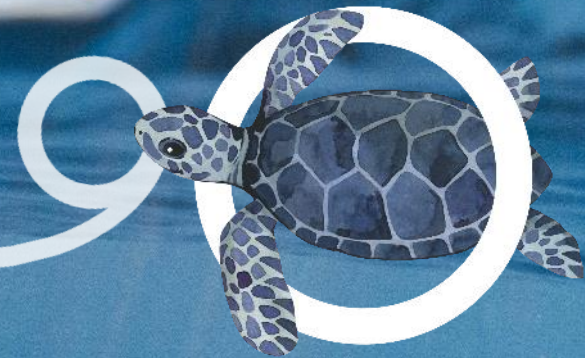




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CSR Charter

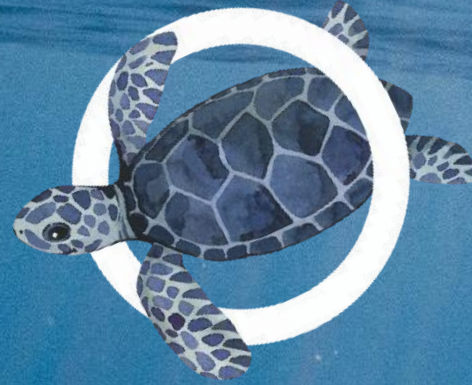


FURTHER TOGETHER



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Editorial



Ayming is one of the leading international consultancy firms in innovation, HR performance, taxes, recognised worldwide for its excellence and quality.

We would like to formalise and present our CSR commitments through a charter. The charter is designed to evolve with our history, that of the Company and our ecosystem. We are not advocating a perfect CSR policy, but rather the goal of continuous improvement, by involving all of our employees and stakeholders. Every Ayming member, along with our directors and shareholders, is committed to complying with this CSR Charter in its entirety and to contributing to its implementation.



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Our CSR ambitions focus on 3 key principles :

Governing in a
transparent and fair
manner



Protecting the climate
and the environment



Strengthening our
positive social impact





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Based on these 3 principles, Ayming is committed to :

- strengthening the positive impact of our businesses and services,
- acting in an indirect way, by giving Aymer's the resources to operate with full awareness and responsibility.

Our approach is based on the desire to eliminate and reduce our negative impact as much as possible, before offsetting them, and always with the strong ambition of bringing profits and the planet together. Our commitment is reflected in specific social, societal and environmental policies.

For example, to build an ambitious climate policy, Ayming has taken the initiative of measuring its carbon footprint each year and developed a plan to reduce greenhouse gas emissions, in order to achieve the Net-Zero objective by 2035. We strive to create a workplace where every Aymer can feel valued and listened to, where everyone's individuality is recognised and celebrated. Whether we choose to work from home or on-site, we encourage everyone to find their own balance, thereby fostering a sense of belonging and a deep sense of fulfilment.

Furthermore, Ayming is aware of the unique value of every employee and has put a series of programmes in place (High Five Programme), which allows everyone to develop their skills and talents.

Our commitment is to generate value for our customers, employees and communities, and we are aware of the role Ayming plays in embedding CSR in its strategy, in all aspects of its operations, investments and shareholdings, down to our day-to-day conduct.

This translates into respect for:

- a strong code of ethics with our customers and suppliers,
- implementing effective public policies,
- supporting the individual actions of our employees and recognising their role within the community.

To be effective and transformative, we have defined two main key performance indicators (KPIs) based on each Aymer's ability to take action: the CO₂ emission rate for each Aymer and the level of commitment of each Aymer.

We are convinced that while objectives are set by governance, transformational action emanates from the individual. With these two KPIs, we are integrating our Corporate Social Responsibility beliefs into every activity of the Ayming Group in a concrete way.





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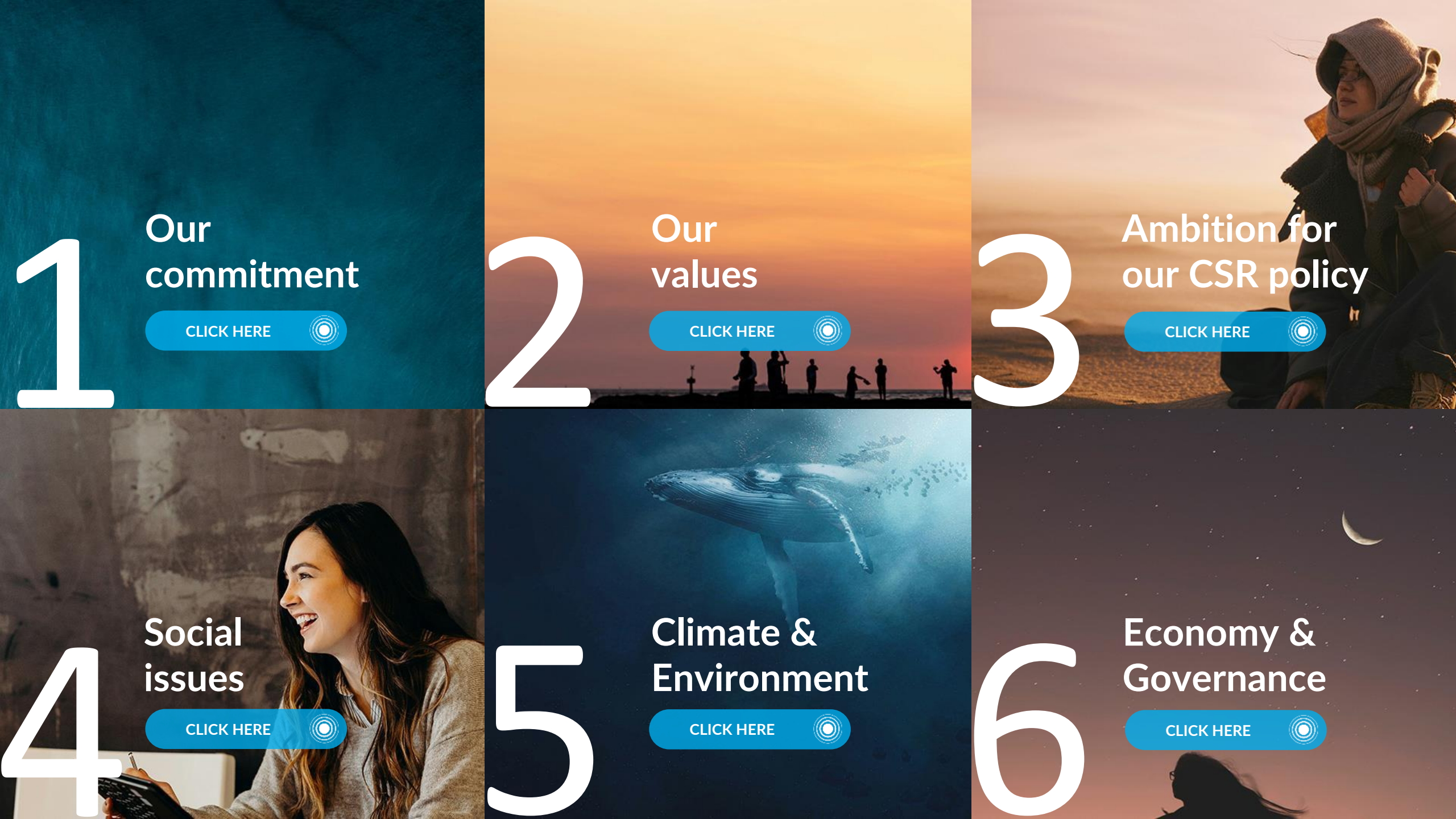
In short, we firmly believe that this approach will allow us to make a significant contribution to a better, more sustainable world for everyone.

We are committed to continuing our efforts in this direction, aware of the crucial importance of our responsibility towards society and the environment. Thank you for your trust and support.



Giuditta Villa

Director of Business &
Corporate Communication
Ayming Group



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Our commitment




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A person is surfing on a large, white-capped wave. The water is a deep teal color, and the sky is a lighter blue. The surfer is a small white figure in the distance.

To be a **socially responsible, humanistic** company that ensures that economic, social and environmental objectives are compatible and treated equally.

Three people are standing on a rocky shore, their arms raised in a celebratory gesture. They are silhouetted against a bright, hazy sky. The ocean is visible in the background.

To actively engage in the fight against climate change, by eliminating unnecessary elements, reducing our negative impact and by making a positive contribution, with the aim of achieving **carbon neutrality by 2035**.

A sunset scene over the ocean. The sky is a warm orange and yellow. In the background, there are silhouettes of mountains. The water is dark with some whitecaps.

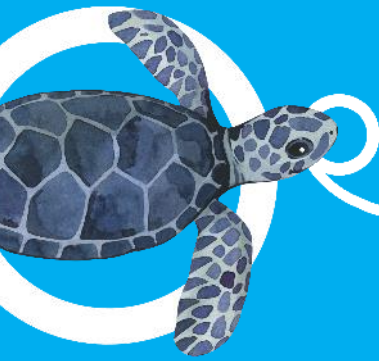
To have a direct impact on our professional activities and business proposals, by offering our customers relevant support services that **are in line with our values and commitments**.

Silhouettes of several people standing on a beach at sunset. They are looking out at the ocean. The sky is a warm orange and yellow. The water is dark with some whitecaps.

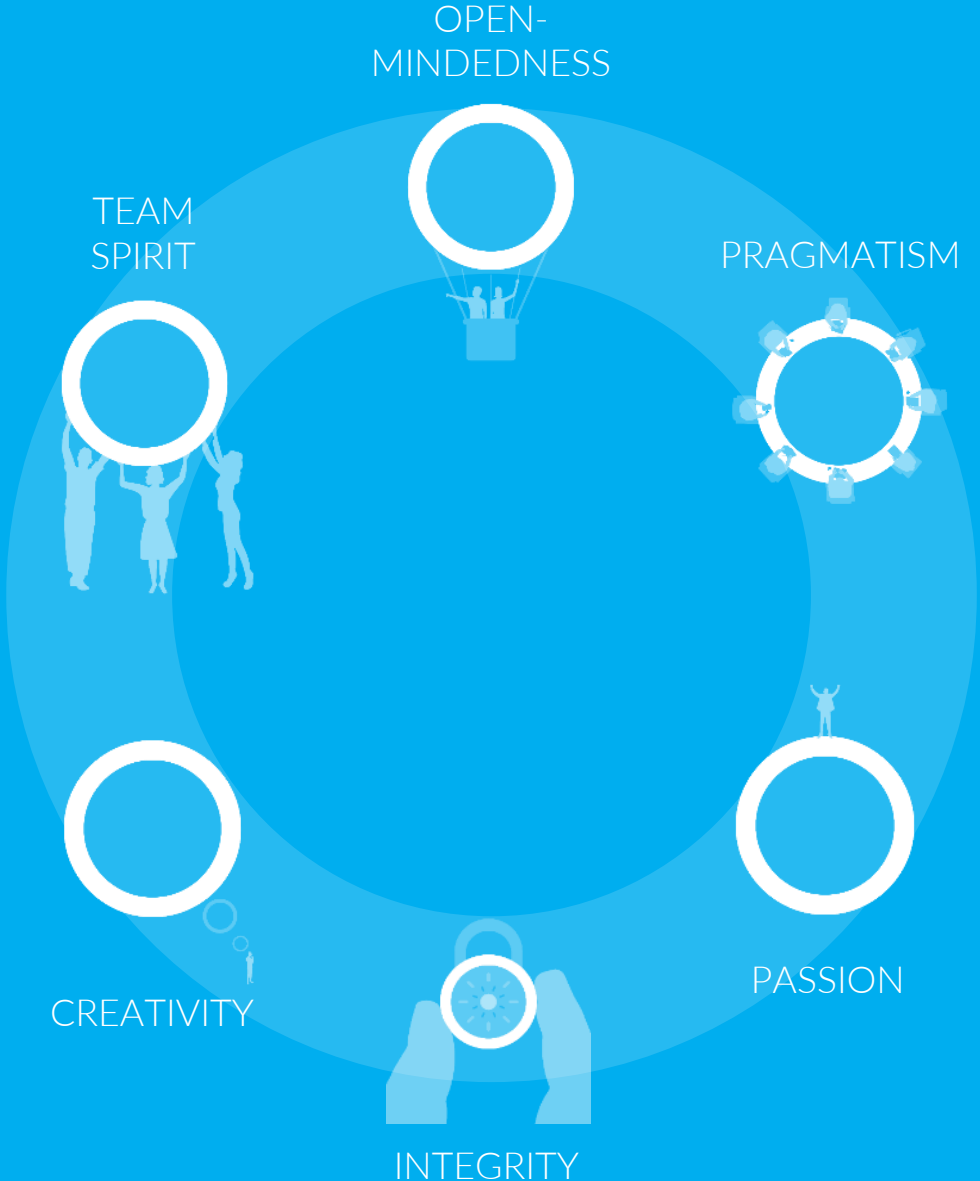
To encourage our Aymers' professional development, by creating **responsible, respectful and exciting working conditions**.



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Our values





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Ambition for our CSR policy



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To take positive action on our impact:



Directly,
related to our businesses
and our services



Indirectly,
by giving Aymers the
resources to act with full
awareness and
responsibility by
reconsidering our
relationship with Nature and
with each other



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The foundations of our approach:

Eliminating, Reducing

our negative impact before offsetting them with the ambition to unite our profits & our planet.

Tracking our progress based on **2 main indicators:**

CO₂ rate
per Aymer

Level of commitment
of Aymers





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Social issues



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Devote our efforts to cultivating the well-being, fulfilment and commitment of all Aymers, by regularly evaluating their satisfaction and the social climate within the company through the "How do you feel?" survey."



Establish a professional framework that gives every Aymer the same opportunities for hiring, development and career advancement.



Broaden the skills, potential and employability of each Aymer, by encouraging them to establish an individualised career path within the Ayming Academy and by allowing each person to learn at their own pace and according to their specific needs.

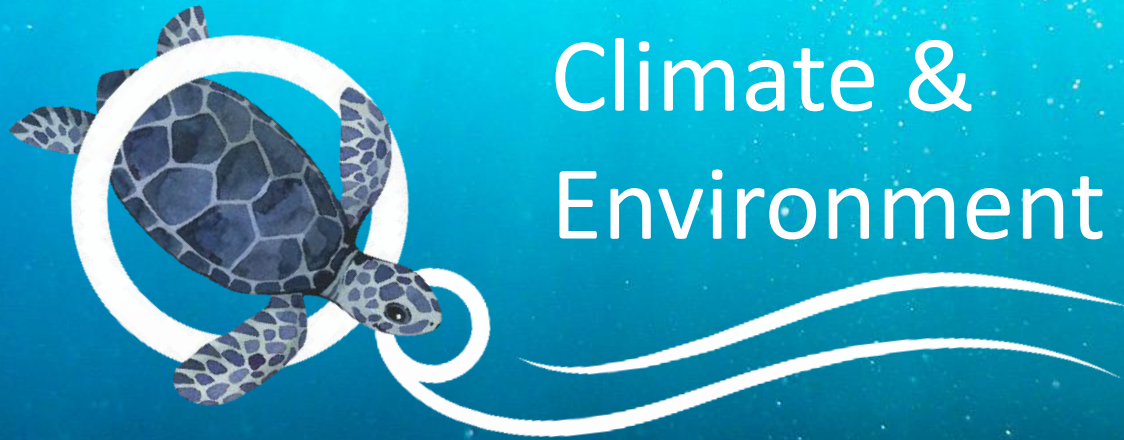


Strengthen Ayming's involvement in communities outside of the company.






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Climate & Environment



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Achieve **net-zero emissions and carbon neutrality by 2035**




Every year, conduct a carbon footprint assessment **to update the climate action plan**




Reduce **Aymer's emissions rate and the carbon intensity of our activities** on an annual basis



Support our Aymers, customers and partners **as they make changes to reduce their own GHG emissions**



Focus our purchasing policy **on a circular economy, the local economy and responsible purchasing**



Travel only when necessary or when there is added value, **adhering to the Responsible Travel Policy**



Make Aymers' aware of the climate challenges and encourage them to adopt eco-responsible practices



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Economy & Governance



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Measure and manage
Ayming's **performance in
a transparent and
responsible way**

**Anchor and promote our
responsibility** to public
policy and our customers

**Transform our practices and
customer offerings** to
address the sustainable
development issues and
take the impact of our
activities into account



Set an example in the way
we conduct our business
and ensure compliance
with the rules of
professional ethics
throughout our value
chain

Make Aymers aware of
the best ethical practices
currently in force

**Require all strategic suppliers
to sign our Ethics Charter**





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