleworking	95%
% internships	0%
Average age	41
% under 26	0.05
% over 50	23%
% having received training (FR only)	47%
Absenteeism (FR only)	4,23%
Number of work accidents	1
Average seniority (years)	7
Turnover rate	21,8%
Gender	
Global % female	0.31
Global managers % female	29%

5.4. Entity-specific recognition

Entity	Recognition certification/ Score	/ Theme	Time period
Mega International s.r.l. (Milano, Italy)	ISO 9001:2015	Quality Management System	10/04/2024 – 09/04/2027
Mega International	CyberVadis Mature 931/1000 Gold	Data privacy & protection, business continuity, 3 rd party security management	29/12/2025 - 30/12/2026
Mega International	signatory of the “Sustainable IT Charter” - Institute for Sustainable IT (ISIT/INR).	Sustainable IT	-

