

NUMERYX

ACTIVITY REPORT

CSR - ENVIRONMENTAL

NUMERYX GROUP

NUMERYX

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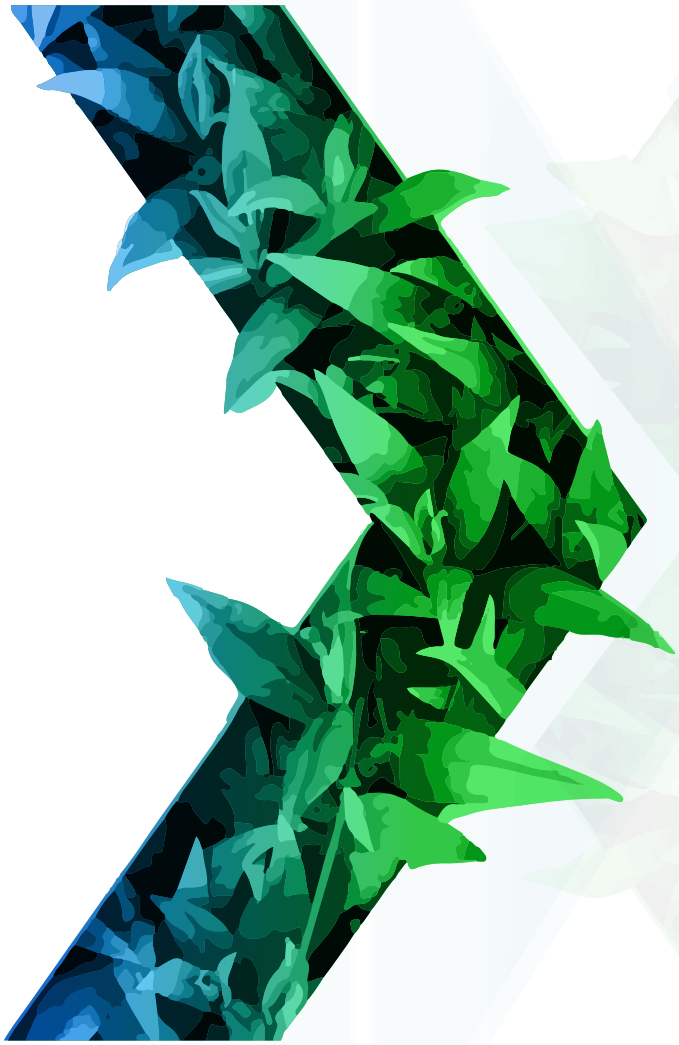
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OUR COMMITMENTS

Since its creation, Numeryx has been committed, alongside its partners, to defending the major principles of sustainable and human development, and to proposing more ambitious actions in this area each year.

2023 was the pivotal year, marking Numeryx's ambition to work operationally on a genuine strategy to improve its low-carbon trajectory.

To this end, the company has committed to various stakeholders to uphold its commitments and actions in favor of the climate.

bpifrance | VIZEA

Décarbon'action Diagnostic

Interim study report (at the end of step 3)

NUMERYX

CARBON FOOTPRINT WITH BPIFRANCE AND VIZÉA (END OF 2023): DÉCARBON'ACTION DIAGNOSTIC

This assessment, carried out in November 2023, covered our offices in Meudon, Le Havre and Lyon.

Methodology and calculation tools used

BC BILAN CARBONE®

Main emission factors used

BASE Empreinte®

They also make it possible to obtain the results in the regulatory format:

Bilans GES

SIGNATORY OF THE UNITED NATIONS GLOBAL COMPACT

Since the beginning of 2024, Numeryx has been defining actions to defend the Compact's 10 major principles on human rights, labor, the environment and the fight against corruption.

WE SUPPORT THE GLOBAL COMPACT

UN GLOBAL COMPACT

End of 2023: Numeryx Technologies obtained the bronze medal with a score of 52/100 from its very first year of participation, demonstrating a particular determination to quickly implement its energy transition.

ecovadis

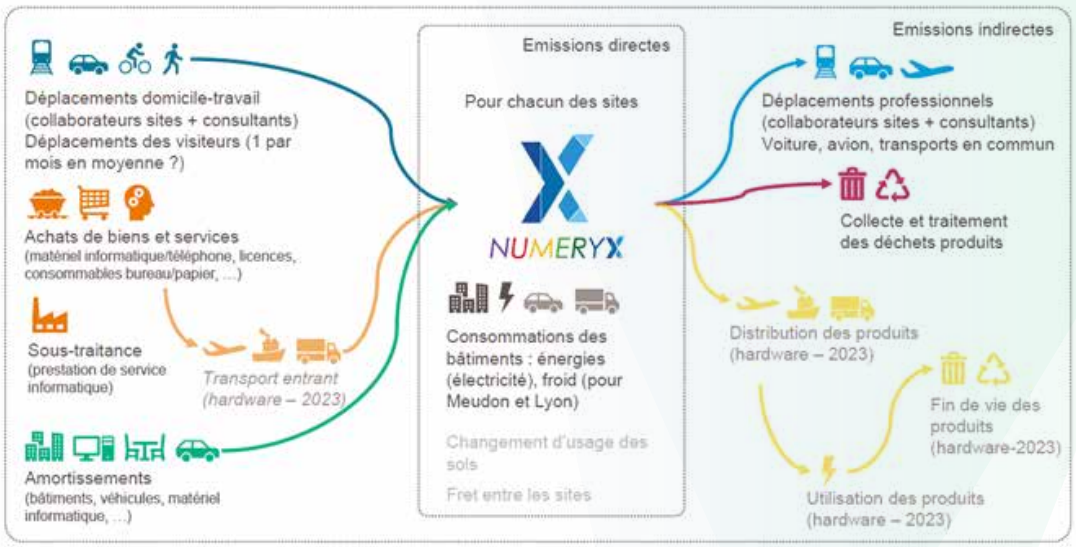
SETTING UP A LOW-CARBON TRANSITION PLAN BY CONDUCTING OUR FIRST CARBON FOOTPRINT

As a committed player, Numeryx wished to carry out an assessment of its greenhouse gas emissions and embark on a transition process via the Diag Décarbon'action offered by Bpifrance, in partnership with ADEME and in collaboration with ABC. The support was provided by the company Vizea

Numeryx has set itself an objective: to measure its environmental impacts and commit to a low-carbon transition plan aligned with the Paris Agreement.

A major step was taken at the end of 2023. This first carbon footprint allows us to position ourselves and identify our areas for improvement.

The study covers the implementation of all **direct and induced activities** of each of the company's sites, over **a full year of activity**



Périmètre géographique	Période d'analyse
Sites de Meudon, Le Havre et Lyon	1er janvier 2022 – 31 décembre 2022

Source: Vizea / Bpifrance study

The data used and main assumptions

Poste d'émissions	Données utilisées	Hypothèses principales
Energie	Factures site de Meudon DPE appartements Numeryx	• Extrapolation à partir des consommations de Meudon • Appartements détenus par Numeryx sans DPE : prise en compte DPE moyen national
Hors énergie	Recharges climatisation	• Rechargement tous les 2 ans
Intrants et services	Enquête numérique Liasse fiscale Montant des travaux et aménagements	• Matériel réseau en ration monétaire avec une estimation des prix en fonction de ceux du marché • Extrapolation des résultats de l'enquête numérique à l'ensemble des collaborateurs
Sous-traitance	Liste fournisseurs	• Ratio monétaire catégorisé selon les données fournies
Déplacements	Enquête des déplacements Note de frais	• Extrapolation des résultats à l'ensemble des collaborateurs
Déchets directs	Nombre de sacs sortis par semaine	• Poids sac ordure moyen : 4,5kg • Consommation d'eau d'un employé tertiaire : 40L/jour
Immobilisations	Liasse fiscale	• 20% mobilier, 80% numérique

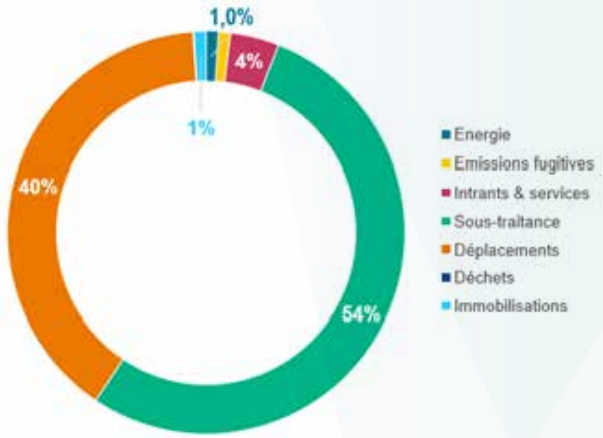
Source: Vizea / Bpifrance study

Overall results

1732 t CO2e over the year 2022

Of which
SCOPE 1 = 1282 t CO^2e
SCOPE 2 = 209 t CO^2e
SCOPE 3 = 920 t CO^2e

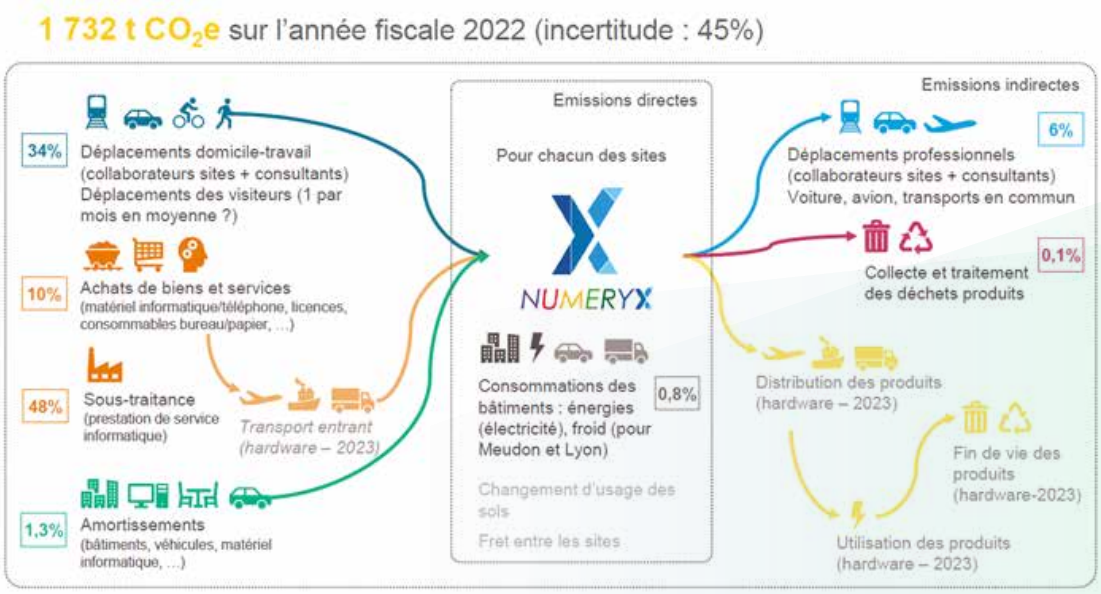
Breakdown of emissions



94% of Numeryx's carbon emissions are concentrated in 2 categories:

- Subcontracting: which records more than 800 tCO2e
- Travel: mainly commuting, followed by business travel

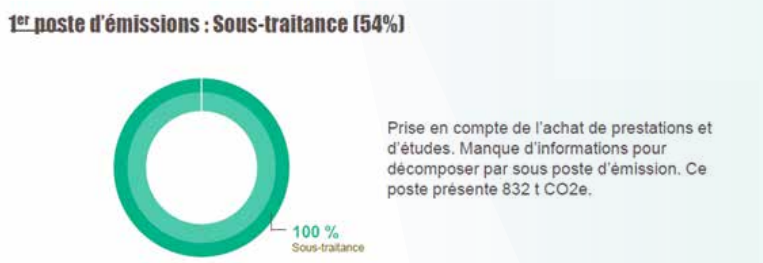
The 3rd highest-emitting category corresponds to inputs and services. Finally, the remaining 2% of Numeryx's emissions are spread across the Energy, Fugitive emissions, Waste and Fixed assets categories.



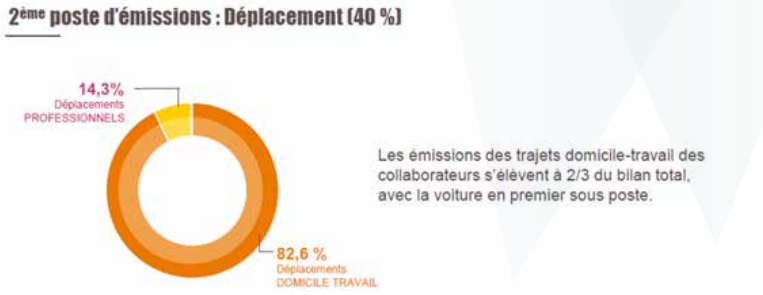
Source: Vizea / Bpifrance study

To meet our objective of gradually reducing our greenhouse gas emissions, we chose to begin by tackling our highest-emitting categories:

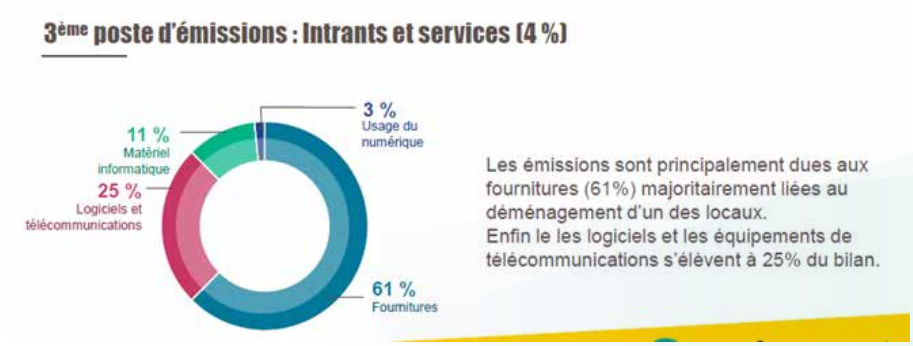
- Our subcontracting (54%)



- Our travel (40%),



- Inputs and services (10%)



Although we are not subject to any legal obligation (Numeryx Technologies has fewer than 130 employees between 2023 and 2024), our ambition is to carry out carbon footprint assessments every 4 years, in line with current legislation (Article L 229-25 of the Environmental Code makes it mandatory to produce a BEGES every four years for: companies with more than 500 employees in mainland France), in order to closely monitor our decarbonization actions and our CSR trajectory

We have set clear 2030 objectives:



This is the relative GHG emissions reduction target Numeryx has set for 2030.

NUMERYX

SETTING UP OUR LOW-CARBON STRATEGY

GOVERNANCE

To initiate this low-carbon transition, we have set up an internal taskforce dedicated to environmental issues within Numeryx France.

Role	Responsibilities	Reports
Marketing and Communications Director	Leads the CSR marketing and communications strategy. Represents the team at the COPIL and CODIR.	Presents decisions to the monthly CODIR.
Business Engineer	Provides an operational view of CSR impacts on business. Proposes initiatives related to customers / suppliers. Manages internal and external communication on CSR actions. Ensures the dissemination of decisions and actions taken.	Takes part in the monthly COPILs.
Communications Officer		Provides COPIL feedback.
Environmental Taskforce	Collects and analyzes environmental information. Makes strategic recommendations at the monthly COPIL.	Reports recommendations to the COPIL.
CSR COPIL (CSR Steering Committee)	Decides on the actions to be carried out on the basis of the environmental taskforce's recommendations. Status on priorities.	Reports decisions to the CODIR.
CODIR (Management Committee)	Validates CSR decisions. Ensures the strategic implementation of decisions within the company.	-

Our low-carbon strategy aligns with several of the **17 Sustainable Development Goals (SDGs)** defined by the United Nations. We have selected the SDGs most relevant to our activities in order to address the challenges of our sector and to establish clear commitments and objectives.

The priority SDGs in our low-carbon strategy are:



SDG 7 – Affordable and clean energy
Our goal: reduce NUMERYX's energy footprint through more eco-responsible infrastructure.

SDG 11 – Sustainable cities and communities
Our goal: reduce our GHG emissions by supporting soft mobility and remote work.

SDG 12 – Responsible consumption and production
Our goal: promote sustainable management of our resources by adopting a responsible purchasing policy and reduce IT waste.

SDG 13 – Climate action
Our goal: act against global warming by reducing Numeryx's carbon footprint and promoting low-carbon solutions.

SDG 15 – Life on land
Our goal: preserve terrestrial ecosystems by supporting awareness programs among our employees and by limiting the planned obsolescence of our IT equipment.

OBJECTIVES & MEASURES FOR 2030

Numeryx has set itself ambitious objectives and has already committed by targeting a reduction of its CO2 emissions of approximately 5.8%, i.e. reducing its emissions by 35% each year until 2030.

This reduction will have to come through:

- Energy sobriety objectives: reduce our energy consumption by 15% and raise awareness of eco-gestures and responsible digital technology.

This figure is based on the potential for transforming internal practices through eco-gestures (switching off devices on standby, lowering temperatures), optimizing equipment and managing our waste. It is a key lever, because a reduction in energy consumption has a direct and quantifiable impact.

- Responsible mobility objective: an 8% increase in the use of eco-responsible modes of transport (carpooling, public transport, cycling... vs. personal vehicles) and a reduction of at least 30% in the fleet of combustion-engine vehicles in favor of hybrid or electric vehicles by 2030

The adoption of more environmentally friendly modes of transport (carpooling, cycling, public transport) is a key objective, but it is generally difficult to completely transform travel habits over a short period. A 10% increase in the use of eco-responsible modes of transport seems realistic and ambitious, taking into account available infrastructure and awareness. This change could contribute to approximately a 5 to 10% reduction of mobility-related emissions. By converting a significant share of the current fleet to hybrid vehicles, Numeryx can immediately reduce its GHG emissions. Hybrid vehicles can offer up to 20-30% emissions reductions compared with 100% combustion-engine vehicles.

- Sustainable purchasing objective: increase by 25% the share of our service providers with an eco-responsible policy and reduce by 10% our emissions from subcontractors.

Sustainable purchasing can have an indirect but significant impact on our overall emissions. By increasing the share of eco-responsible service providers by 25%, Numeryx ensures that it works with players who share its environmental commitments, which can significantly reduce its carbon footprint. In addition, by lowering emissions linked to subcontractors by 10%, Numeryx gains better control of its overall footprint while having a strong lever through its choice of partners. Efforts on purchasing and the supply chain generally have significant impact potential, but require coordination with external partners, hence a more balanced distribution with other levers.

This breakdown takes into account the impact of the different levers while placing particular emphasis on energy sobriety and sustainable purchasing, which can have a more substantial direct effect.

THÉMATIQUES ENVIRONNEMENTALES	PRINCIPALES PISTES D'ACTIONS ENVISAGÉES
DEPLACEMENTS	• Mise en place du télétravail • Favoriser le covoiturage • Augmenter le nombre de véhicule électriques / hybrides et diminuer le nombre de véhicules thermiques • Rédaction d'une charte interne liée au déplacement (charte sobriété énergétique) • Intallation d'une borne électrique • Politique de mobilité douce
ACHATS DURABLES	• Réalisation d'achats de proximité • Réalisation d'achats groupés • Priorisation d'achat de matériaux éco-responsables • Mesurer et contrôler l'impact carbone de la sous-traitance
INFORMATIQUE	• Rallonger de la durée de vie de nos materiels informatiques • Réparation des appareils & matériels • Instauration d'une politique de recyclage pour le prestataire déchet • Sensibilisation des collaborateurs aux usages numériques responsables (charte sobriété énergétique) • Passage au zéro papier
ENERGIE	• Identifier les gains de performance énergétique potentiel sur le site de Meudon et lancer si nécessaire des chantiers pour améliorer la performance énergétique de ce site prioritaire • Systématiser l'extinction des postes de travail les soirs et/ou les week-ends (démarche Green IT)
SENSIBILISATION	• Sensibilisation des employés aux enjeux énergies/climats • Mise en place d'une charte sobriété énergétique

BUILDING THE ACTION PLAN

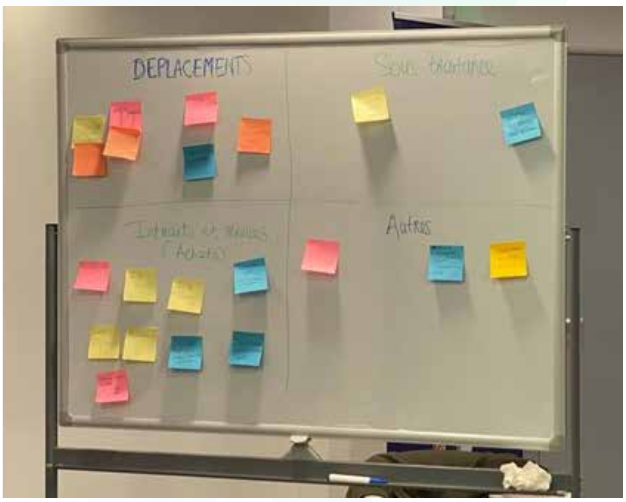
The action plan was built in person, in 3 stages:

1. A brainstorming session in plenary, with an avalanche of post-it notes to propose possible actions across 5 themes, and a vote to prioritize the most relevant actions. Choosing a participatory brainstorming with post-it notes freed the creativity of each employee. Using post-its made free expression easier, allowing everyone to put forward ideas around the five environmental themes identified. This phase strengthened group dynamics, fostered a diversity of ideas and encouraged everyone's engagement. The prioritization vote made it possible to select the most relevant actions according to strategic priorities, thereby ensuring that efforts are aligned with the company's ecological objectives.

2. An in-depth review of the most popular courses of action in the form of action sheets in thematic sub-groups. The next step transformed ideas into concrete action plans. In sub-groups, the employees were able to explore the most promising avenues in greater depth by drawing up detailed action sheets. This phase made it possible to clarify objectives, define responsibilities and identify the resources needed for each initiative. Working in sub-groups fostered focused thinking while strengthening collaboration around each specific theme.

3. A presentation of the work carried out in sub-groups, in plenary, followed by discussion. Presenting the sub-groups' work made it possible to share progress and to ensure that all employees have a clear, shared view of the actions to be carried out. The plenary discussions enriched the action sheets thanks to the feedback and expertise of the other participants. This time for exchange consolidated collective buy-in and made it possible to identify potential synergies between the different actions, thereby strengthening the overall effectiveness of the environmental action plan.





By adopting this approach, the company has equipped itself with a realistic environmental action plan, supported by all employees, thereby strengthening its commitment within the framework of the EcoVadis certification, the details of which you will find below.

1 RESPONSIBLE MOBILITY

2025 OBJECTIVES

- Reach a ratio of over 80% hybrid vehicles in our fleet in 2025
- Move to 0% combustion-engine vehicles by 2026
- Add a second electric charging station at the Meudon site, subject to an increase of more than 20% in employees' vehicles that are electric.
- Study the feasibility of installing a bicycle parking stand in the co-ownership property,
- Introduce a soft-mobility allowance, activable from the second half of 2025

OUR MEASURES

Déplacements				
Action	Potentiel de réduction des GES global	Popularité lors de l'atelier	Gain GES %de réduction	Commentaires et hypothèses
Télétravail	Fort	Moyenne	20%	Un jour par semaine en télétravail
Covoiturage	Moyen	Faible	2,5%	Hypothèse 5% de covoiturage avec un taux de remplissage de 2
Réaliser une charte interne liée aux déplacements Installation de bornes à vélo dans la copopriété	Moyen Moyen	Faible Faible	Non 5%	 Une personne sur 20 se met au vélo
Prime mobilité douce	Moyen	Moyenne	5%	5% des salariés utilisant la voiture abandonnent au profit d'une mobilité douce

- Update our group travel policy "TRAVEL MANAGEMENT" to integrate sustainable mobility principles and raise awareness among all employees of the emissions associated with travel
- Design and implement a "sustainable mobility plan" across our offices, starting with the Meudon office as a pilot.
- Take the GHG emissions criterion into account when purchasing / long-term leasing new company vehicles

PROMOTING SUSTAINABLE MOBILITY: better understanding our impacts to limit them

A commuting mobility diagnostic of Numeryx Technologies

Our objective for 2024 was to carry out a second mobility diagnostic of Numeryx Technologies in order to better understand employees' travel modes, track changes over time and define an appropriate policy.

The diagnostic was sent in June 2024 and received 84 responses (130 employees at the time of the study), i.e. 64% of employees responding.

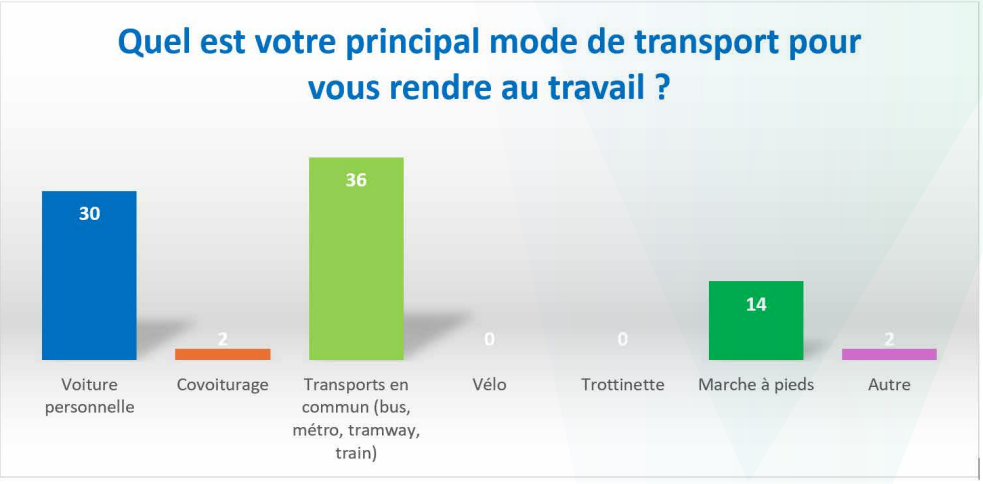
The mobility diagnostic concerns exclusively commuting for Numeryx Technologies (Meudon, Lyon and Le Havre offices), also including our consultants on assignment at our clients.

The analysis of the results must take into account the weight of headcount, and the availability of public transport at the sites in 2024:

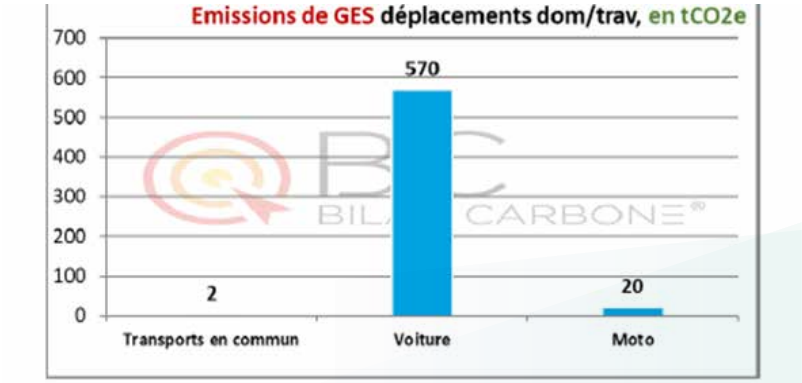
- The vast majority of Numeryx Technologies staff (110 consultants at the time of the study) are in Île-de-France at our clients' premises.
- Numeryx's "head office" employees (17 employees) are attached to the Meudon site, in the Vélizy business park. The area is mainly served by a bus network and a tram.
- In Le Havre and Lyon, headcount is small: 2 full-time employees in Lyon and 1 employee in our Le Havre offices.

The following charts present the types of transport adopted by employees at the scale of Numeryx Technologies, then of each entity.

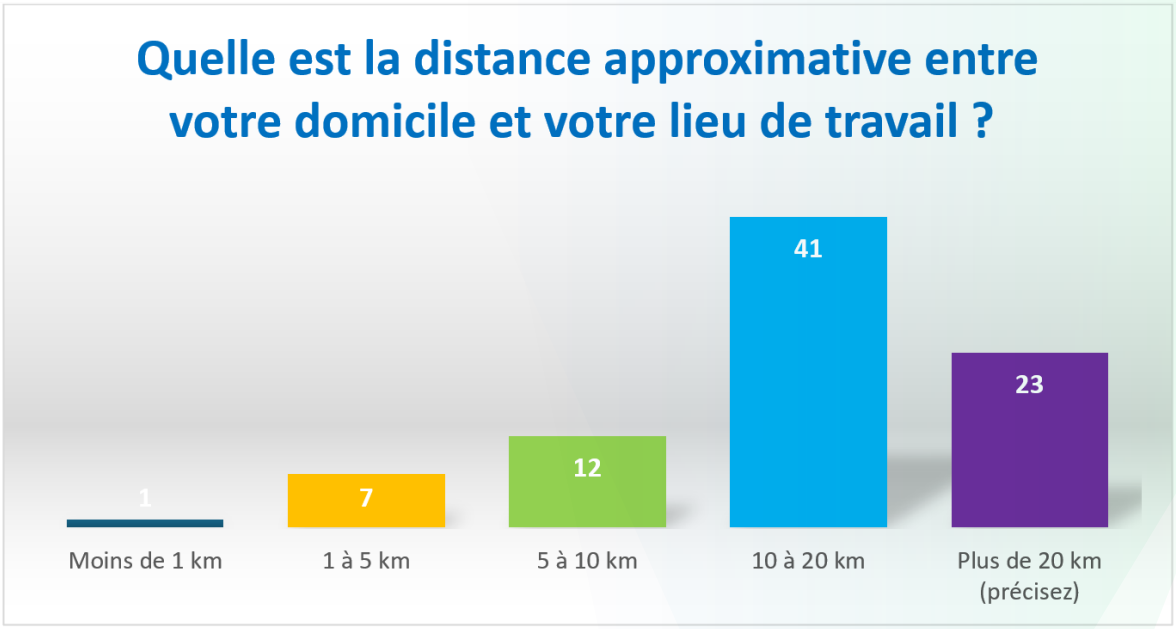
At the scale of Numeryx Technologies, 38% of employees adopted sustainable mobility (public transport, trains, bicycle, scooter, walking) in 2023.



These results represent a clear improvement vs. N-1 (2022), when the car was predominant in the responses (see chart below). "Other" represents "motorcycles and scooters". However, the 2022 analysis should be put into perspective given the low response rate we had collected (only 11 responses)



Source: Vizea commuting study for Numeryx 2022



Non-sustainable journeys are mostly made by combustion-engine car. Few employees have adopted hybrid or electric cars, and carpooling is still a rare practice. Cycling is also nonexistent. The distance mostly traveled by our employees (beyond 10 km up to more than 20 km) may be part of the answer.

These results make sense after an analysis of the availability of public transport at the sites. Numeryx's sustainable mobility policy will take into account the specificities of each site and the associated constraints.

Sustainable mobility package

To encourage the use of sustainable mobility within Numeryx Technologies, the environment taskforce is working on setting up a sustainable mobility package, as well as carpooling, which would be offered to employees to promote soft mobility



It appears that only 6.5% of employees would be ready to take up cycling if a soft-mobility allowance were introduced.

Analysis of business travel

As part of the carbon footprint carried out by Vizea for Numeryx Technologies, business travel was analyzed: company vehicle fleet (fleet and consumption), business travel, visitor travel.

In Vizea's carbon footprint, it appears that the majority of environmental impacts relate first to business travel, then to the company vehicle fleet.

In 2022, air travel represented nearly 80% of business trips but only 14% of the carbon footprint of these trips.

In 2023, this ratio remains the same.

The main axes of our mobility policy are as follows:

- rationalization and electrification of our vehicle fleet.
- reduction of business travel by plane.
- Update of our "Travel Management" policy to include advice and promote eco-responsible practices during business travel.

The mobility diagnostic allows us to better understand the specific context of our site and our employees' mode of transport.

We wish to offer tailored solutions according to needs. Among the actions under consideration:

- installation of a bicycle parking stand in the co-ownership property,
- soft-mobility allowance,
- installation of additional electric charging stations,
- encouraging carpooling.

Indicateur(s) de suivi	Objectif(s) à atteindre	Gain GES estimé en t CO2e
TeqCO2 par collaborateur	2,5% de réduction du poste "domicile-travail" --> Utilisation de la voiture	28

Company vehicle fleet

Our current fleet consists of leased vehicles.

Since 2022, Numeryx Technologies has committed to reducing the number of 100% combustion-engine vehicles in its fleet, with the aim of electrifying our fleet by 2026.

	2022	2023	2024 target
Number of cars	3	5	5
% Hybrids (- 50 g/CO2)	0 %	25 %	75 %
% Electric	0 %	0 %	0 %
% Combustion engine	100%	75 %	25 %
Number of motorcycles / scooters	0%	0%	0%

Electric charging stations

For employees commuting by car, a considerable obstacle to switching to electric was the absence of charging stations at their workplace.

That is why Numeryx Technologies launched in 2023 a plan to install a first charging station shared between two of its parking spaces at its Meudon site

Introduction of remote work

From the start of the 2024 school year, Numeryx will offer its employees in our offices the possibility of one day of remote work per week. The Meudon office will pilot this initiative.

A remote work charter was drafted with the HR teams and the environment taskforce to frame this new management principle within Numeryx Technologies. It was approved by the CODIR.

Note: this introduction of remote work only concerns employees at head office and in the offices (Lyon and Le Havre), but not our consultants, who are subject to the remote work policy of the company where they are on assignment

Indicateur(s) de suivi	Objectif(s) à atteindre	Gain GES estimé en t CO2e
TeqCO2 par collaborateur	20% de réduction du poste "domicile-travail"	118

2 ENERGY SOBRIETY OBJECTIVES

Continue our energy-consumption reduction measures for Numeryx's Meudon site.

After study, the Le Havre and Lyon sites are excluded from this objective, as they are co-working sites

under the responsibility of external managers, so it is not possible for us to measure and act directly on energy consumption aspects.

2025 OBJECTIVES

- Systematically switch off workstations in the evenings and/or on weekends (Green IT approach)
- Identify potential energy performance gains at the Meudon site and launch, if necessary, works to improve the energy performance of this priority site
- Launch a sustainable mobility program. Implementation in early 2025 (see part 1)
- Introduce a "NUMERYX Sobriety Charter" for employees containing instructions and daily eco-gestures on digital usage, travel and offices. It will be included in the onboarding document and distributed to employees already in the company by the end of 2024
- Offer regular awareness sessions on eco-gestures and responsible digital technology on our intranet (Yammer) and through semi-annual meetings throughout the year
- Update our Travel Management policy to integrate sustainability criteria
- Promote the reuse of our electrical and electronic waste and/or identify a partner able to collect, process and reuse or recycle our IT equipment. Operational by the end of 2025
- Continue to develop Green IT principles in the development of our solutions
- Create a first internal sustainability training path for employees of all Group entities.

OUR MEASURES

As part of the low-carbon transition plan, we wish to undertake a number of actions:

- drafting and distributing a “Sobriety Charter” for employees,
- raising awareness of eco-gestures and responsible digital technology through a Climate Fresk and training,
- selective waste sorting,
- designing a Green IT offer for our customers.

Some actions in our low-carbon transition plan, such as reducing the heating temperature or reducing the use of air conditioning, have a real impact on our employees’ working conditions.

Awareness is therefore essential to explain these actions and the associated environmental gains. We are also aware that sobriety is everyone’s business. To fight energy waste, we must rely on everyone’s good reflexes.

The taskforce dedicated to environmental issues has decided to regularly inform employees of progress on the sobriety plan from November 2024. The steering team, with the support of employees involved in the CSR working groups, designed educational materials on office eco-gestures and good practices for responsible digital technology.

Means of communication

- Internal social network (Viva Engage)
- Training materials included in our welcome kit,

- Poster campaign
- Emailing campaign / Internal newsletter

Introduction of an energy sobriety charter

Among the information and awareness materials, an energy sobriety charter was drafted and distributed to all employees present at Numeryx from September 2024

Through our sobriety charter, we wanted to:

- raise employees’ awareness of cleaning and maintenance of their IT equipment,
- raise employees’ awareness of data cleaning and proper maintenance of their IT equipment,

- raise awareness of daily eco-gestures within our offices.

Digital and Climate Fresks



The Fresk is a fun, collaborative workshop. The aim of this “serious game” is to assemble a fresco from thematic cards on climate issues and thereby trace the links of implication.

The Climate Fresk: it covers all climate and energy issues.

A Climate Fresk workshop was held on Tuesday, February 27 for all employees of NUMERYX TECHNOLOGIES

Training and awareness on responsible digital technology

Since September 2023, a “responsible digital technology” presentation has been offered to newcomers in order to raise employee awareness of digital pollution as soon as they arrive, or during their onboarding day.

More than thirty new employees were made aware in 2023.



A sustainability-oriented offer for our customers: RSE Scoring by NUMERYX

In 2023, we set up the creation of a technology solution called “RSE Scoring” to help our customers measure and reduce their digital environmental footprint (Green IT) while using digital technology as a tool to improve their environmental performance (IT for Green).

Beyond measurement, the consultants offer genuine change support to integrate the environmental factor into the IS strategy and improve the performance of their customers.

Finally, the offer includes a strategy for raising employee awareness of responsible digital issues. With this in mind, a dedicated training offer is planned in our Numeryx University training catalog (https://university.numeryx.fr/fr)

3 SUSTAINABLE PURCHASING

This part is covered in full in the "RESPONSIBLE PURCHASING" report
Please refer to this report for all the actions put in place

2025 OBJECTIVES

- Reduce GHG emissions linked to purchasing (transport, production of goods purchased) by 15% compared with the reference year (2023).
- By the end of 2025, 100% of current suppliers must be informed of the new CSR criteria and encouraged to take part in environmental improvement programs
- 40% of new suppliers must be pursuing eco-design and sustainable management of their production by 2025.
- By the end of 2025, 20% of IT equipment (laptops, phones) must be part of a recycling program.
- Systematically include environmental criteria in our requests for quotes.

OUR MEASURES

We will focus here only on purchasing criteria with an environmental impact. All the criteria related to sustainable purchasing can be found in the **SUSTAINABLE PURCHASING REPORTING** document

- **Waste and resource management:** favor suppliers that adopt sustainable management of natural resources (energy savings, use of recyclable materials). The management of our own IT equipment.
- **Choice of eco-responsible suppliers and reduction of CO2 emissions:** select suppliers with environmental initiatives. Encourage suppliers to reduce their carbon footprint.

Waste and resource management

With the exception of the co-working sites under the responsibility of external managers (Lyon and Le Havre), our Meudon site is equipped with solutions for sorting waste.

Everyday waste

Waste represents a very small part of our greenhouse gas emissions. We nevertheless consider it an essential component of our environmental policy for several reasons. A cornerstone of the circular economy, it is also a gateway to engaging employees in an eco-gesture approach.



Our Meudon site has a sorting solution via recycling bins. This waste then enters the public waste-sorting system made available by the building. Our long-term objective is to track our waste management through targeted indicators in order to determine an appropriate reduction trajectory.

Company catering

Numeryx benefits from an eco-responsible company catering service through a committed provider: Foodles (B Corp and EcoVadis Silver certified)

ELECTRICAL AND ELECTRONIC WASTE

IT equipment – Laptops

The manufacture of electrical and electronic equipment is particularly polluting. It contributes to the depletion of resources, affects biodiversity and leads to negative social consequences in the extraction, refining and assembly territories.

That is why it is essential to extend the lifespan of equipment and to promote its reuse in order to limit the purchase (and therefore the manufacture) of new equipment.

To date, Numeryx has not established a recycling or reuse policy for its IT waste. Indeed, Numeryx faces a difficulty on this subject. As a trusted digital services provider, Numeryx is PASSI qualified (Information Systems Security Audit Service Provider). This qualification requires us to wipe the hard drives of PCs returned by our consultants. As a result, it is more difficult for us to reuse this equipment.

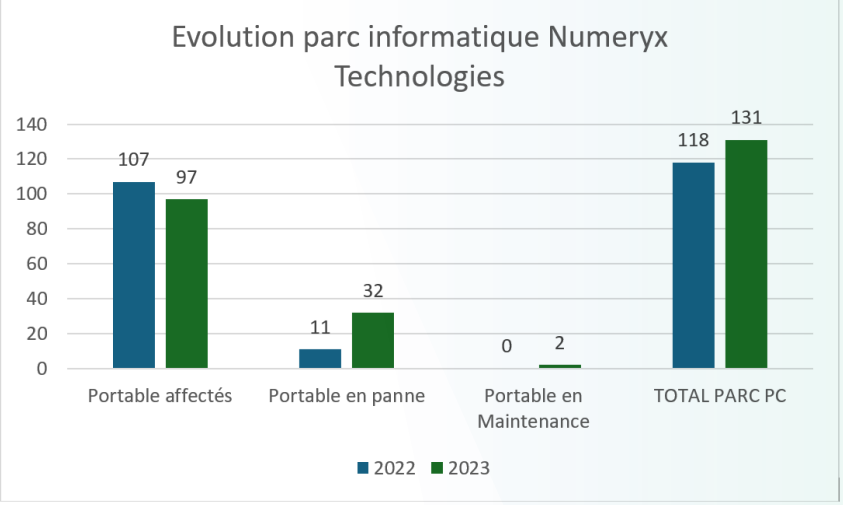
In 2024, only 10% of our IT equipment came from refurbishment channels or from suppliers offering low-energy-consumption products. This is below the 20% objective we had set ourselves. But it represents a real step up for the coming years.

We obviously wish to change this situation by putting in place a clear policy for recycling / reuse of our IT waste. That is why this subject will be one of the priority themes of the Numeryx Environment taskforce for 2025.

To this end, we are going to set up an end-of-life equipment recycling program to limit technological waste.

Consultants receive a laptop when they join NUMERYX. 100% of Numeryx Technologies' IT fleet consists of laptops.

The IT department ensures that computers work properly in order to maximize their lifespan. Computers are only replaced when the employee reports a problem that the support department cannot repair.



We observe that in 2022 and 2023, more than 80% of the IT fleet is assigned to employees. Given that 33 consultants use PCs provided by our clients, 100% of our employees are currently equipped.

We also observe an increase in failed PCs, as well as 2 PCs under maintenance in 2023 vs. none in 2022.

If we look at 2023, we observe that 24% of PCs could be repaired or recycled.

Assumption: 24% of equipment undergoing refurbishment. We roughly estimate that this would avoid the purchase of 7.5% of IT equipment (losses due to whether or not it can be reinjected into the internal network and to a possibly reduced lifespan)

Indicateur(s) de suivi	Objectif(s) à atteindre	Gain GES estimé en t CO2e
% d'équipements réemployés	7,5% de réduction des intrants informatique	1,68

We can estimate that 3 devices out of 20 could be repaired, so a carbon saving of 15% is possible.

Indicateur(s) de suivi	Objectif(s) à atteindre	Gain GES estimé en t CO2e
	10% des appareils réparés	2,91

Informatique				
Action	Potentiel de réduction des GES global	Popularité lors de l'atelier	Gain GES % de réduction	Commentaires et hypothèses
Achat de produits reconditionnés	Moyen	Moyenne	7,5%	Ici seulement la partie réutilisation des équipements chiffrée. Hypothèse : 10 % des équipements faisant l'objet d'un reconditionnement. On estime grossièrement que cela permettrait d'éviter l'achat de 7,5% des équipements informatiques (pertes dues à la possibilité de réinjecter sur le réseau interne ou non et à la durée de vie possiblement réduite)
Réparation des appareils et outils	Moyen	Moyenne	15%	On peut estimer que 3 appareils sur 20 puissent être réparés, ainsi un gain carbone de 15% est possible
Instaurer une politique de recyclage du matériel informatique (prestataire)	Faible, mais mobilisateur	Moyenne	Non quantifiable	
Sensibilisation des collaborateurs aux usages numériques	Faible	Forte	Non	
Passer au zéro papier	Faible, mais mobilisateur	Moyenne	50%	On peut estimer une réduction de 50% de la consommation de papier

Mobile phones

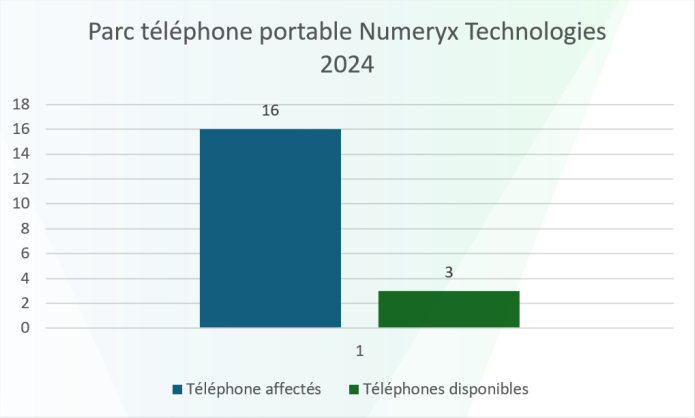
However, we have already taken action on our mobile phone fleet (see part 3 Responsible purchasing)

"Bring Your Own Device" is favored for mobile phones. Employees do not have company phones. Only management and sales staff are provided with company phones.

Until 2023, mobile phones were automatically renewed every two years.

In 2024, we changed the renewal campaign. We leave employees the choice of renewing their phone or not, informing them about the environmental impact of manufacturing IT equipment.

In 2024, no mobile phone had to be replaced.



In 2024, 85% (16 phones) of the mobile phone fleet is assigned to employees entitled to one. The remaining 15% (3 mobile phones) are substitute phones that have not yet been assigned or that were returned after an employee's departure.

Choosing eco-responsible suppliers and favoring proximity

N.B. – All the figures expressed below are presented and detailed in the appendix document entitled "External Service Providers_Suppliers_CSR Selection Grid"

Suppliers are essential to implementing our sustainable purchasing strategy. To this end, Numeryx has chosen to favor local suppliers (> 300 km).

Our objective for 2024 was that at least half of our suppliers meet this criterion.

We succeeded in achieving and even exceeding this objective, since in 2024 100% of our suppliers are local suppliers (> 300 km).

In addition, more than 80% of our suppliers are certified/labeled with an environmental approach, which represents an increase of 3 points compared with the previous year, demonstrating stable adherence to ecological suppliers, with continued progress in 2024, albeit marginal. This underlines the consistency in choosing environmentally respectful partners.

CONCLUSION

This environmental activity report highlights the continuous efforts of Numeryx Technologies to integrate the principles of societal responsibility into its practices.

Through solid governance, structured around the environmental taskforce and decision-making bodies such as the COPIL and the CODIR, the company is strengthening its commitment to reducing its ecological footprint while aligning its actions with its long-term strategic objectives.

This governance framework ensures effective and transparent decision-making, essential for achieving our environmental ambitions by 2030.

Among the major topics that will occupy the environmental taskforce in 2025, our main objective is to obtain LUCIE labeling and thereby comply with the ISO 26000 standard.

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