

CSR Policy of Les Fontaines

At Les Fontaines, we design each professional event as a unique piece. Our events are always mindful of the environmental issues of our time.

We aspire to be an exemplary company in terms of CSR. For more than 20 years, we have been committed to a sustainable future by integrating responsible practices assessing our achievements and learning from our experiences.

To achieve this, we rely on the 7 core values of the Capgemini Group, of which we are a 100% subsidiary. These values, central to our approach as an ethical and responsible company, are honesty, boldness, trust, freedom, fun, modesty, and solidarity.

We recognize that our activities impact the environment, the economy, and society. This is why we are committed to identifying and complying with all relevant legal requirements and to continually measuring and improving our performance on these issues. Our CSR policy is based on that of the Capgemini Group.

In this approach, we have implemented an action plan that responds to strong commitments:

- Designing increasingly responsible events while maintaining our economic balance and engaging with our stakeholders.
- Reducing the environmental impact of our activities, particularly by preserving biodiversity, optimizing resources, reducing waste, and minimizing energy consumption.
- Engaging our employees to promote solidarity and personal development within teams, while demonstrating a strong commitment to inclusion and accessibility for all.

This policy integrates, in a transversal way, **the duty of inclusion** (by interacting with employees, clients, partners, and local stakeholders), **the duty of vigilance** (by making everyone an actor and responsible for the CSR policy), **integrity** (by adhering to ethical rules in our relations with stakeholders), and **transparency** (by regularly communicating our approach and its results to all stakeholders).

As part of our responsible management system, we commit **to providing support and the necessary resources to monitor this policy**. We are committed **to updating and evaluating our sustainable development objectives** with a 3- to 10-year perspective and a focus on continuous improvement with **the results** of our actions being reviewed at least once a year by the Management Board.

September 15, 2025

Issued at Campus Les Fontaines, 67 Route de Chantilly, 60270 Gouvieux.



Bertrand Cheyrou
Chairman