



numberly
ioomercis group

Communication on Progress 2020



Network France
WE SUPPORT

To our stakeholders:

1000mercis (doing business as NUMBERLY) is resolutely committed to defending and promoting the principles of the Global Compact.

Preserving the environment, acting in favor of sustainable development, contributing to the effective dissemination of human rights, eliminating all forms of discrimination and human exploitation, fight against corruption are key elements of our culture, identity and will.

I am pleased to confirm that Numberly reaffirms its support for the ten principles of the United Nations Global Compact concerning human rights, labor, environment, and anti-corruption policies.

This annual communication form concerns actions taken to improve the integration of these ten principles into our business strategy, culture and daily operations. I am very pleased with the progress and success we have achieved again this year. I would like to warmly thank all the Numberly's teams, our partners, and in general all our stakeholders committed with us to make these principles a tangible reality.



Yseulys Costes
Numberly CEO



Numberly's CSR strategy and the Global Compact principles

The principles that drive the Global Compact closely resonate with the main elements of our CSR policy.

The ten principles of the Global Compact of the United Nations

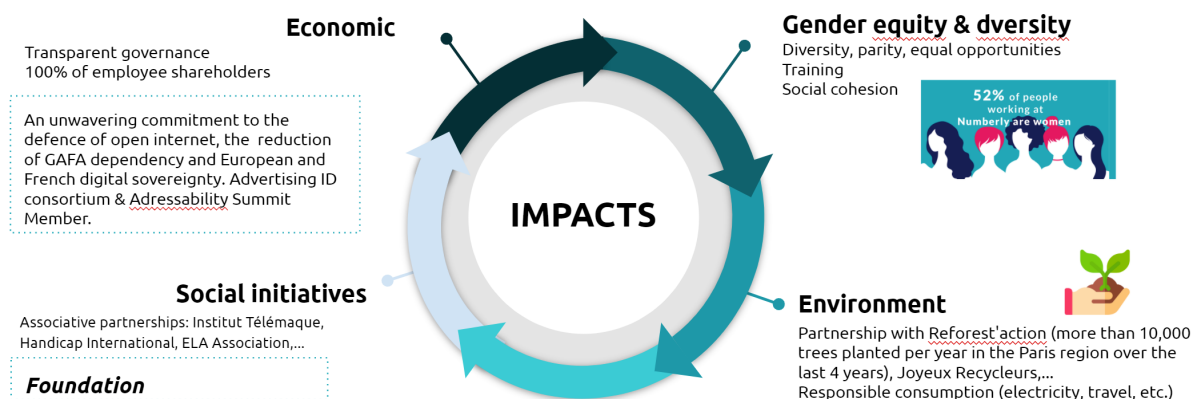
<p>Human Rights</p> <p>Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights; and</p> <p>Principle 2: make sure that they are not complicit in human rights abuses.</p>	<p>Labour</p> <p>Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;</p> <p>Principle 4: the elimination of all forms of forced and compulsory labour;</p> <p>Principle 5: the effective abolition of child labour; and</p> <p>Principle 6: the elimination of discrimination in respect of employment and occupation.</p>
<p>Environment</p> <p>Principle 7: Businesses should support a precautionary approach to environmental challenges;</p> <p>Principle 8: undertake initiatives to promote greater environmental responsibility; and</p> <p>Principle 9: encourage the development and diffusion of environmentally friendly technologies.</p>	<p>Anti-Corruption</p> <p>Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.</p>

Numberly CSR strategy and recognition

Numberly's CSR policy is based on the UN Global Compact and is structured around these universal principles.



For several years now, all of the efforts made by Numberly have been rewarded, in particular by membership of the Gaia Index™, which groups together the best performing listed companies in terms of CSR (2020 Global ranking: 4/78 for companies with a turnover of less than 150 million euros). In 2020, the Ecovadis agency awarded Numberly the "Silver" recognition, ranking it among the best rated companies.



Achievements for Human Rights

Equal opportunities and professional integration

Human resources management is at the heart of many social and societal issues and represents a challenge for Numberly, which draws its strength from the great diversity of its businesses. This is why the group pays particular attention to it and makes it one of the crucial points of its CSR policy. The human resources management model is based on the following pillars:

- Attracting and retaining talent, in particular through the company's presence on social networks (Twitter, Facebook, LinkedIn, Instagram, etc.), at school forums and through its partnerships with Dauphine, ESSEC, Centrale Paris and the CMLA at ENS Cachan;
- Training to develop and diversify skills and careers;
- Evaluating and rewarding performance thanks to a follow-up system put in place for each employee;
- Valuing and encouraging diversity as well as the development of international careers, which is notably made possible by the company's various geographical locations.

Policies relating to human resources management, including recruitment, redundancy and employment contracts, remuneration and its development, organisation of working hours and absenteeism, are in full compliance with the National Collective Agreement applicable to the staff of technical consultancies, engineering consultancies and consultancy companies, brochure number 3018 of the Syntec Federation.



Numberly is committed to the well-being of its employees and is aware of the need to adapt work patterns to individual situations. The company therefore offers its employees the possibility of rearranging their working hours and encourages teleworking arrangements in order to mitigate health risks and promote safety at work.

Numberly uses Adapted Enterprises for maintenance work and delivery of supplies. 2% and 6% respectively of these activities are paid to this institution.



Handicap International

Numberly, a member of the Club1000, is part of a network of corporate citizens who are partners and sponsors of Handicap International, and helps the association through a donation that is renewed each year.



ELA Association

The ELA association helps patients and their families, invests in the development of research, seeks to raise public awareness and aims to develop its actions on an international scale. Since 2011, ELA has launched an operation called "Put on your trainers and beat the disease", a day that involves the employees of partner companies to raise awareness, bring people together and entertain.

Promote apprenticeship

Numberly has a voluntarist policy regarding alternates. More than 50 work-study contracts were signed in 2020. Tutors are trained to better welcome alternates and dedicate the necessary time to exchange and pass their passion and know-how.

Training

Each employee is encouraged from their first day and throughout their career to be curious and to ask questions within their own team or other teams within the group.

The diversity of Numberly's businesses attracts a wide range of talent and the company has the will and resources to develop it.

Numberly provides training that benefits everyone. The group has created a transfer system open to all employees, which allows them to spend between one day and one week in another department of the group. This system allows employees to discover new jobs but also to better understand how the company works and its synergies.

Numberly is a professional training provider. Indeed, the group attaches particular importance to the training of its employees. In 2020, more than 5,200 hours of training took place. This is an important and necessary effort in order to constantly

improve the teams on new technologies. Training activities for employees totaled 2.3% of the salary costs in 2020.

Mentoring



Numberly is a partner of the Télémaque Institute.

Created in 2005 in partnership with the French Ministry of Education, this institute aims to promote equal opportunities and contribute to the revival of the social lift. The group finances the association for each company sponsor who sponsors a Télémaque child. This partnership enables the sponsor/children pairs to go on cultural outings such as exhibitions, concerts, subscriptions, etc.

Through our partnership agreement signed with the Telemaque association, we allow 10 young people to be accompanied for 7 years (up to the Baccalaureate) by an employee of our company, in the discovery of artistic, cultural and extra-curricular activities, but also in the choice of studies and professional orientation.

Code of conduct

We integrate our politics linked to Human Rights in our company rules and regulations. Every employee receives these rules upon arrival into the company.

Our hiring criteria are essentially oriented towards adherence to our corporate culture and the search for the highest level of technical skills.

Numberly has implemented an ethical alert process that allows every employee to report a violation in the fields of accounting, finance, banking, or on matters relating to the fight against corruption or competition, but also acts of discrimination, harassment or serious breaches of health and safety legislation, endangering the physical or mental health of employees. It aims at strengthening the means of expression of each person so that everyone is an actor in risk prevention.

Achievements for international standards on labor law

Social dialogue is based on the Staff Representatives who represent the staff to the employer and inform him of any individual or collective complaint.

The group also encourages a more informal interprofessional and intersectoral social dialogue. To this end, it has set up a dedicated information platform managed by the employees, a place of exchange developed internally which enables everyone to find



out about the activities of all the teams. In addition, the teams use a number of online communication tools that allow them to coordinate, share information and documents .

Numberly is committed to fighting against all forms of discrimination and harassment. The group raises awareness through training for all employees and gives everyone the opportunity to express themselves.

Health & Security

Employees receive regular medical check-ups throughout their time with Numberly and undergo a compulsory health check-up when they join the group. The company is committed to reacting when necessary to improve the day-to-day lives of employees whose health is at risk and requires certain adaptations; this effort may include, for example, a change in work organisation and a move to teleworking.

To ensure the health and safety of its employees, Numberly implements numerous preventive measures: to combat stress, psychological cells are available to employees. Exposure to noise is reduced by the installation of numerous "sound traps" in the premises. Numberly seeks to improve the daily lives of its employees with musculoskeletal disorders and provides adapted equipment.

The group provides all the necessary equipment for the adaptation of workstations to people with disabilities. In 2020, 6% of our total workforce is disabled.

To enable each employee to meet their personal aspirations and needs in terms of social action for the common good, we have signed a sponsorship agreement with the Latitude association, in order to mobilize engineers, developers and project managers and enable them to use their skills on projects of general interest.

To enable people to better organize their personal life, a major scheme was introduced enabling our staff to work remotely.

Substantial technical means have been deployed to cope with the massive and similar influx of connections.

Child labor

Since its creation, Numberly has never resorted to slavery or child labor, pledges never to resort to it, and applies a "Zero Tolerance" policy on these subjects where its suppliers and clients are concerned. We act with integrity and ethical standards in dealing with our customers, suppliers and employees.

We ensure that no stakeholder with whom we have a relationship (of any kind) is complicit in human rights abuses.

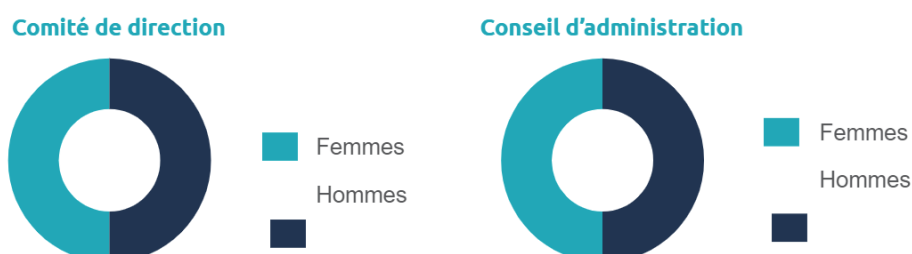
Numberly selects its suppliers on the basis of their adherence to the rules laid down by the International Labor Organization, the Universal Declaration of Human Rights, the OECD and the Global Compact.

Gender equality

The issue of parity is at the heart of Numberly's corporate culture and we ensure that it is respected at all levels of the company.

This balance of men and women at all levels and in all professions is the guarantee of better performance. As proof of this commitment, we have obtained a Gender Equality Index of 97/100 for 2020 (96/100 in 2019). We achieved the same score for 2018. In line with this policy, Numberly has signed the Galion Gender Agreement.

Numberly is in full compliance with the legislation in terms of parity in hiring, pay and promotions. Progression targets are the same for both men and women. Numberly strongly encourages its employees to progress within the company's business lines without differentiation by gender. Promotions are awarded to both men and women, women are able to retain their positions during maternity leave, and maternity leave does not preclude the possibility of an increase. Men are able to take paternity leave if they wish.



Half of the Group's executives is women

Women represent 47,6% of the Management Committee

Achievements regarding the Environment

Internal practices

The company is committed to and promotes the sustainable consumption patterns of Numberly to its customers. In addition, the group has put in place a number of procedures for recycling equipment and consumables used in its business:

- Obsolete IT equipment is donated to associations for reuse or recycling;



- Empty ink cartridges are stored and taken back for recycling;
- Used batteries are collected in the company for the professional and personal needs of employees;
- Paper consumption is optimised through the use of recyclable scrap paper;
- Plastic consumables have been reduced to a strict minimum (elimination of plastic bottles and cups, etc.) to be replaced by sustainable tableware; and
- Cardboard and paper waste are sorted separately.

The staff is attentive and responsible with regard to energy consumption. For example, each employee ensures that his or her computer is switched off when leaving the office

Further, action plans to save energy and reduce greenhouse gas emissions are put in place.

Partnerships

We collaborate with *Les Joyeux Recycleurs*. They collect various types of company waste such as cardboard, paper, plastic cups and bottles, cans, cartridges, batteries, lamps, pens, corks, cigarette butts, batteries, light bulbs. They then give the waste statistics and also pay 5 cents per kilo collected to Ares atelier (centre for adaptation to working life).

Reforest'Action, an association that enables individuals and companies to take concrete action in favour of reforestation in France and around the world. Numberly and its employees are committed to planting more than 5,000 trees per year. At the of 2020, more than 18.000 trees were planted. Many benefits have already been created by the trees planted:

- Climate: nearly 2 million car kilometers offset;
- Biodiversity: over 10,000 animal shelters created;
- Health: almost 15,000 months of oxygen created;
- Employment: almost 4,000 hours of work created.

Means put in place to reduce carbon emissions

Travel, and in particular air traffic, has a high carbon footprint. The Numberly Group, with offices in Paris, London, Amsterdam, Tel Aviv, Dubai, New York... has implemented advanced video conferencing systems to minimise the need to travel. The group also promotes the use of VPNs to facilitate the work-life balance of its employees.

Numberly has invested heavily in energy-efficient network equipment. This investment program will continue in the future to meet our objective of neutralizing

our carbon footprint by 97% by 2025. At the same time, the group has completely reviewed all of its relationships with its electricity and data storage suppliers in order to choose partners committed to fully offset their carbon emissions.

With the aim of raising individual awareness, employees trained in the Climate Fresk organised training and awareness sessions. 120 group employees attended these workshops.

Achievements against corruption

Transparency

The Group selects its suppliers notably on the basis of acceptance of a code of good conduct (see Appendix: Supplier Code of Conduct). This code implies compliance with current labour law legislation as well as the fight against child labour, all forms of discrimination, corruption, etc. These are rules that Numberly imposes on itself, values that the company defends and that it therefore imposes on all its employees. Indeed, acceptance of the provisions of this code is in the process of being generalised to all the group's supplier partners.

Numberly integrates social criteria into its purchasing/subcontracting practices. Similarly, supplier/subcontractor audits are carried out to monitor the application of these social criteria.

Environmental criteria are also integrated into purchasing/subcontracting practices and Numberly designs services with environmental and social added value. Customer satisfaction surveys are carried out and a quality management system is in place.

The Management Board has drawn up a charter, which defines and illustrates the different types of behavior to be prohibited (corruption, influence peddling, gifts and invitations, travel). It lists the disciplinary procedures to be applied in each case and describes an alert system for reporting possible situations of corruption.

To complete this system and make it more reliable, we are in the process of finalizing a scoring system. Our legal and financial team, which is particularly involved in this process, assigns a specific coefficient to each incriminated situation in order to be able to rate our degree of exposure to any type of corruption.



To date, we have not detected any drift of any kind among our staff, which again this year confirms our ability to pass on the right reflexes concerning the fight against corruption.

Corporate Governance

Numberly (1000mercis Group) is a Société Anonyme with a Board of Directors, listed on Euronext Paris. Numberly is committed to comply with the Middlednext governance code.

As part of its ongoing commitment to good corporate governance practices, the Board of Directors has formally expressed its adherence to the AFEP-MEDEF Corporate Governance Code as its reference code and is committed to complying with its recommendations. The independence of the corporate bodies is notably ensured by a Board of Directors that includes 50% independent directors (article 8 of the AFEP-MEDEF Code). 50% of the Board of Directors are women (article 6.3 of the AFEP-MEDEF Code). Further, an independent remuneration committee (article 16 of the Code) was created in 2010.

Employee shareholding

Since its creation, Numberly has undertaken to closely involve employees in the company's capital. To date, 78% of the group employees are shareholders. An employee representative participates in all Board meetings.

Focus on 1000mercis Foundation

1000mercis' Foundation was initiated to allow Numberly teams to pursue or start a relationship with a charity or a cause that we collectively are concerned about, and that brings meaning to our daily life, and leverage our expertise and tech resources to help them in their mission.

It gives to the group different occasions to actively take part to its social, societal, and environmental context.

6 reasons why 1000mercis' Foundation was launched

1. Because we strongly believe in customer intimacy where warm human interactions and benevolence are the pillars for a long term positive relationship;
2. Because we are a “MarTech” company and, tomorrow, marketing and technology will have to play a more socially responsible role;
3. Because service is in our DNA. We exist by serving others in the best possible way;
4. Because we believe we can do good with digital marketing, we believe in tech for good;
5. Because we strive to have a positive impact on our teams, our customers and partners, and the society in which we work; and
6. Because we are socially, ecologically and economically responsible.

Our commitments

We care about social, ecological and economical responsibilities.

We set clear and realistic priorities for action:

- Investing in green technologies
- Promoting the greatest transparency on personal data and its protection
- Facilitating the professional development of our teams
- Creating a dedicated internal working group

Some 2020 partnerships



Environment



Education



Society



Social Integration



Research

