

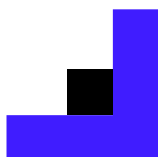
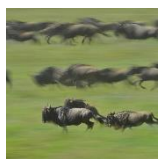




LINK BYNET

Corporate Social Responsibility report

We are pleased to invite you to take a look at our new CSR report presenting our achievements and commitments to sustainability.

This report is carried out with a view to transparency and is not subject to any legal obligation.

Summary

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■ Editorial

Why should I think about all these topics of melting icecaps, global warming, "life after me", value sharing, harmful CO2, ethics, recycling and all the other topics that are classified as "CSR" at the moment ?

Having, from day one, chosen to be as exemplary as possible, Linkbynet, its founders, its employees, its partners and finally its customers have all decided to take action !

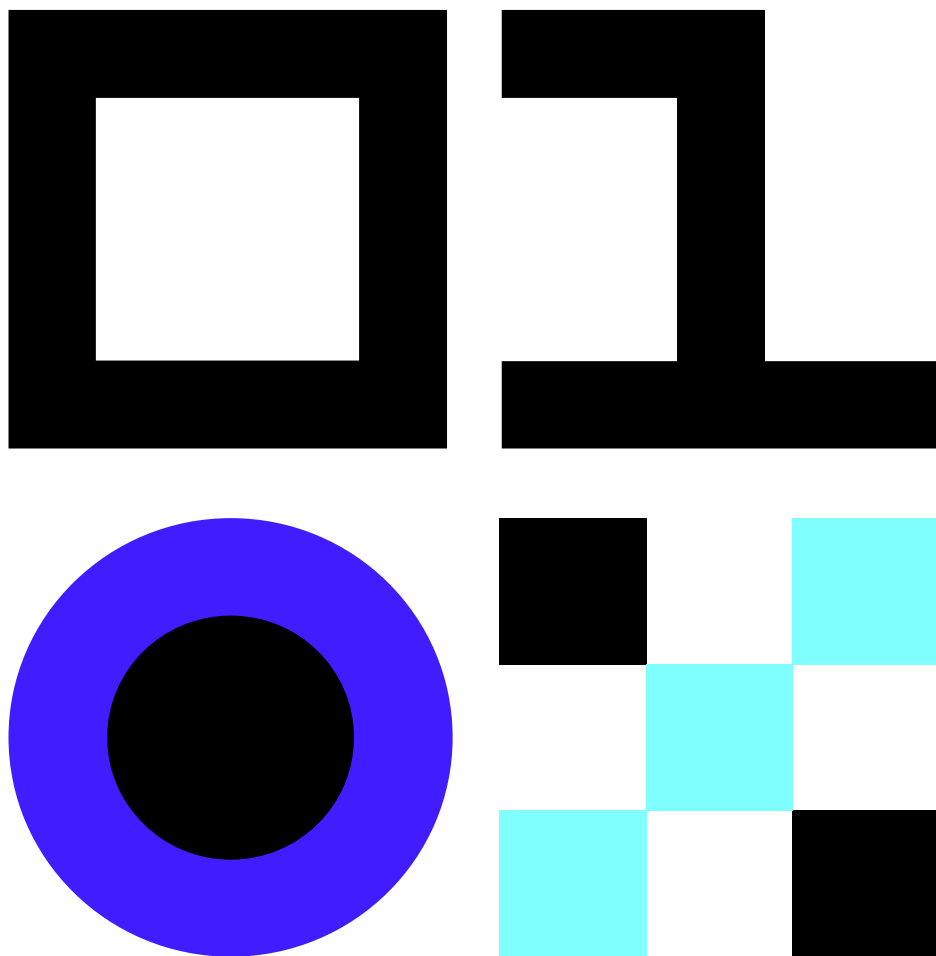
Even if our education pushes us to consider what is happening as "providence", the state cannot & must not assume the responsibility for all sustainability issues alone.

In our capacity, by all possible means, we are committed to a better world. Whether it is through our foundation, our investments, or our service offers, everything is being reviewed, analyzed and adapted.

This document is an illustration of our commitment and determination.

Patrick AISENBERG

Co-founder of LINKBYNET



Why do we need a CSR strategy?

We live in a world full of paradoxes.

We race for speed, capacity, novelty...

We continue to consume in mass, to waste, to throw away...

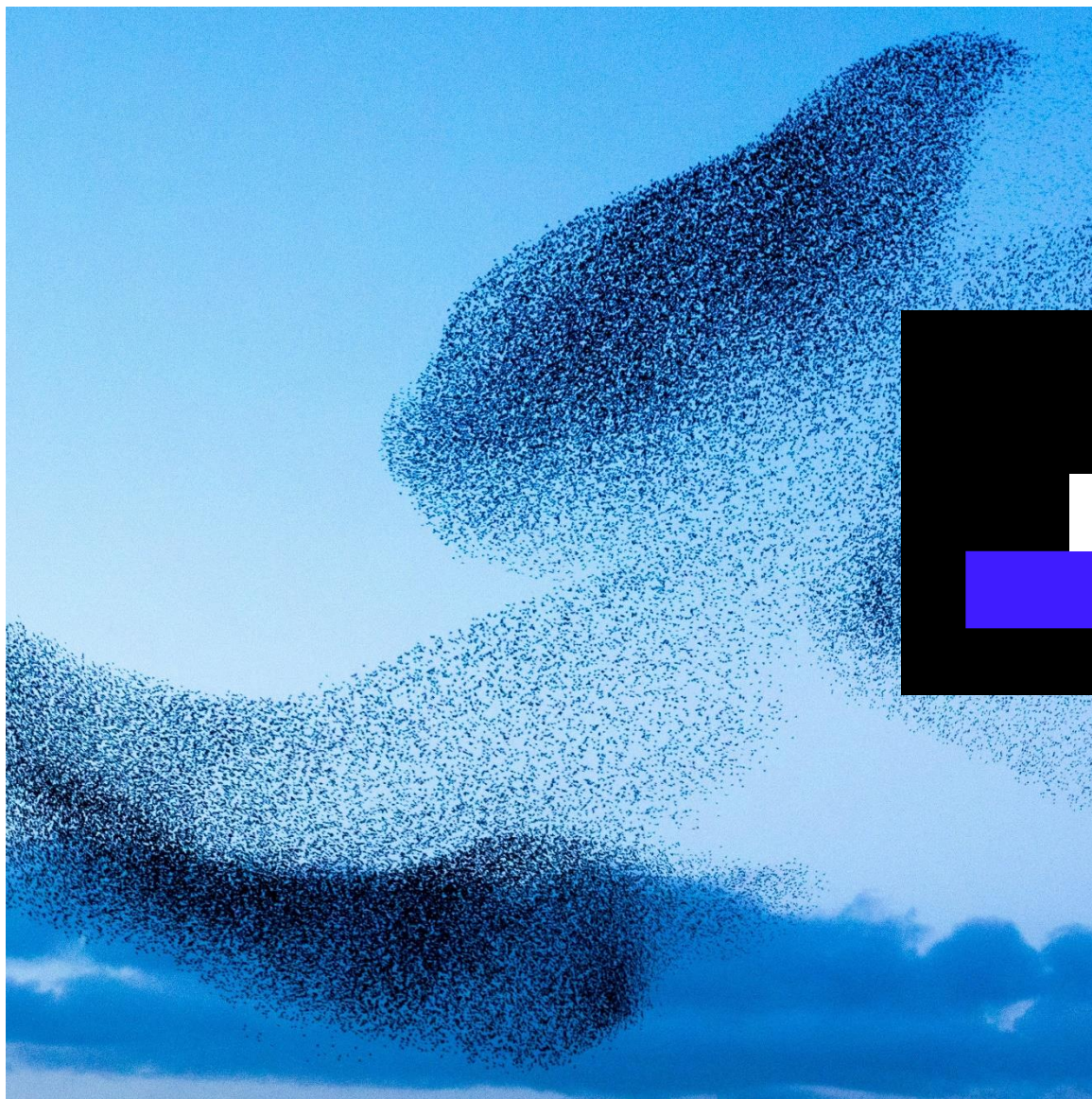
And in this context, digital technology represents the environmental footprint of a 7th continent¹.

Social inequalities and the digital divide are widening, and resources are being depleted.

The world is facing an urgent need for social and ecological transformation.

To preserve human-beings and their ecosystem, let us take up the challenge of resolving this paradox, let us transform, let us renew ourselves. We are all part of this.

¹ GreenIT.fr Frédéric Bordage



■ Linkbynet is proud to act for the future!

Founded 20 years ago to respond to the new needs for outsourcing and cloud computing, there was only one thing driving us forward: combining service with innovation.

Our founders, Patrick and Stéphane AISENBERG, have always been committed to building a company focused on people, the backbone of transformation and growth.

Today, more than 20 years later, our original ambition remains: to raise awareness, and form lasting, value-bearing relationships.

We want to make a lasting impact, changing the mindset of our employees and partners towards, among other subjects, optimizing the resources of our ecosystem.

■ Our 2021 CSR strategy is based on four commitments:

PROMOTE RESPONSIBLE BUSINESS

Build sustainable offers and services
by raising the awareness of our stakeholders on data protection,
by committing all employees to ethical practices,
and by reducing the environmental impact of digital transformation.

UNLEASE THE POTENTIAL OF OUR TALENTS

Support our employees on a long-term basis
with their transition towards future jobs by enhancing their skills through certifications
and by focusing on their satisfaction.

PRESERVE OUR PLANET

Optimize the resources of our eco-system
by reducing our energy consumption and waste.

HAVE A POSITIVE IMPACT ON OUR ECOSYSTEM

Thanks to our Linktogether foundation, we continue to support projects across our geographical locations to promote:
digital education and equal opportunities
and carbon footprint reduction.

AND NOW YOU HAVE IT: LINKBYNET IS EMBARKING ON OUR JOURNEY TO SUSTAINABLE TRANSFORMATION.

TOGETHER, LET'S BE CO-RESPONSIBLE.

■ Our approach

Linkbynet is now committed to a new and more ambitious CSR policy that addresses our stakeholders' expectations.

This has been built in collaboration with the consulting firm Des Enjeux et des Hommes, based on the 4 workshops in 2018 and 2019, with the participation of the following departments: Direction, Human Resources, Finance, Purchasing, Sales, Customer Relations, Research and Development, and Marketing.

Thanks to these workshops, we have identified the most relevant CSR issues for Linkbynet and based

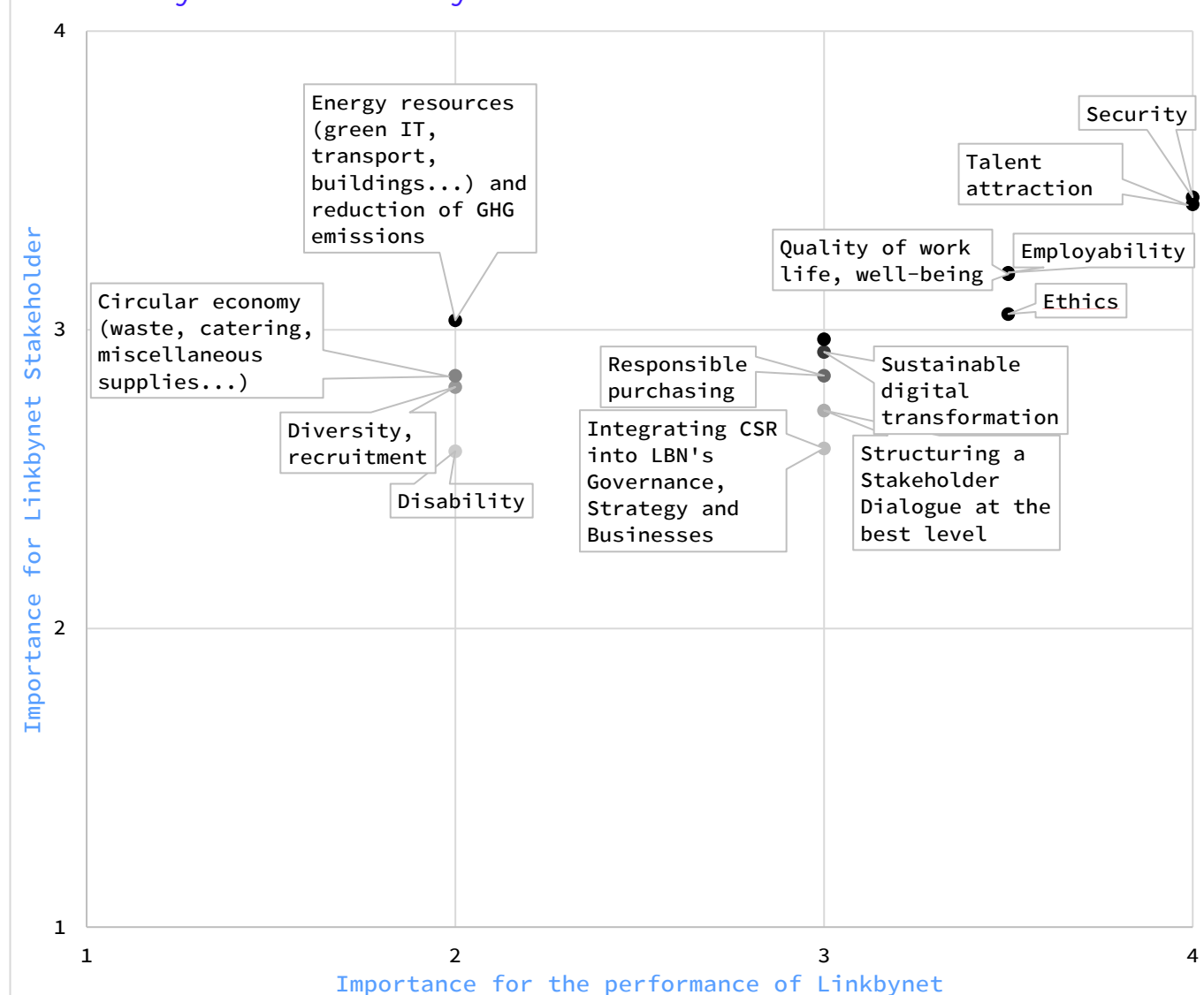
on this analysis, solicited our stakeholders to obtain our materiality matrix.

Various stakeholders have been approached. 189 of them have responded to our survey, among them:

- 10 customers,
- 16 suppliers,
- 152 employees
- Our board

This matrix enabled us to identify our priority issues and build our CSR strategy.

Materiality matrix of Linkbynet



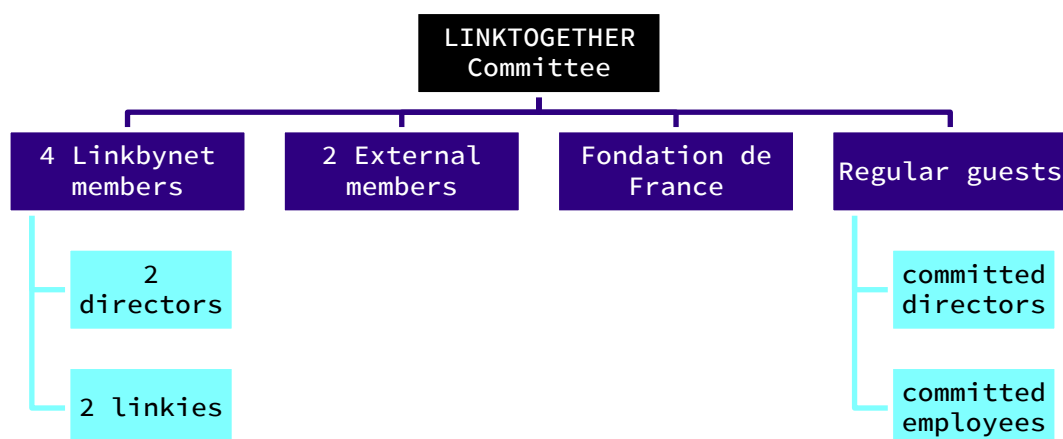
■ Our management

In order to succeed in following our CSR strategy, we have set up the following organization:

- For each issue, a team will be formed consisting of a sponsor (director) and a leader,
- An issue management system using KPIs,
- Creation of a committee system for CSR:



A specific management structure is in place for our LINKTOGETHER Foundation, with support of Fondation de France:



■ Ecovadis Silver Medal 2019 - Evaluation of our sustainability

The Linkbynet group had its corporate social responsibility performance evaluated in August 2019, by Ecovadis. The result of this survey showed that, up to this date, the Linkbynet group was among the top 25% of companies in terms of corporate social responsibility (CSR) achievement, among the 2955 companies in the sector, evaluated. The approach of the evaluation concerned the environment, ethics, social and human rights, and sustainable procurement.

Among the identified strengths, the work performed in 2019 was highly appreciated. Indeed, our materiality matrix has enabled us to prioritize our issues and redefine our CSR strategy.

Concerning the environment, we have received praise thanks to our Minergie-certified head office, our eco-participation system, server virtualization, travel policy and waste sorting solutions.

The actions in place for the benefit of our employees were also appreciated, among them: a

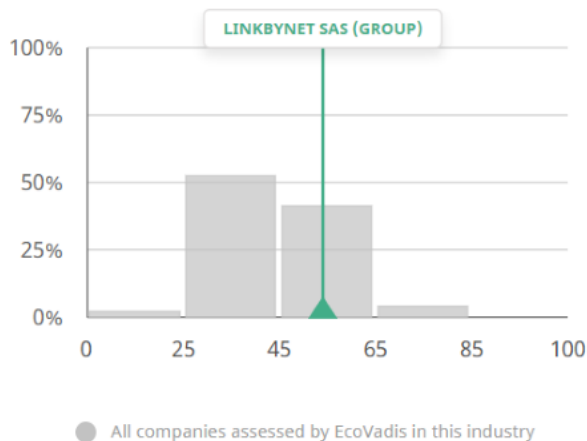
flexible work organization mostly thanks to teleworking, our measures in favor of internal mobility and training courses enabling our employees to be certified in various technologies.

In terms of information security, Linkbynet has implemented a security policy that allows us to protect the data of our customers and employees via regulations and risk assessment.

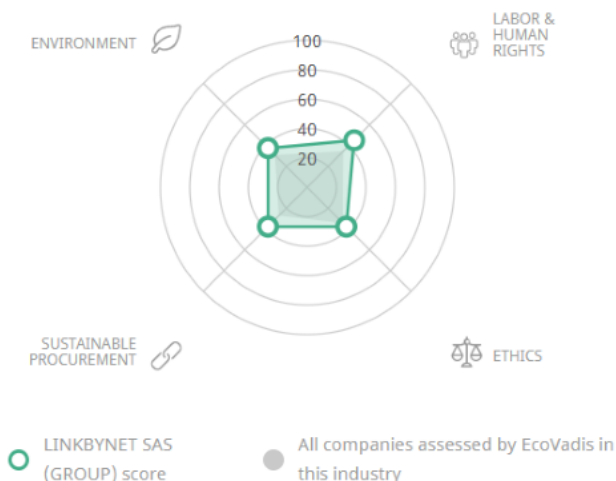
Our ethical approach is based on internal training, a charter of business ethics and our suppliers' commitment to the CSR code of conduct set up for them.

Regarding our points for improvement, this is essentially a matter of formalizing our commitments, actions, and results. We have begun working on this; you can already view our ambitions for 2021 at the Linkbynet website: <https://www.Linkbynet.com/corporate-social-responsibility>

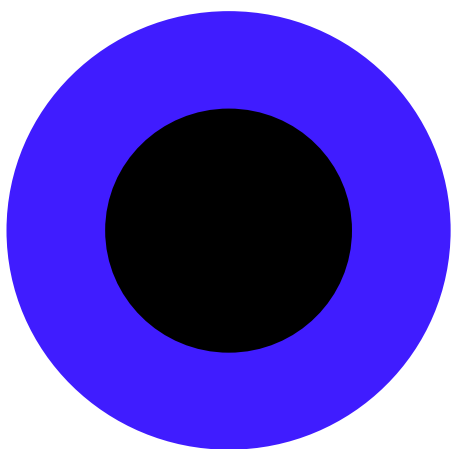
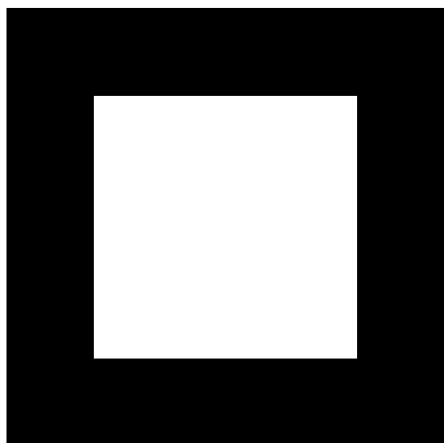
Overall score distribution



Theme score comparison



SOURCE : ECOVADIS



Promote Responsible Business

We want to build sustainable offers and services

We strive to be a leader and to make an impact on data protection and ethics, and to reduce the environmental impact of digital transformations through collaboration with committed and responsible suppliers. For this, Linkbynet is committed to 4 issues:

- Data Protection: Protection of personal and strategic data entrusted to Linkbynet,
- Ethics: Strengthen ethics in Linkbynet culture,
- Sustainable Digital Transformation: Reduce the carbon footprint of Linkbynet service offers,
- Responsible Purchasing: Challenge and pursuit responsible dialogue on environmental and human issues with our suppliers.

2.1 ■ Data Protection

■ Protection of personal and strategic data entrusted to Linkbynet

As a company, we have the responsibility to respect and support human rights. For Linkbynet, this translates into our commitment to protect the personal and strategic data entrusted to us. In 2018, the new General Data Protection Regulation (GDPR) came into force to standardize different European laws and grant more rights to European citizens.

86%

of our employees
are trained in the
GDPR

Our goal is to communicate and raise awareness about data protection both internally and externally, to strengthen the security of our data through influencing individual behavior.

To achieve this, Linkbynet:

- is implementing a clear process for managing personal data across the entire group: personal data mapping, record of processing activities, monthly GDPR committee,
- has been supporting various customers in realizing their diagnostics, their compliance with, or their implementation of protection solutions.

2.2 ■ Ethics

■ Strengthen ethics in Linkbynet culture

« Ethics in the conduct of our activities is a priority for Linkbynet; it is essentially a commitment to our success and to maintaining the trust of our stakeholders. It is reflected in, and impacts on, every aspect of our business.

While Linkbynet integrates strong values into the company's governance, we have decided, in addition to this corporate culture, to formalize our ethical commitments regarding our business practices. »

Patrick Aisenberg CEO of Linkbynet

We have trained our sales teams in ethics and have built the Linkbynet ethical charter together. **Our ethical charter commits us all to refusing any form of corruption.**

To report any type of unethical behavior, an existing alert escalation procedure is in place. You can thus make your report to the address **ethical@Linkbynet.com** composed of HR Directors and the Legal Manager of Linkbynet Group.

All our sales teams and management have signed the charter and it is now included in the contract for all new employees.

Our objective is to develop an anti-corruption system by assessing our risks, building a code of conduct and a training program. This is in anticipation of the Sapin 2 law, which will affect Linkbynet in a few years.

2.3 ■ Sustainable Digital Transformation

■ Reduce the carbon footprint of Linkbynet's service offers

As the digital world represents the ecological footprint of a 7th continent, Linkbynet offers to limit its customers' impact thanks to:

- our optimization tools to size platforms according to customer needs, notably with Cloudeasier,
- our eco-participation system, which allows us, together with our customers, to support environmental projects through the LINKTOGETHER foundation.

Thanks to Cloudeasier, we have avoided the use of about

800 servers,

a saving of about

320MWh / year,

the equivalent of a dozen French households.

Our objective

to go even further by integrating environmental issues into Linkbynet's various offers and, of course, into the internal management of our IT department.

200 Customers

are doing eco-participation, this allowed us to collect

30 000€

for the LINKTOGETHER foundation's environmental projects.

2.4 ■ Responsible Purchasing

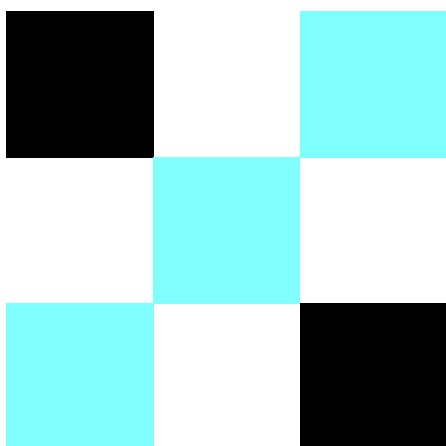
■ Challenge and pursuit responsible dialogue on environmental and human issues with our suppliers

We follow our responsible purchasing approach by committing our suppliers to a sustainable development.

We have amended our the Supplier Charter of our ethical commitments in line with our new Group Ethical Charter. We have asked each of our suppliers to commit to our CSR Strategy:

Responsible Business, Talents and Planet, with commitments in terms of ethics, non-corruption, respect for human rights and reduction of carbon footprint for their activity.

In line with our CSR strategy, we favor committed companies, local or employing workers with disabilities/special needs.



Talent

We want to unleash the potential of our talent!

We are proud to provide full support to our employees in their evolution toward future jobs, by enhancing their skills through certifications and by remaining attentive their job satisfaction. For this, Linkbynet is committed to 4 points:

- Talent attraction and retention: Reinforce attraction and loyalty,
- Employability: Maintain our certification rate & develop new jobs in consulting and security,
- Work-life balance, & well-being: Maintain a high level of employee satisfaction,
- Diversity: Develop actions aimed at workplace diversity.

3.1 ■ Talent Attraction and Retention

■ Reinforce attractivity and loyalty

A tailor-made follow-up:

To maintain a high rate of transformation to permanent contracts for our work-study students and trainees, a close follow-up is carried out by our Human Resources:

Impromptu Itw #1
(after 30 days)
Integration, missions, tutor

Interview n°2
(after 90 days)
Tutor, position, motivation, workload, points to be raised

Final Interview n°3
(before the end of the contract)
Take stock of their experience and find out if they wish to stay

Interview N°4
With N+1 or N+2
Evaluate whether the talent program has lived up to expectations and identify their needs

The LBN Academy:

To solve our problem of recruiting talent in a brutal job market of the IT sector while still maintaining our inclusive policy, we are training a diverse public in our jobs and supporting their professional integration.

170 people
have received
training in our
academies over
the last 8 years

This model was initiated more than 8 years ago on our Mauritian site, to meet the need for IT recruitment. This concept is now present on all our geographical sites with a specific adaptation for each of them.

The main objective remains the same everywhere in the world: to train tomorrow's employees, to integrate them in a company project and to give them the desire, the knowledge, and the skills to work in the IT and Cloud fields. Throughout this training program, the learner will be immersed in the business world.

Our program is evolving, with the launch of Linkbynet ACADEMY, a customized group program, launched to date in Canada and France. The objective is to develop skills for

young graduates and to help them rapidly evolve towards key positions: Cloud Solution Architect, Integrator, Security Cloud Expert, Cloud Consultant.

3.2 ■ Employability

■ Maintain our employee certification rate

Training is a strategic axis of Linkbynet: training plans are set up according to the strategic axes defined at group level and the individual needs expressed by the employees themselves during annual professional interview campaigns.

On each axis, a target is defined according to the needs of our customers, the market, our strategy and production.

A training catalogue is available to all the group's employees and is constantly updated according to the group's needs.

Our objective is to maintain a high rate of certified employees.

3.3 ■ Well-being at work

■ Maintain a high level of employee satisfaction

The HR temperature:

The HR temperature is a means of creating a space for discussion between an employee and their manager and allows everyone to express themselves and pass on feedback.

It is analyzed each month by HR managers from each site and action plans are implemented based on this analysis.

The "Chat & Chill":

On some sites, monthly Chat & Chill sessions are organized by the local Human Resources team: employees are free to express themselves on any subject; without filters. Feedback will be then

given to the management to set up improvement plans.

Happy @ Work & Happy Trainee:

Every year, Linkbynet participates in Happy @ Work and Happy Trainees surveys to measure job satisfaction. An annual survey is sent to all our employees.



Our objective is to maintain a high level of satisfaction among our employees by continuously being human first; attentive to their needs via the various tools and implementing continuous improvement actions.

3.4 ■ Diversity

■ Develop actions in favor of diversity

Internships

Linkbynet and the organization JobIRL, working to promote job orientation for young people, are setting up shared actions to achieve this goal. A partnership was created in 2018, between a secondary school in Saint-Denis and JobIRL, to welcome 9th grade students interested in IT. The groups of trainees benefit from a program alternating between sessions of job discovery, group workshops and time with job tutors.



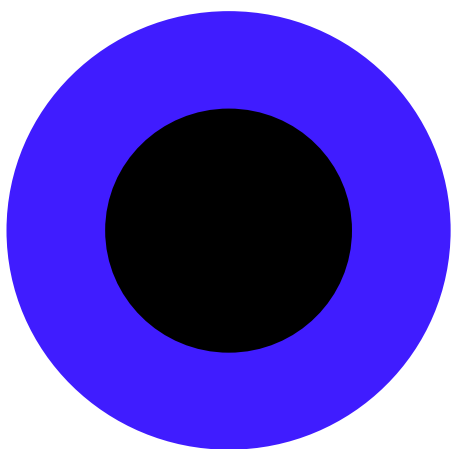
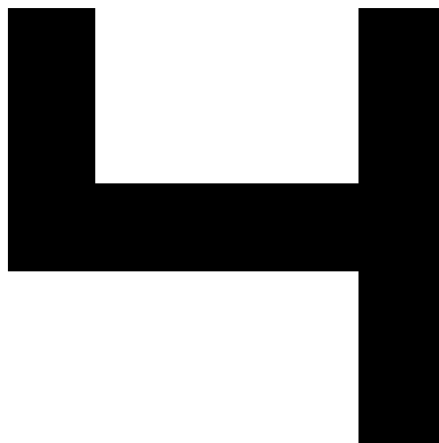
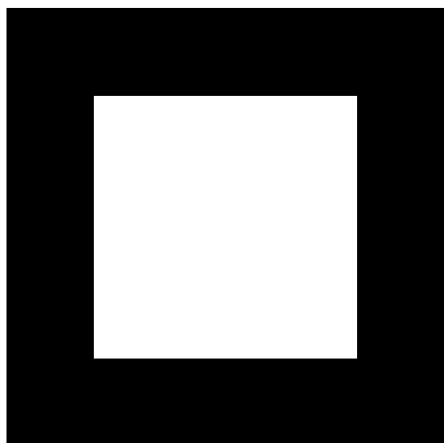
Index for
professional
equality between
men and women
France 2019:
84/100

Project Handicap France

Linkbynet's objective is to structure its disability policy, starting in France.

Within this framework, Linkbynet is supporting the organization ARPEJEH, committed to young pupils and students with disabilities, by paying part of the apprenticeship tax.

Our objective is to not only be able to internally support our employees via RQTH approaches and work adaptation / arrangement procedures, but also to promote the recruitment of people with disabilities.



Planet

We want to preserve our planet

We seek to optimize the resources of our eco-system by reducing our energy consumption and waste. For this, we are committed to 2 issues:

- Energy resources: Reduce our energy consumption and increase the share of renewable energy
- Circular economy: Reduce our waste and promote recycling

4.1 ■ Energy resources

■ Reduce our energy consumption

Linkbynet has our share of environmental impact, particularly in terms of Datacenters and cloud consumption, IT equipment and employee travel.

IT Impacts

We are addressing the issue of energy consumption from our information systems (datacenters, Cloud and internal IT hardware) as part of our challenge for responsible digital transformation.

Our goal: to reduce the carbon footprint of our offers by bringing down the number of devices and using renewable energy.

Business travel

Linkbynet updated its travel policy in 2019, adding environmental recommendations:

- To optimize travel, it is appropriate only for people who must absolutely be physically present to travel, and to favor the use of tele-and-video conferences for connecting multiple contacts,
- Given the environmental impacts of transportation means, we recommend favoring trains (and public transport) to cars or flights,
- When urban development enables safe travel for employees, it is advisable to use green transport for local commuting (less than 5km): walking, cycling, by scooter.

Since 2017, we have reduced our consumption at the sites in Saint Denis, Mauritius, Vietnam, and Nantes by

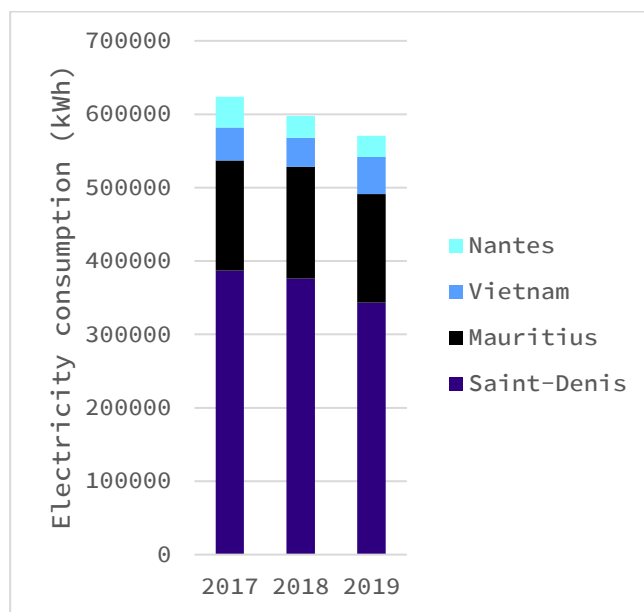
9%.

Electricity consumption

Linkbynet is aware of the energy impact of its offices, which is why, in 2012, our head office was built according to the strict Minergie accreditation. This head office was influenced by the French law DDADUE and is followed up with a regulatory energy audit every 4 years. We implement the resulting recommendations of each audit.

Our Mauritius site was, in early 2019, relocated to more energy-efficient premises, equipped with LED lighting and more efficient air conditioning.

We monitor our electricity consumption as closely as possible, across our different offices.



Our objective is to build this momentum even faster, to involve all our offices in addressing energy consumption as a point of continuous improvement.

4.2 ■ Circular economy

■ Reduce our waste and recycle better

We strive to find solutions to reduce and recycle our waste. To achieve this, we have implemented various solutions depending on the site and the type of waste.

Our waste

To reduce our waste, each employee has their own mug and no longer uses disposable cups. For our head office alone, within one year, this represents a saving of **70,000 disposable cups**.

Other sites are also implementing solutions to limit disposable tableware.

Our recycling solutions

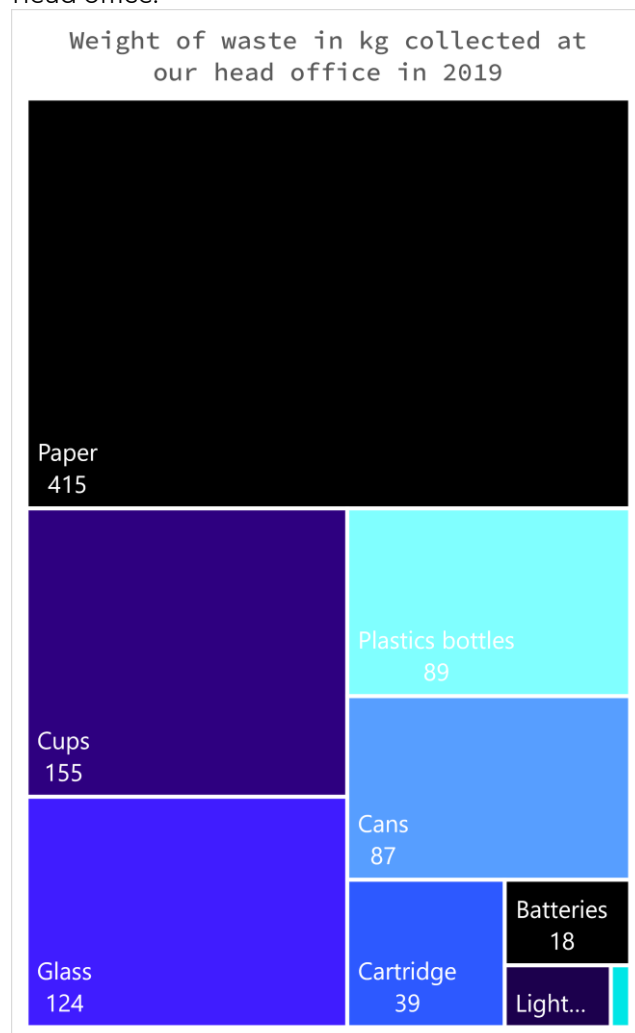
At our head office, waste electrical and electronic equipment (WEEE) is collected by a dedicated company working for the social inclusion of workers with disabilities. Our IT equipment is either reset and put back into use for a 'second life', or dismantled, sorted and then sent to the approved recycling channels.

At our other sites, we donate our reconditioned equipment to the local associations or directly to the employees.

Linkbynet North America regularly donates the remainder of marketing consumables to schools.



In 2019, we recycled **940 kg** of office waste at our head office.



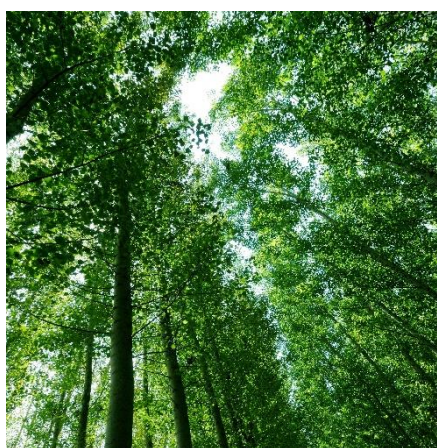
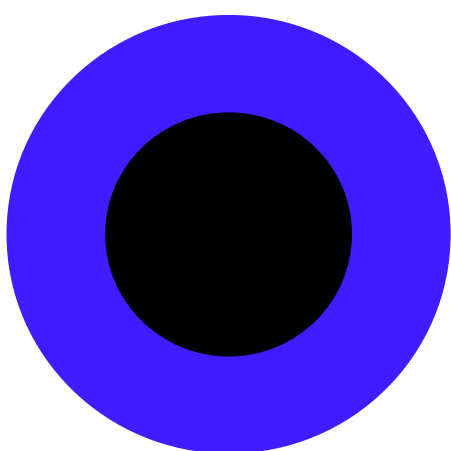
Our objective is to develop a worldwide strategy to reduce our waste and better recycle

We continue to collect biowaste at our Nantes site.

We collected

160kg

in 2019 which is equivalent to 50 kg of compost or 18m² of enriched agricultural land.



Linktogether

The Linktogether foundation, created in 2016 with the endorsement of Fondation de France, allows us to financially support projects that aim to:

- reduce the carbon footprint of human activities by supporting ecological projects,
- promote digital and/or equal opportunities in education.

This foundation is financed by:

- eco-participation of customers,
- French employees with rounded down salaries,
- Linkbynet, who matches 100% of these totals and enhances them with its own eco-participation.

This added up to a total budget of around €65,000 in 2019.

Projects to be supported are selected via 3 stages:



This year, the foundation is supporting 8 projects in 3 countries.

5.1 ■ Digital education and equal opportunity projects

■ Passerelles Numériques

Passerelles Numériques is an NGO based in Da Nang, Vietnam that gives disadvantaged youth access to effective vocational training in the IT field. The LINKTOGETHER Foundation has already supported Passerelles Numériques twice and is renewing its support this year:

- In 2016, we **financed the tuition fees of two students** from the class of 2014-2016 by covering all related costs: accommodation, transport, food.
- In 2018, we co-financed the **construction of two additional IT labs** with powerful computers and all the equipment needed to conduct innovative courses with a 3D printer, a sensor kit, etc.
- In 2020, we are financing the university and housing costs for 61 students.

■ Sport dans la Ville

Sport dans la Ville provides a springboard for young people by supporting them in their education, orientation and entry into active life. The aim of Sport dans la Ville is to promote access of each young person to qualification and employment through the "Job in the City" program.

- In 2018, we supported **the creation of a dedicated digital space on its Lyon campus**. This space organizes digital workshops for young people and helps to reduce the digital divide that persists in vulnerable neighborhoods,
- In 2020, we are supporting **the creation of a space dedicated to young people** enrolling in Pantin, Ile de France (93).

■ Label Emmaüs

Label Emmaüs is a solidarity marketplace that gives both objects a second life and people a second chance. Second-hand products are put online on the Emmaüs site by people in socially excluded situations who are trained to manage an

online shop, from A to Z. In order to build solid bridges to employment for this target group, Label Emmaüs has set up an e-commerce school to provide 2nd chances.

In 2020, we are supporting the 4-week SAS pre-qualification training "Discovering the e-commerce ecosystem and acquiring fundamental digital skills". This training course is aimed at candidates with the motivation and appetite for digital technology, and a good understanding of the French language, who need to acquire fundamental skills in the use of tools and knowledge in e-commerce. Label Emmaüs plans to run 4 SAS training courses, of 10 people each, in 2020.

■ All united against the virus

The LINKTOGETHER Foundation is promoting solidarity amid the COVID situation by donating 10000€ to the Fondation de France's program, "All united against the virus". The program addresses 3 priorities:

- Caregivers needs,
- Company for isolated or vulnerable people,
- Research funding.

Our donation has supported digital and educational projects, in line with the Linktogether foundation's mission, to help local NGOs in assisting isolated or vulnerable people, notably:

- the elderly confined alone at home or in institutions (supporting teleconsultations, digital solutions to maintain care, particularly for the stimulation of people suffering from Alzheimer's),
- people on the street (solutions for providing shelter),
- people suffering from mental disorders who cannot be left alone in isolated conditions (teleconsultations, a dedicated telephone line),
- and all vulnerable people whose isolation can be reduced thanks to the organizations supported by Fondation de France.

5.2 ■ Green projects to reduce carbon footprint from human activities

■ Parti Poétique



Since 2018, the Parti Poétique association has been building a site at the town center of Saint-Denis, aiming not only at food production but also at cultural and educational

programming, raising environmental awareness and promoting citizen participation. Various actions are carried out on this site:

- converting land into organic farmland following the principles of permaculture, with respect to the seasonality of production and with a commitment to a Zero Pesticides and Zero Phyto policy,
- recovering organic waste from the area,
- the Forest on the Move, creating a tree nursery (fruit and honey trees) to replant the area.

In 2020, the LINKTOGETHER Foundation is supporting the realization of these various actions to fight climate change.

■ Youth In Action

Youth in Action is a Mauritian NGO that aims to promote education among young Mauritians through actions that seek to improve the living standards of vulnerable individuals.

- In 2017, we supported a training program, for young people aged 7 to 17, on the subjects of creative computing and 21st century skills (critical thinking, collaboration, creativity). In this first year,

we received the participation from 24 young people for this training,

- In 2018, we supported a project to set up a notification system to warn inhabitants of a specific region of the risk of flooding. This project was carried out with young Mauritians, supported by Youth In Action,
- In 2020, we are supporting a project to promote and train young people in beekeeping, with the goal of protecting the environment.

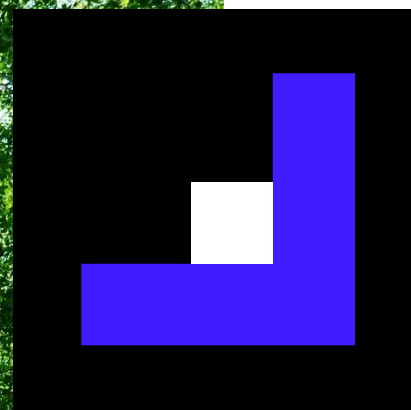
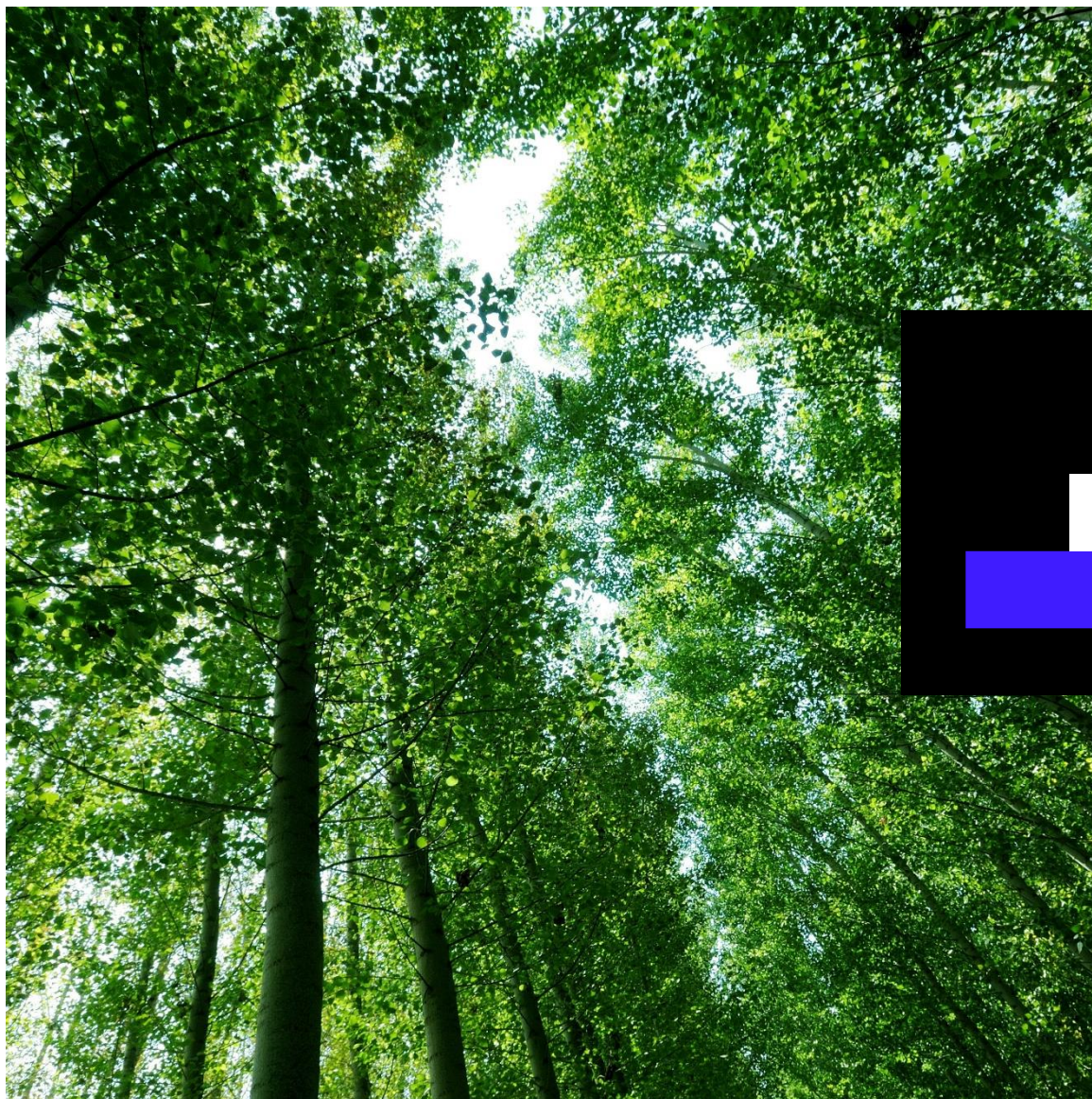
■ Sauvegarde des Abeilles en Ile-de-France (SAIF)

The LINKTOGETHER foundation has been supporting the SAIF association since 2016 by managing the beehives hosted in LBN Valley. The objective is to safeguard the bees by raising awareness of their disappearance and by training beekeepers.

■ The GoodPlanet Foundation

The GoodPlanet Foundation, recognized as a public utility, aims to place ecology at the heart of consciousness and to foster the desire to take concrete action for the Earth and its inhabitants. The LINKTOGETHER Foundation has been supporting a marine conservation project in Mauritius since 2017. This project, with the mobilization of the community, involved:

- creating an eco-zone around Cap-Malheureux with hotels, guest houses, landowners, farmers, tour boat operators, fishermen, eco-guides.
- supporting and expanding protected sea areas,
- providing training to the community.



■ Linkbynet is acting for the future









We have made a serious effort to structure our CSR strategy and thus have identified the key issues in need of our actions. We are committed to acting on our 4 pillars: Talent, Responsible Business, Planet, and Eco-systems.

To achieve this, we will continue to rely on the investment in CSR governance by different departments of the company, and also on the tools that support dialogues with our stakeholders.

Linkbynet has embarked on our journey to sustainable transformation. Together, let's be co-responsible!

■ Our contribution to Sustainable Development Goals.

Through our CSR strategy, we are pleased to contribute to the achievement of the United Nation's sustainable development goals:

3 GOOD HEALTH AND WELL-BEING 	<p>The health and quality of life of our employees is one of our priorities. We survey them regularly in order to continuously improve it.</p>
<p>We train our employees and learners from LBN Academy in our jobs.</p> <p>Through our foundation, we support educational projects for people with difficulties.</p>	4 QUALITY EDUCATION 
5 GENDER EQUALITY 	<p>We are attentive to gender equality in our society.</p>
<p>We are in the process of reducing our energy consumption.</p>	7 AFFORDABLE AND CLEAN ENERGY 
10 REDUCED INEQUALITIES 	<p>Through our foundation we support equal opportunity projects.</p> <p>We are committed at Linkbynet to develop our actions in favor of the inclusion of people with disabilities.</p>
<p>Innovation is one of our values: Through various technologies, through the will to change existing toolkits for more Customer added-value and through our continuous search for more modern managerial methods.</p>	9 INDUSTRY, INNOVATION AND INFRASTRUCTURE 
12 RESPONSIBLE CONSUMPTION AND PRODUCTION 	<p>We conduct waste reduction and sorting in our offices.</p> <p>Our goal is to reduce our waste and recycle it even better.</p>
<p>We want to contribute to the achievement of carbon neutrality and thus are committed to reducing our carbon emission.</p>	13 CLIMATE ACTION 
16 PEACE, JUSTICE AND STRONG INSTITUTIONS 	<p>We are committed to the fight against corruption through our Ethical Charter and we wish to go even further with employee training and establishing a code of conduct.</p>