

## Les Fontaines CSR Policy

Les Fontaines organises sustainable large-scale professional events, on Campus but also remotely and in other venues.

To address these, we adhere to the 7 values of the Capgemini Group, of which we are a wholly owned subsidiary. As an ethical and responsible business, we put these values – honesty, boldness, trust, freedom, fun, modesty and team spirit – at the heart of everything we do.

We realise that our activities have an impact on the environment, the economy and society. That's why we are committed to understanding and respecting all the relevant legal requirements and to continuously monitoring and improving our performance in these areas. Our CSR policy is based on that of the Capgemini Group, in particular on the Capgemini France environmental and energy policy, signed on 11 December 2023.

As part of this approach, we have developed a plan of action for meeting our key commitments, which are to:

- To design increasingly responsible events and maintain our economic balance, all while maintaining dialogue with our stakeholders.
- Reduce the environmental impact of our activities, notably through biodiversity preservation, optimising resources and reducing waste and energy consumption.
- Involving our employees in our CSR actions and creating synergies within our teams to encourage solidarity and personal fulfilment.

This policy incorporates the following across-the-board obligations: **inclusion** (talking and listening to employees, clients, partners and local stakeholders); **awareness** (making everyone a stakeholder in and responsible for the CSR policy); **integrity** (being ethical in our dealings with stakeholders); and **transparency** (communicating regularly with all our stakeholders about what and how we are doing).

Within the framework of responsible management, we commit to providing the **support and resources necessary to adhere to this policy**. We commit to **updating and evaluating our sustainable development objectives** in the interest of continuous improvement, and to submitting the **results** of our actions for management review at least once a year.

Bertrand Cheyrou  
President  
March 12, 2024

