



Corporate social responsibility

REPORT 2022

evernex
IT life services

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Opening letter from Stanislas Pilot

If the last few years were marked by the global shock of the pandemic, this year the Ukraine war has been at the center of the world's attention and put in stark relief the extent to which we all depend on each other. While the suffering of the Ukrainian people is the main tragedy, the invasion and ensuing warfare affect all of us. From concerns about the energy supply of neighboring countries to the strain put on the global supply chain, the ripple effects of war are more far-reaching than ever.

The conflict has also added to another issue in everyone's mind this year, namely the rise in inflation that has challenged both individuals and businesses amid fears of a slowing global economy.

These concerns have had the effect of overshadowing Covid-19, which is becoming part of the new normal as both experts and citizens keep a wary eye on boosters, variants, safety regulations and what it all means for the future of our health and the way we work.

None of these challenges, however, should make us lose sight of the danger that threatens our planet year after year. The task of increasing the sustainability of every industry, product, service and process to fight climate change is more urgent than ever.

At Evernex, our position on sustainability and our promotion of a circular economy plays the dual role of helping clients resolve complex challenges while also putting pressure on investors and consumers to rethink their approach to consumption and emissions. Net zero is no longer an idealistic but distant and unattainable utopia, but an organizing principle for business strategy and profitable growth towards which all companies must strive.

As a shared goal in which every business and individual plays a part, at the center of net zero is a concern for the future of the planet and its people. But for every business, caring for people should also translate into concrete action that has the well-being of its employees at its core. An Occupational Health and Safety offering that aims for excellence is a key part of a work environment in which people can find meaning in the pursuit of a common purpose. At Evernex, this means our contribution to sustainability.

Despite an environment marked by uncertainty, Evernex has continued its growth, both organically and through mergers and acquisitions. The talent and effort of our staff are what has made, and continues to make, this progress possible. There's nothing better than working alongside great colleagues, and we are fortunate to spend our days in the company of people whose capabilities and enthusiasm are nothing short of inspiring.

As we continue to evolve, we strive to remain true to the company's purpose: helping our clients achieve business growth while reducing their environmental impact. The progress achieved this year, and our determination to build a better future with our people, our customers and our partners make us hopeful that we can meet the challenges of the future and continue our progress towards a more sustainable world.



Stanislas Pilot
President & CEO

Evernex Profile

01

What we do

Evernex is the European leader in third-party IT maintenance



Independent IT services company



Flexible maintenance service for data centers



35+ years of multi-brand hardware experience



45 subsidiaries (legal entities)



175+ countries covered



Over 360,000+ IT infrastructure systems maintained

Leadership team

“

We contribute to sustainability through innovation in the field of third-party IT maintenance by offering international, profitable and environmentally friendly support solutions.



01. Stanislas Pilot
President & Chief Executive Officer

02. Jean-Marc Gottero
Chief Revenue Officer & Managing Director Asia Pacific

03. Frank Siegel
Chief Operating Officer

04. Christophe Mulin
Chief People Officer

05. Denis Andre
Chief Financial Officer

06. Emmanuel Roland
Chief Digital & Technology Officer

07. Mohamed Bella
Executive Vice President Strategy & Development / Managing Director Middle-Est Africa & Latin America

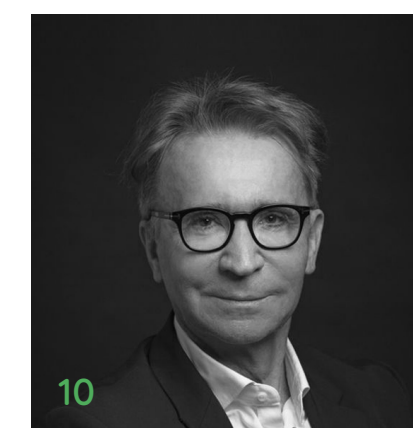
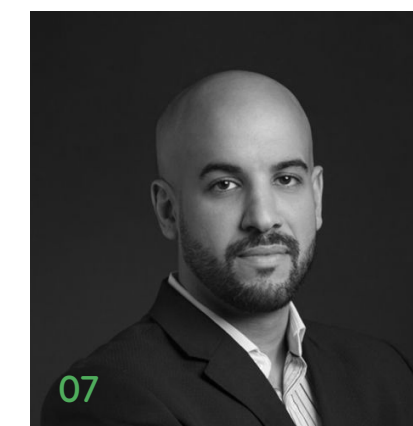
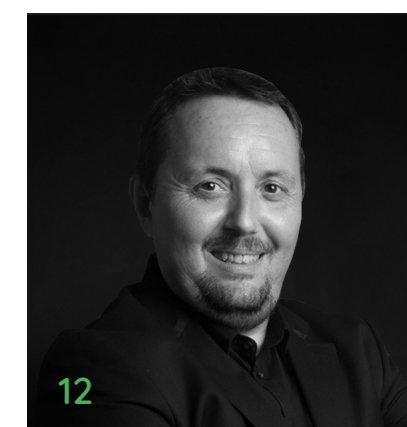
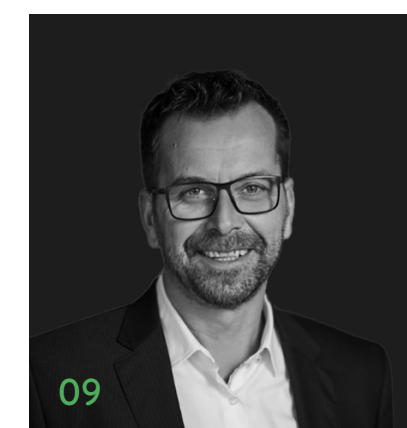
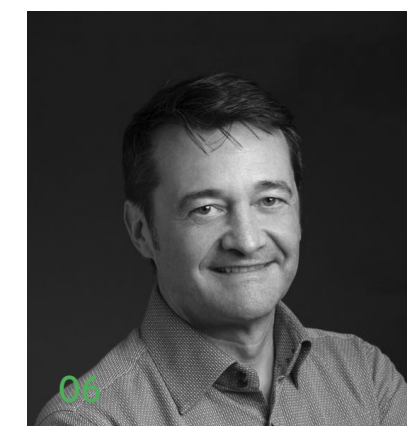
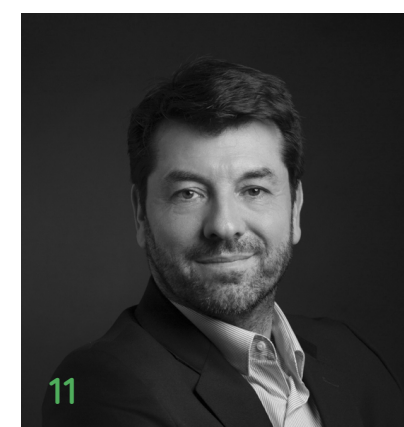
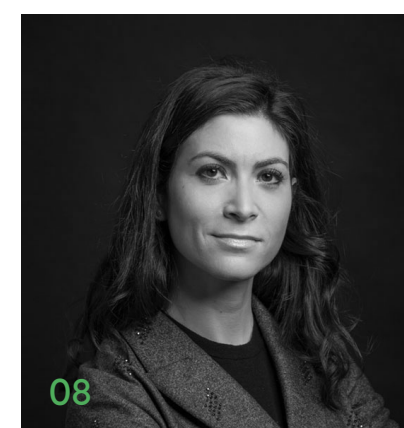
08. Cynthia Herrmann
General Counsel

09. Arnd Krämer
Managing Director and Chief Financial Officer Central, Eastern & Northern Europe

10. Dominique Demesy
Managing Director Southern & Western Europe

11. Fabrice Pouzard
Managing Director Financing of Evernex Capital Solutions

12. Tony Senecal
Executive Vice President SPAAS



evernex
IT life services

Evernex at a glance

Founded in 1983

Majority owned by
The 3I Group since 2019



1,000+
Employees



10,000
Customers



MULTI-VENDOR



HARDWARE EXPERTS IN SERVERS, STORAGE, BACKUP AND NETWORKS

850,000+
Items in stock

36,000+
References in stock



Activities

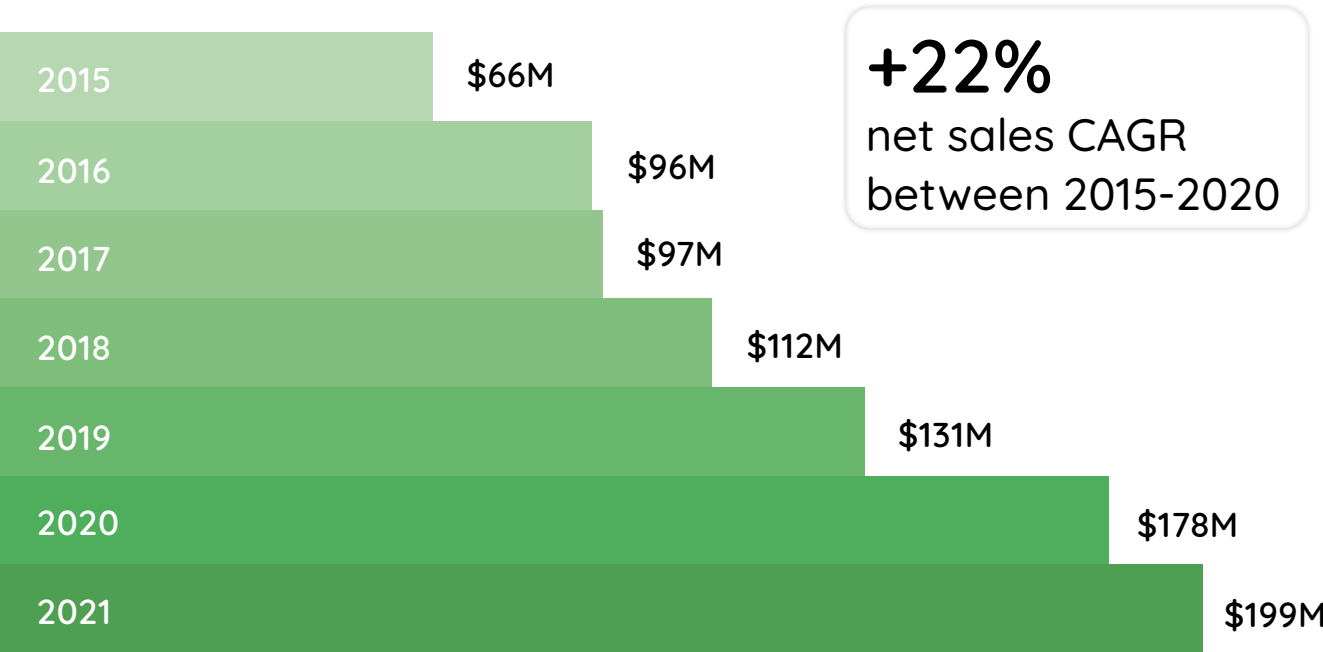
- OEM Agnostic
- IT Infrastructure Maintenance
- Support and Recycling



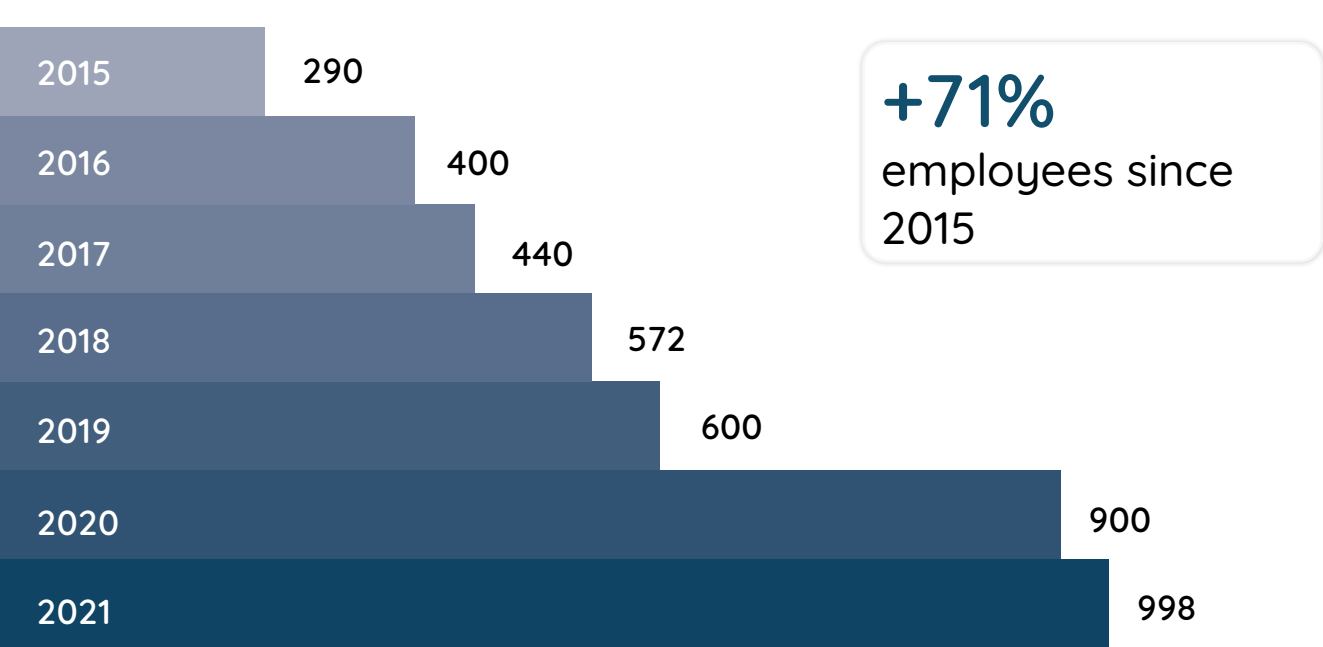
Evolution

Our growth story

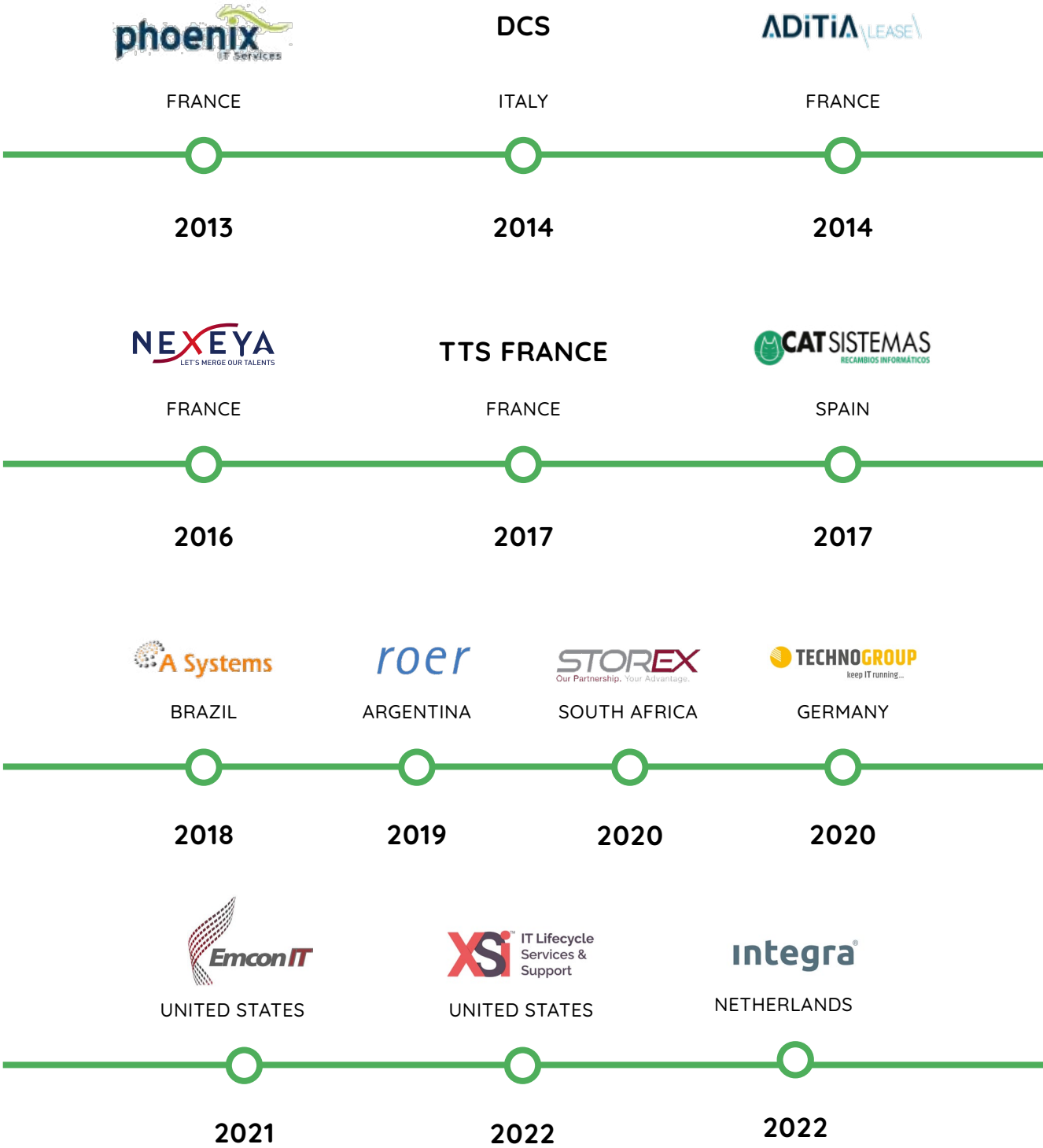
NET SALES CAGR



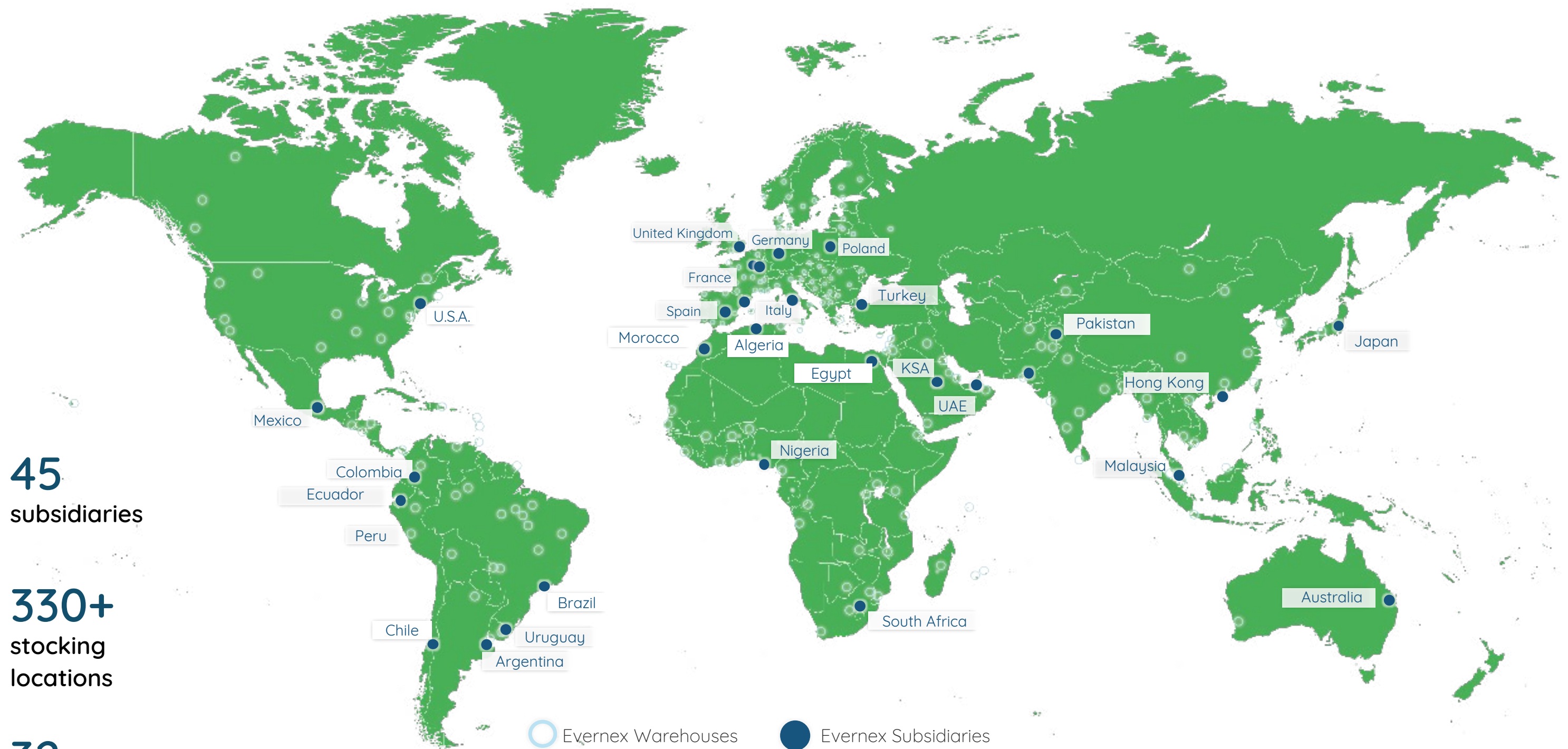
EMPLOYEES



Acquisitions



World coverage



45 subsidiaries

330+ stocking locations

32 countries with own presence

Mission & vision

“There are three concepts that make up Evernex’s compass; they help you find yourself when you are lost, understand the meaning of things, and make the right decisions” says Christophe Mulin, CPO. These three concepts are our Mission, our Vision, and our Values.



MISSION

To be the preferred global IT infrastructure lifecycle service provider, operating from the largest footprint of people and spare parts in the industry. We are engaged in favor of the planet, close to our customers, and business-driven. We apply our core values to everything we do.



VISION

A digital world where IT leaders have the power to choose the best time & the best solution to transform their infrastructure.

Our values

Our values are the driving force behind our commitment to all our stakeholders – our clients, our employees, our shareholders and our environment as a whole.



Care

We care about others’ well-being



Cooperation

We like working together



Entrepreneurial spirit

We push the limits



Reliability

We meet expectations every day



Compliance

We do the right things, always

The mission represents the company’s reason to be. The vision is its reason to act.

Corporate social responsibility

At Evernex, Corporate Social Responsibility (CSR) is the driving force behind everything we do.

COMMITTED TO CLIENTS AND THE ENVIRONMENT

Our model is built on finding eco-friendly solutions for our clients worldwide so they can manage their data centers with the lowest environmental impact.

With Evernex, there's no need to scrap IT assets after pre-determined end-of-service dates.

We work with you to extend the life of your servers, storage and networking hardware, so you can make CSR an integral part of your IT maintenance policy.

DID YOU KNOW?

Manufacturing, using and taking your IT equipment out of service has a big impact on the environment. Evernex offers several solutions to reduce the environmental impact on your IT equipment:



Repairing



Recycling



Reusing



Awards & certifications



EcoVadis, Group-wise (reporting & medal)

EcoVadis measures sustainability success. EcoVadis provides holistic Corporate Social Responsibility (CSR) ratings service of companies and covers a broad range of nonfinancial management systems including Environmental, Labor & Human Rights, Ethics and Sustainable Procurement impacts.



Carbon Disclosure Project (CDP), Group-wise (reporting)

An international non-profit organization based in the United Kingdom, Japan, India, China, Germany and the United States of America that helps companies and cities disclose their environmental impact. It aims to make environmental reporting and risk management a business norm, driving disclosure, insight, and action towards a sustainable economy.



UNGC (United Nations Global Compact)

We are proud to participate in the United Nations Global Compact. We are firmly dedicated to implementing sustainable and socially responsible policies and have been using non-financial corporate reporting to strengthen our sustainability reporting processes since 2013.



WEEE (EU Directive), Aulnay (France), Milano & Roma (Italy)

Evernex follows WEEE directives with the aim to increase the collection and reprocessing of IT waste in the most responsible way possible. It is mandatory for Professional IT equipment recycling companies to be WEEE compliant in Europe.

ISO CERTIFICATIONS: Geographical perimeter



ISO 9001 - QUALITY

EUROPE:

- Aulnay, Massy (France)
- Milano, Roma (Italy)
- Madrid (Spain)
- Hochheim (Germany – Technogroup)
- Warsaw (Poland – Technogroup)

MEA:

- Dubai (UAE)

APAC:

- Tokyo (Japan)

LATAM:

- Sao Paulo (Brazil)
- Buenos Aires (Argentina – ROER)

ISO 14001 - ENVIRONMENT

EUROPE:

- Aulnay (France)
- Milano, Roma (Italy)
- Hochheim (Germany – Technogroup)

LATAM:

- Buenos Aires (Argentina – ROER)

ISO 45001 - OCCUPATIONAL HEALTH & SAFETY

EUROPE:

- Aulnay, Massy (France)

LATAM:

- Buenos Aires (Argentina – ROER)

ISO 27001 - PERSONAL DATA / CYBER-SECURITY

EUROPE:

- Hochheim, Wiesbaden 1 & 2 (Germany – Technogroup)

BROAD-BASED BLACK ECONOMIC EMPOWERMENT

MEA:

- Johannesburg (South-Africa - Storex)



Activity perimeter



EVERNEX

- Maintenance in Operational Conditions of Computer Hardware Servers, Storage, Backup and Networks (Business to Business)
- Recycling and Revalorization of IT equipment (WEEE)
- Sale of second-hand computer equipment (Spare as a service SPaaS™)

TECHNOGROUP

- Service, sales and trade of IT components
- Protection of Corporate Information in Service, Sales and Trade of IT components in accordance with Statement of Applicability V05

ROER

- Corrective and preventive maintenance of multi-brand hardware

Making lasting commitments

OUR SOCIAL COMMITMENTS

Attached to a corporate culture based on diversity and inclusion, we are committed to:

- Establishing a working relationship that encourages employees' initiative and commitment (continuous improvement of our organization and our working methods, staff involvement in the company's success)
- Enhancing our human resources (training, mobility, skills management)
- Respecting employees, their working conditions, their safety (ISO 45001) and their rights wherever we operate (vigilant safety policy, open and constructive social dialogue, equal opportunities)

OUR ENVIRONMENTAL COMMITMENTS

Active in controlling the life cycle of our customers' IT equipment, we are committed to:

- Promoting energy efficiency in our sphere of activity (extending the life of IT equipment through maintenance, reducing our clients' carbon footprint)
- Limiting the waste generation of Electrical and Electronic Equipment (WEEE)
- Minimizing our environmental impacts (maintaining our ISO 14001 certification, WEEE recycling, rigorous waste management, energy optimization of our sites)

OUR CITIZEN COMMITMENTS

Open to the world, we are committed to:

- Developing our activities in compliance with good ethical practices (business ethics, purchasing policy)
- Supporting community development (humanitarian sponsorship, support of our employees to participate in external community and sports events)



The 10 principles of the United Nations Global Compact



United Nations
Global Compact

Our values are the driving force behind our commitment to all our stakeholders – our clients, our employees, our shareholders and society as a whole.



HUMAN RIGHTS

- Principle 1
Businesses should support and respect the protection of internationally proclaimed human rights; and
- Principle 2
ensure that they are not complicit in human rights abuses.



LABOUR RIGHTS

- Principle 3
Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;
- Principle 4
the elimination of all forms of forced and compulsory labor;
- Principle 5
the effective abolition of child labor; and
- Principle 6
the elimination of discrimination in respect of employment and occupation.



ENVIRONMENT

- Principle 7
Businesses should support a precautionary approach to environmental challenges;
- Principle 8
Undertake initiatives to promote greater environmental responsibility; and
- Principle 9
encourage the development and diffusion of environmentally friendly technologies.



FIGHT AGAINST CORRUPTION

- Principle 10
Businesses should work against corruption in all its forms, including extortion and bribery.

SDG framework

BUSINESS OPERATIONS

- Transparency & integrity
- Responsible sourcing
- Cybersecurity & data protection

EMPLOYEES, CUSTOMERS & SOCIETY

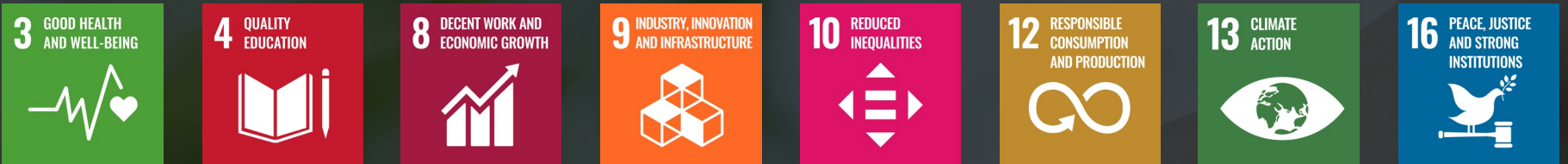
- Employees' health, safety and well-being
- Customer experience
- Workplace attractiveness
- Training & talent management
- Community development – generosity

ENVIRONMENTAL & CLIMATE IMPACT

- Evernex carbon footprint
- Clients' carbon footprint
- Waste management & WEEE



The United Nations Sustainable Development Goals is a globally recognized framework that helps organizations plan sustainability initiatives and meaningfully track progress. We first signed the UN Global Compact in 2015 and have identified the SDGs which guide our work.



Transparency & integrity	✓		✓	✓	✓	✓	✓
Responsible sourcing	✓	✓		✓			
Cybersecurity & data protection	✓	✓					✓
Employees' health, safety and well-being							
Customer experience		✓	✓	✓	✓	✓	
Workplace attractiveness	✓		✓				✓
Training & talent management	✓						
Community development – generosity	✓		✓				
Evernex carbon footprint					✓	✓	
Clients' carbon footprint		✓			✓	✓	
Waste management & WEEE					✓	✓	

Human rights & labor rights

02

| Letter from the CPO

If 2020 was an opportunity for Evernex to demonstrate the high resilience of its business model, 2021 has proved our ability to quickly return to growth despite a difficult and complex environment.

However, the pandemic was still with us in 2021, and we of course kept in place all the measures that we implemented in 2020 to protect our employees, and by extension everybody they came in contact with, by ensuring that contamination cannot occur in the workplace - adapted layout of premises to avoid proximity, organization of work in 2x8s, work from home and disinfection measures. In total, less than 13% of our 1,000 employees in more than 35 countries in five continents contracted COVID in 2021, and like in 2020, we have every reason to believe that they were not contaminated in the workplace.

After the amazement and wait-and-see attitude of our market in 2020, clients and prospects realized in 2021 that Evernex was offering them solutions to adapt to their new environment, including better cost-effective maintenance options that result in extended equipment lifetimes.

2021 and 2022 have clearly seen a huge increase in the environmental concern of the companies we serve, which is promising for the future. As we publish this annual report, we have just opened our brand-new Mitry-Compans site close to Charles de Gaulle airport. This new site is now our largest facility in the world. 200 employees, representing the diversity of the local population, will work there and will increase our IT recycling capacities by 50%. The Mitry site also incorporates a fully revised workflow and state-of-the-art equipment that result in a huge improvement in comfort, health and safety, in line with our commitment to care, one of our core values.

CHRISTOPHE MULIN,
Chief People Officer



| Company culture

“

Our status as an international company, present in 165 countries, pushes us to collaborate with very diverse profiles. It is therefore essential to us that everyone feels comfortable.





Evernex social network

WORKPLACE

The Evernex Group has grown a lot in recent years. As new employees join the company in ever greater numbers, many co-workers have expressed a real and growing need to have access to regular information on the functioning and development of the company, and a way to get to know each other better.



On Workplace we share practical information for newcomers, news from our offices, management announcements, success stories, and more.

HR IT TOOL SUCCESSFACTORS

Setup and roll-out of a new HR IT Tool SuccessFactors: allowing each collaborator to access organizational charts, create their own profile, prepare for annual appraisals, etc.

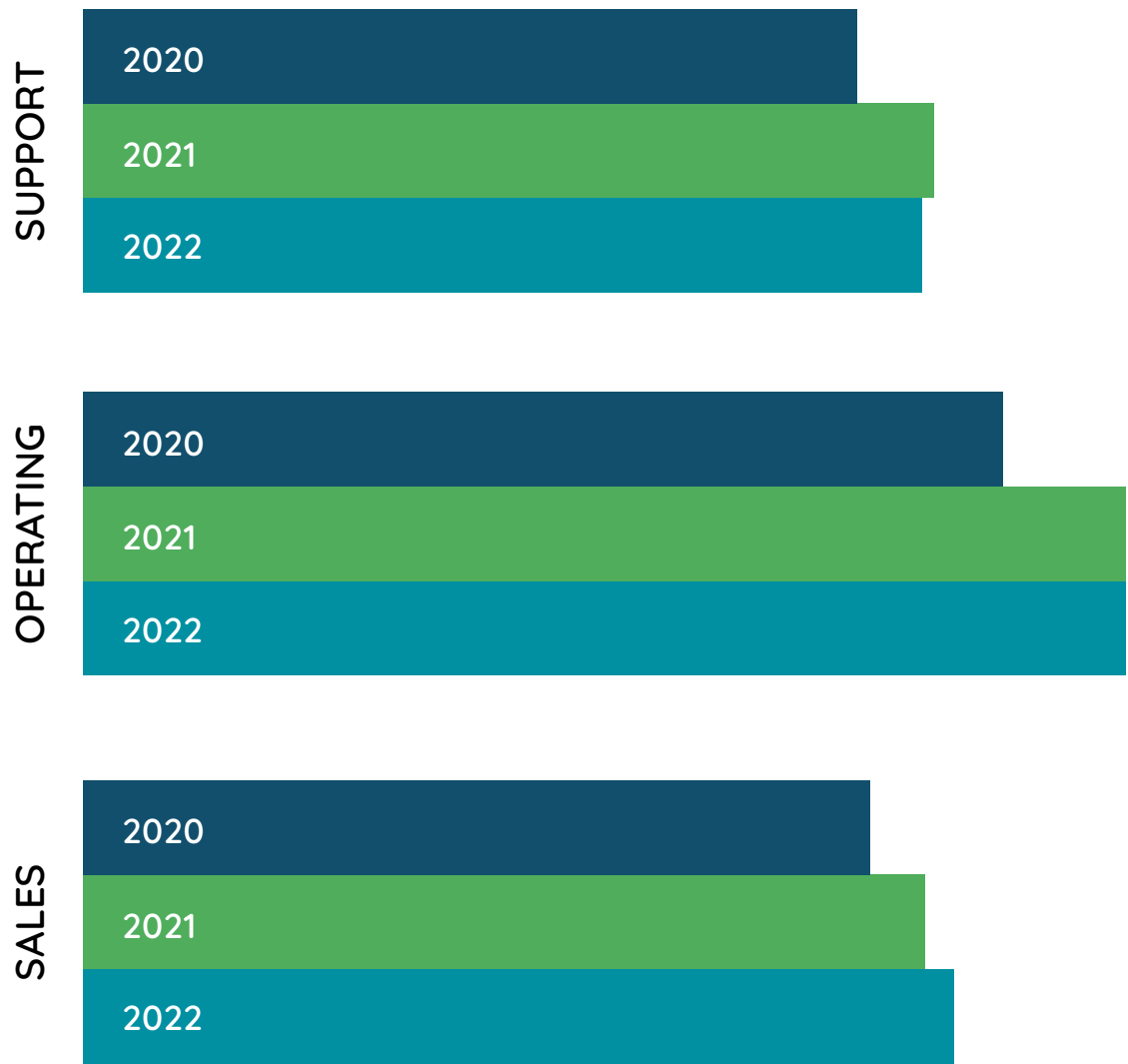


This platform is the backbone of the HR management of an international workforce.

Employment: staff

Evernex is growing rapidly - its workforce has tripled in 5 years.

Evolution of staff per type of job

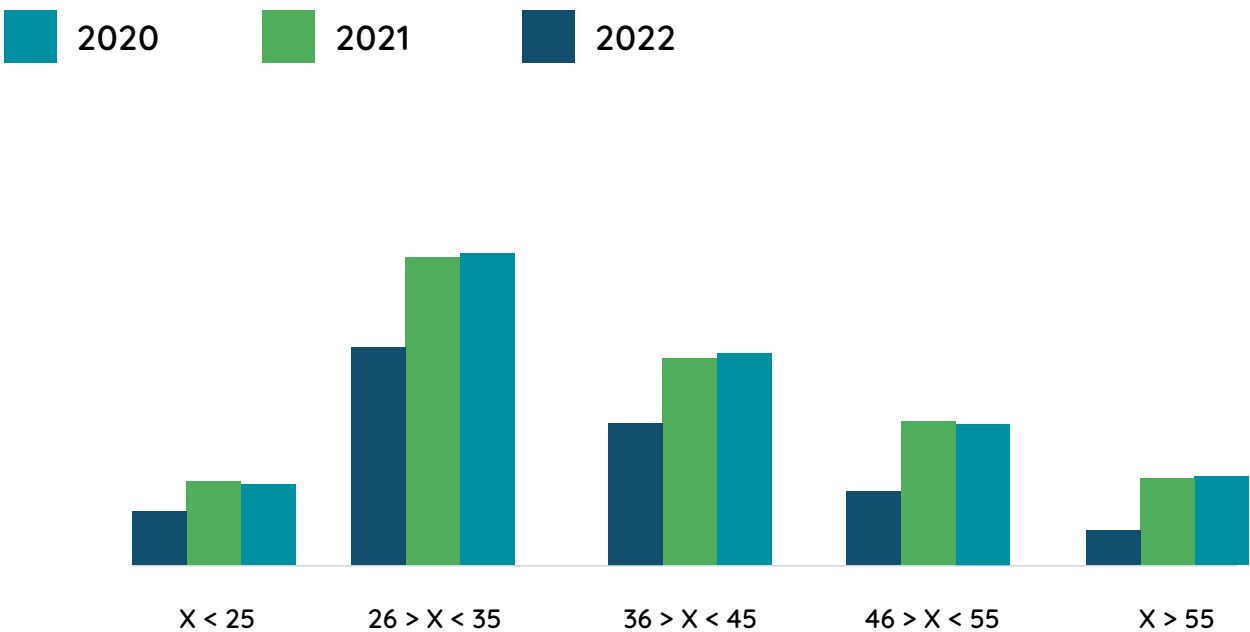


Evernex remains a young company:

in mid-2022, 38% of the workforce is between 26 and 35 years old, and 25% between 36 and 45 years old.

Over the last 18 months, 12 senior workers (over 50 years old) were recruited. 13.4% of hires were under 25 years old, and 49.6% between 25 and 35 years old, providing the company with a diversity of generations. The average age of our permanent hires has decreased from 37 in 2021 to 33 years old in 2022.

Age pyramid



The staff attrition rate is as follows: 14.3% in 2021, 11.5 % by end of June 2022. This is essentially due to the transformation of the company in order to sustain growth.

Employment: recruitment policy

Evernex is a young company focused on professional diversity. We provide opportunities to all motivated people who are eager to evolve professionally and increase their knowledge and skills.

Our company makes it a point to focus on profiles rather than CVs, by employing young people upon completing high school, as well as profiles that need to be reintegrated into a suitable professional environment.

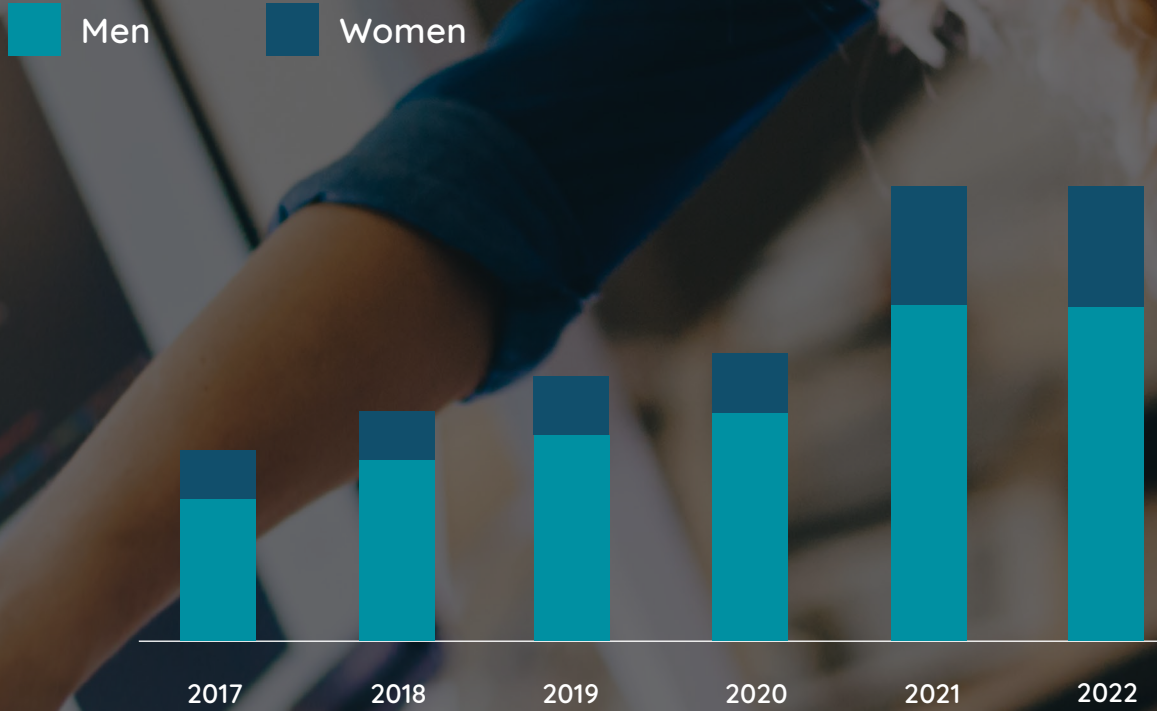
We hire according to three criteria: a strong appetite for new technologies or technical competence, the desire to work, and our feeling about the candidate.

New expert profiles are being hired to support the company's growth.



Employment: workforce diversity

Gender breakdown



* World: see the Sept 2018 report of McKinsey & Company and Pivotal Ventures <https://www.rebootrepresentation.org/>

France: The National Council of Engineers and Scientists of France notes an aggravated disaffection of women for the digital professions (IT and networks): <https://www.iesf.fr/>

Evernex, like any company (French or international*) operating in the tech sector, faces difficulties in increasing the number of women in its workforce, particularly in the fields of Sales and Technical Engineering. Since 2010, the ratio of 80%-20% has remained stable, yet with its growth path, for the first time in 2022 Evernex has reached a rate of 74% - 26%.

On the other hand, Evernex favours its territorial anchoring in the Seine-Saint-Denis employment area, and claims its cultural and social mix as a factor of wealth and success (see next page).

In addition, Evernex regularly makes use of ESAT (Establishment and Work Assistance Service). As part of its WEEE Recycling activity, Evernex has been working with a disabled-friendly company for many years.

In 2021 a partnership was signed with the «Papillons de Jour», another adapted company capable of providing multi-services. Projects are underway.

Evernex integrated disabled staff members and also welcomed a deaf-mute student for three weeks at its main site in Aulnay. This first experience was challenging, but has encouraged our HRD to rethink the professional integration of people with disabilities.

Employment: workforce diversity

Our teams consist of nearly 1,000 employees with different profiles and qualifications and 53 nationalities. We have recruited 224 people on regular contract of 26 different nationalities between 2021 and 2022.

We rely on cultural and social diversity to enhance & improve our expertise and know-how based on the knowledge of each employee.

Thus Evernex breaks the codes of the traditional company and the strict criteria related to recruitment. This historical, cultural, social or religious mix creates a positive emulation, conducive to the creation of an enriching context and professional development within our group.

I've been working at Evernex for 10 years. Initially, I was order picker for one year, then warehouse clerk for six years before becoming a technician. Today, I manage three people and am also in charge of recruitment. I attach importance to two criteria concerning the profiles of candidates: their motivation and their ability to learn without theoretical training. At Evernex, we have the chance to evolve without a diploma, through merit and trust. Other companies should also give this opportunity.

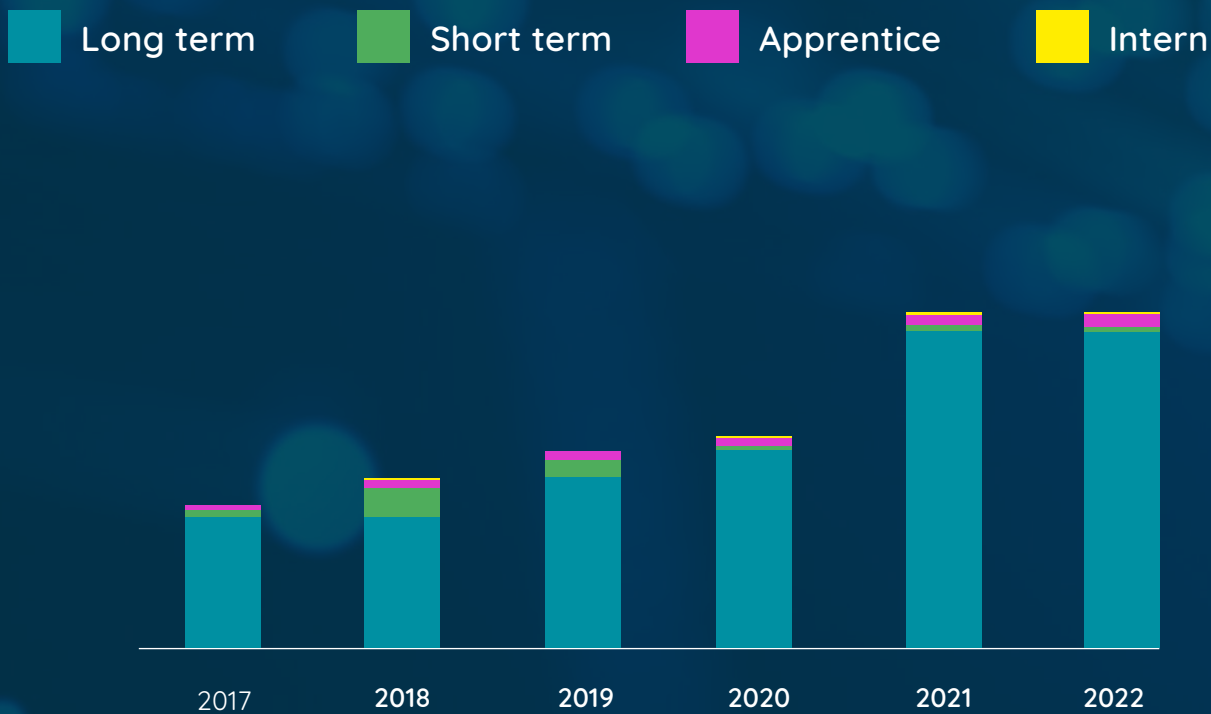
Mohamed G., technician based in Aulnay-sous-Bois.

Employment: workforce - Employment contracts

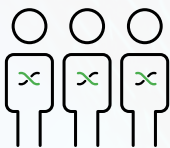
With 95% of its employees on permanent contracts, Evernex contributes to the fight against job insecurity. Managers do not hesitate to recruit young people and professional integration profiles:

1% on fixed term contracts and 4% on professional contracts, frequently transformed in long-term contracts.

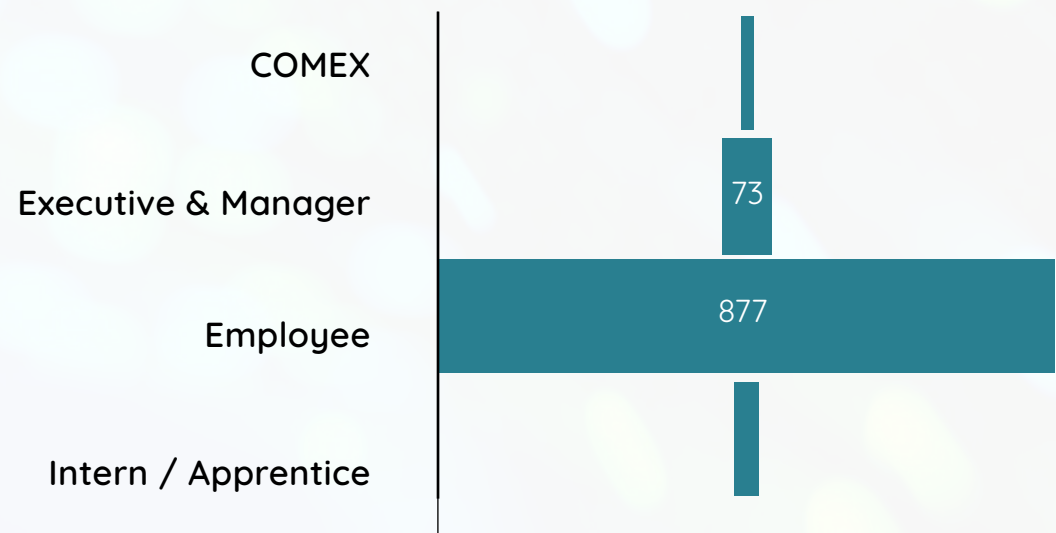
Employments contracts



Evernex is a relatively flat organization, given its geographical dispersion and the number of small entities it has built around the world to respond to market needs. Evernex promotes autonomy and empowerment for its teams, supported by individual and collective & common drivers, allowing the strengthening of entrepreneurial spirit.



Type of position - July 2022



Employment: remuneration & working conditions

Evernex World	31 th Dec 2020	30 st June 2021	31 th Dec 2021	30 th June 2022
Payroll (million €)	54,55	30,22	61,7	32,31

Evernex International in France	2017	2019	2021	2022
Rem. Report Executive / Rem. Employees	1,63	2,2	1,89	1,98
Rem. Report Executive / Rem. Employees (Men)	1,76	2,27	1,95	2,01
Rem. Report Executive / Rem. Employees (Women)	1,22	1,79	1,63	1,84

REGULAR FOLLOW-UP AND EXCHANGES WITH EMPLOYEES

Employees have an annual competency and performance interview. Regular team meetings (weekly, monthly, quarterly) are organized for better coordination and project management: Executive Committee, Digital Transformation Project Steering Committee, Sales Meetings, Quality of Service Operational Meetings, SEC (employee delegates).

WORK/LIFE BALANCE

Management is aware of work time management. With Covid-19, work habits and organization have been adapted. For teams required to work on-site (production), 2*8 hours shifts were put in place. For all other staff worldwide, remote work was reinforced and institutionalised. The average is now 2 to 3 days of on-site work per week, depending on teams, activities and country conditions. Evernex adapted its digital work environment to allow for efficiency and better communication.

In addition, part-time, and adapted hours and times are regularly applied (young parents, sports commitment at the national level, etc.). In addition, part-time, and adapted hours and times are regularly applied (young parents, sports commitment at the national level, etc.).



Alongside 3i Group, our majority shareholder, our executives are key shareholders in the growth of our company.

As of September 30, 2022, Evernex and Techno-Group employees hold 10.79% of our capital and 36.4% of voting rights of the holding, hence are committed to Evernex's long-term success.

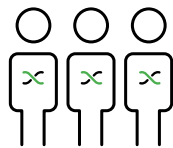
In France, the Male/Female equality index was calculated in 2022 for 2021: the result improved from 73/100 in 2020 to 78/100 in 2021.

The calculation methodology imposed is not necessarily the best one for Evernex, since it involves mixing very different jobs by grouping them by conventional classification. It is planned to change the methodology in 2022 to provide a more detailed analysis.

At Evernex women are as likely as men to be promoted: 100% of points

Confirmation that salaries were systematically increased upon female employees' return from maternity leave, in similar proportions to their colleagues present during the salary review: 100% of points

Employment: working conditions & safety



Accidents at work

Evernex International in France	2017	2018	2019	2020	2021	June 2022
Number of days lost for workplace accidents	337	126	13	138	89	6
Severity rate of workplace accidents	0,90	0,32	0,05	0,29	0,18	0,02
Number of days lost for workplace accidents	21,28	25,77	20,75	10,46	11,94	3,75

Our new ISO 45001 certification has been the opportunity to review entirely our OHS program: Risk analysis, PPE, alert and analysis for incidents/accidents, awareness-raising etc.

In terms of workplace safety, in 2021 Evernex in France trained 16 additional employees in workplace first aid (OHS upgrade training every 2 years), and 8 additional fire crews in fire extinguisher handling. Following our OHS risk analysis, 36 technicians and warehouse staff were trained in ergonomic working positions and movements. In our main warehouse, 9 staff were trained and licenced as forklift drivers.

In Algeria our OHS management system was fully enforced, and collaborators were trained accordingly. In Morocco as well, staff has received training on First Aid, Fire Fighting and Defensive Driving. In Dubai these will take place before the end of the year.

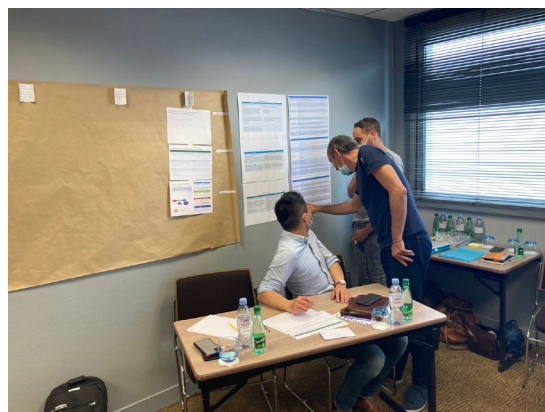
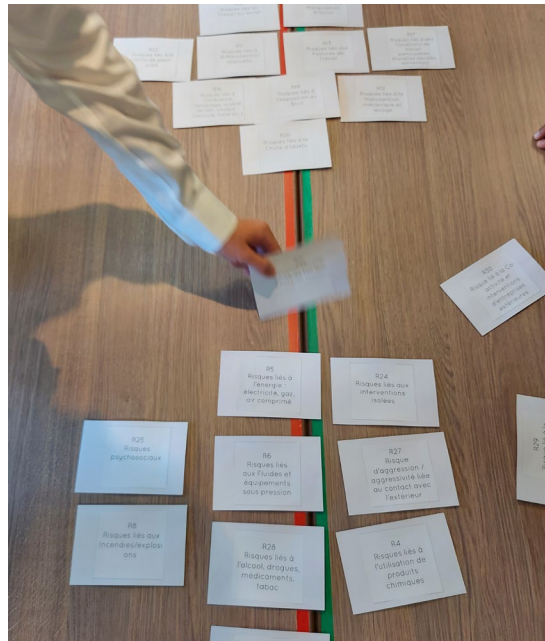
The OHS training program has been pursued and enriched in 2022 based on the risk evaluation per activity and per site.

As a preventive measure, Evernex also supports employees' physical activity through the provision of subscriptions to sports activities. Employees are regularly encouraged and sponsored to participate in sporting events.

Absenteeism rate

Evernex International main French site at Aulnay-sous-Bois	2017	2018	2019	2020	2021	June 2022
Absenteeism rate due to illness	5,41	4,42	4,51	5,68	3,1	2,9

Employment: occupational health & safety



In 2020, Evernex started working towards the ISO 45001 certification for Occupational Health & Safety, which was obtained in 2022. The motivation is to ensure that Evernex provides employees with safe and healthy workplaces that prevent work-related injury and ill-health, as well as to proactively improve its OHS performance.

To do this, Evernex has conducted interactive sessions with company employees from a range of professions and units, including QSE, HR and other employee representatives. The sessions included various exercises which aimed to answer 4 questions:

- What can happen?
- How likely is it to happen?
- What are the consequences if it happens?
- What can we do to prevent it from happening?

During the sessions, Evernex was able to gather detailed and relevant information from real employee experiences and opinions. These provided valuable personal insights into the types of risks and hazards present in the workplace and will help Evernex implement a well-adjusted plan of action to adequately control, reduce and eliminate them.

By actively involving employees, HR, managers, and teams in building the OHS program, Evernex provides an open forum to share concerns and put forward possible solutions to ensure everyone is safe and comfortable at work.

Employment: training & career management

At Evernex, our continuous growth creates many career opportunities for capable and talented collaborators to take upon responsibilities and exciting challenges. We have many successful internal stories to tell.

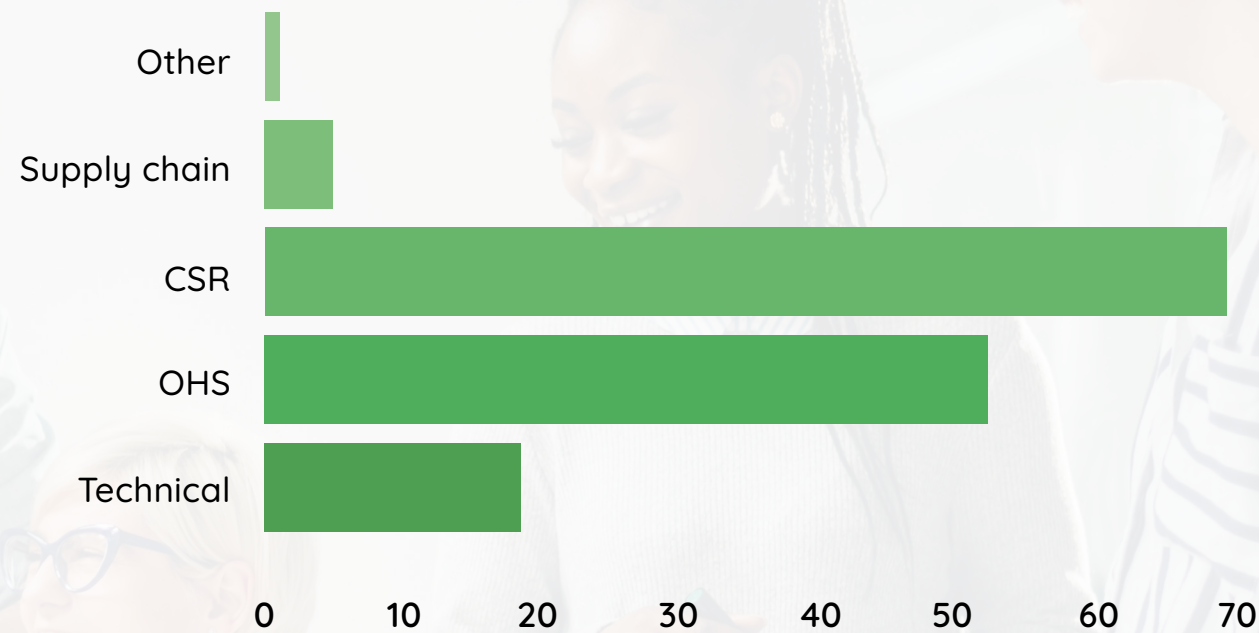
When it comes to training, the objective is to strengthen skills, promote the individual progression of employees and develop collective intelligence. Our goal is to provide professional training for all, allowing everyone to have the necessary skills to master their jobs and working tools.

Evernex has deployed its first step of its HR digitalized program. In 2022 the appraisal module was developed. The goal is the monitoring of human capital development in order to meet its needs as a fast-growing SME (endogenous and exogenous), which will allow centralization and harmonization of HR management between headquarters and subsidiaries. This now allows for a better management thanks to a promotion report, and a better follow-up of transfers and mobility.

100%

of our engineers and maintenance technicians in France have electrical qualifications and undergo regular renewals of their certificates.

Breakdown of staff trained per training type 2022



In 2021 Evernex realised the importance of re-boosting sales staff and conducted 170 hours of training (prospection and business development). Mid 2022, Evernex launched a Sales Academy program to facilitate the onboarding and success of new salespeople.

As part of its sustainability program on GreenIT, Digital Fresk sessions were organised online and on site to better grasp the environmental and social impact of Digital activities, and Evernex positive role for its clients

Employment: working conditions & social dialogue

EUROPE HIGHLIGHTS

All employees benefit from regular medical follow-ups (at the hiring stage, then every five years), from health insurance, and from the provision of appropriate protective and safety equipment (electrostatic wristbands, safety shoes, anti-noise helmets, handling gloves etc.) for employees in logistics activities.

In 2021, a SuperCare program was set-up for a closer and more regular medical follow-ups for Evernex executives.

There is a closer relationship between Evernex and local medical offices representatives who are invited to our regular meeting with the SEC and consulted whenever there is a change in working conditions. Health care insurance inspector have also been invited to visit our site in Aulnay-sous-Bois and we paid attention to their remark to improve our employees current - and future - working conditions.

In France, since 2008 the group has four staff representatives. In 2018, a Social & Economic Committee (SEC) was elected, and since then all meeting notes are shared with all employees of the company and posted on the various sites.

The Economic and Social Database is in place since Q1 2020, centralizing social data in a secure and transparent manner, and contributing to social dialogue

FRANCE AGREEMENTS:

Early 2022, an agreement was reached for the annual agreement on salaries conditions. Beginning of Q3 we signed an amendment to the agreement on on-call duty for the dispatch center. The agreements on remote work, working time, work life balance and professional equality are on stand-by despite several discussions. We want to conclude them by June 2023. We also foresee to revise the agreement on on-call duty for field technicians. In 2021, there were a total of 9 meetings of the SEC, 5 of which dealt with OHS issues. Occupational medicine participated in 4 of these meetings, and the labor inspectorate in one.

In 2022, there have been, to date, 8 meetings of the SEC, 5 of which had OHS subjects. Occupational medicine has participated in 4 of these meetings; the labor inspection in one.

The next SEC elections are expected in 2023. Indeed an agreement to extend the mandates of the members of the SEC by one year (so that the elections can be held under normal democratic conditions and so that the future members of the SEC are representative of the Compans (new site) work environment).

GERMANY AGREEMENTS:

There is a strong relationship between Technogroup Work Council and the life of the company. There are bi-weekly meetings with works council and HR Manager where all topics can be openly discussed. Furthermore, there is also a formal monthly meetings also involving Managing Director of NECE Region.

Germany agreements:

This year was the occasion to close or adapt many agreements to :

- Mobile work
- On call
- Dispatch
- Salary increase

ITALY AND SPAIN

Local discussions about smart working (ie home office) have been concluded in Italy during Q3.

Spain should follow with a similar process early Q1 2023 at the latest.

Employment: working conditions & social dialogue

MEA, APAC HIGHLIGHTS

MOROCCO:

NEW office in Casablanca, Morocco

Morocco is a dynamic market and our African Head Office is based in Casablanca. As our team is growing, we opened a bigger office in Casablanca. This opening reflects also the evolution of Morocco becoming an important actor of our strategy.

The Villa, closer to the airport can host 60 people now (instead of 15 in the previous office) and it is composed of 7 open spaces allowing any employee or guest to find a place to work. There is also some fun and relax area that reminds the familial and “cool” spirit that drive our business. Hence, all employees have the possibility to do remote work 2 or 3 times a week.

Brazil: end of 2022 we are relocating our office and warehouse in Sao Paulo

Health :

Morocco:

Also as part of value care, we enhance the medical insurance:

- to cover 90 % of the medical expense (versus 85%) for the employees and family.
- To medical insurance can now cover annual check-up, radiotherapy and congenital disorder.

ALGERIA:

Private Medical Insurance for has been deployed allowing our employees to be better refund for medical claims.

MALAYSIA

As our Kuala Lumpur branch is welcoming new colleagues to drive growth in the APAC region, it is important our office and working conditions align with higher standards:

- for medical insurance Evernex has moved from individual to corporate insurance with better coverage for all employees (locals & expats)
- better structure of call center shifts to avoid overloads and better redistribute the availability of each person
- Work reorganization with 3 shifts to cover 24/7 up-time

ARGENTINA, today we have 2 sites

Hipolito Yrigoyen (HY) with Commercial team, Financial, and Administration Team, and Supply Chain team, and in it, we have our main spare warehouse, the Labs&testing (IBM/SUN/Huawei/HP), and recon center.

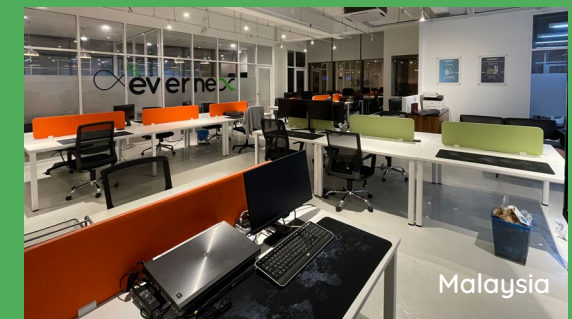
Puna (PU) located in the Technological District where the Dispatch team and all the operation team and another part of our Warehouse for the bigger spares

The idea is to find new office in the Technological District where we can move the people from Operation team, Supply team and consolidate PU as main Warehouse (we would move all the spare parts from HY to PU) Labs&testing and recon center only.

The new office will be modern, spacious and more comfortable for the people working. The completion of the Project is expected by the end of the year 2023.



Malaysia



Malaysia



Malaysia



Morocco



Morocco



Employment: working conditions

In order to meet growth needs, Quality of Service requirements, better working conditions and environmental imperatives, Evernex has moved its main historical site from Aulnay-sous-Bois to Mitry-Compans in 2022. In order to build the project, hundreds of ideas were collected via a Value-Stream Mapping workshops

OBJECTIVES

- Support & increase production capacity
- Improve productivity & workflow
- Evolve in a comfortable work environment conducive to well-being
- Improve working and safety conditions for staff and ensure conformity of premises
- Enhance service quality through more spacious and optimized premises
- Reduce energy costs
- Organize the new premises in such a way to boost the performance and creativity of employees
- Develop a corporate culture with strong values and encourage collaboration

Creating a common vision for our new main site



STAND



Stand for our leadership in creating a sizeable state of the art manufacturing site through :

- Create a flagship site - receive Customer / Brand
- Differentiate Evernex as a Green IT company - Expand our recycling activity
- Logo design with natural materials
Evernex Values - Position 5 values in every common space



EXPAND



Expand our capacity/process execution in targeting:

- Claw back 3y late investment - capacity/ process execution
- Storage space - 5130 sqm vs 3600 sqm / Racks & Shelves +40% -> maximize internal sourcing (~100kspares)
- Production output - current 9 to 10 k spares to 12 to 14kspares per month projected



INNOVATE



Introduce new concept in our thinking design:

- Flex open space - Leverage collaboration and mix team in same open space (office planning management / 20% of workstation saved)
- Revised each production process department - Run a VSM studies to identify non value task / loss of efficiency and propose changes
- Technology refresh - Installation of video conference / visible management screen / Production KPI measurement

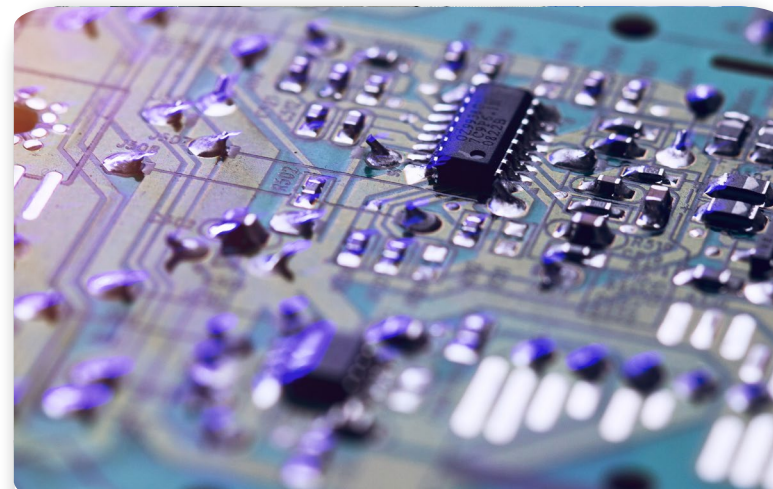
Creating a common vision for our new main site



CHALLENGE



- Open a new site in 9 months (context of post-covid)
- Cope Inflation (7 up to 32%)
- Close two sites
- Continuity of business : no production stop
- Move 188 people
- Just 253kspares to transfer



RATIONALIZE



Assume our circular economy position, reach cost efficiency be on CAPEX plan:

- Recycle all material possible (furniture / air con. / heating radiator / Wifi / Server / Safety equipment...).
- Rationalize our real estate footprint (closing of Chessy / Aulnay)



COLLABORATE



Clear example of cross functional project

- Legal (rental contract)
- Purchase (tender management)
- HR (care of people / change management / Communication)
- Digital (Wifi / meeting room / workstation)
- QHSE (Safety / Security (video) / Fire safety)
- Supply chain (VSM / Production)
- SPAAS (Buy back / Recycling)

Societal commitment - GLOBAL

Evernex is a key partner of a non-profit organization.

For the past 10 years, Evernex has provided financial and material support to TANAT primary and secondary school in Niger. Classrooms and computer rooms have been created and equipped with all the necessary IT equipment.



Association TANAT



In 2020, Evernex's support helped replace defective batteries in the solar electricity installation that powers the secondary school's computer room, equipped with 20 computers donated by Evernex.

In 2021, a new building for classrooms was built, which will be used to double the 3rd grade class in 2022. Today 12 classes are open: 420 schoolchildren have access to quality schooling.

In 2022 the company renewed the IT equipment of the computer rooms.

The school also started to replace the surrounding walls made of Banco (dried earth brick) with «hard» walls (concrete), as the maintenance of the banco walls -which partly collapsed during heavy rains- is expensive for the school. Employees also play an active role in supporting the school, including sponsoring students who may not have had access to education, and covering their tuition fees.

<https://associationtanat.fr/en/tanat-association/>

Societal commitment - GLOBAL

In 2022, Evernex stood in solidarity with the millions of people impacted by the war in Ukraine. Poland has received the highest number of refugees – with over 2 million people crossing the border since February 2022.

We offer this financial support to aid the Polish Red Cross' efforts in helping people affected by the crisis, and to reflect the tireless efforts of our employees – to whom we express our sincere gratitude. This included setting up donation points within offices, donating their winter clothes and essential items such as food and medical supplies, as well as volunteering at local refugee centers.

We all hope that the situation will eventually improve, and we encourage and thank our staff and other organizations for their work in helping to alleviate the suffering of the Ukrainian people.



Societal commitment - IN REGION

In South Africa, we are proud to have obtained a Broad-Based Black Economic Empowerment level-1 rating (top ranking).

For generosity, we focus donations on IT-related initiatives that are also B-BBEE compliant with a ranking above 75.

- [SAME FOUNDATION](#)



- [IKAMVAYOUTH](#)



- [JICAMA 89](#)

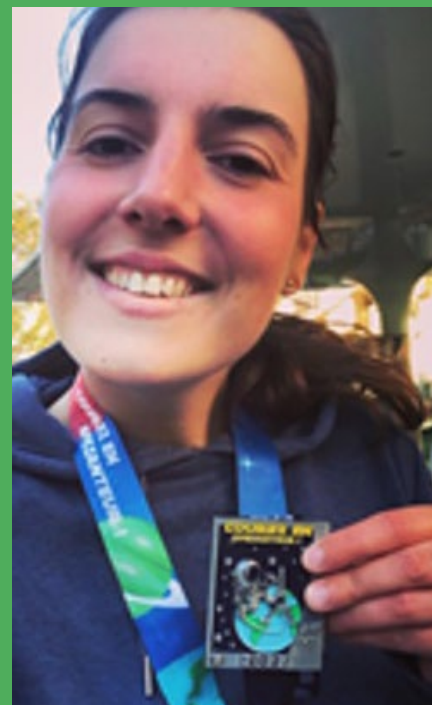


Evernex South Africa provides financial support to these charities focusing on providing quality education in poor neighborhoods/townships, allowing them to invest in computer literacy and providing computer rooms, workstations and training for pupils and teachers alike (SAME Foundation).

We also provide support for tutoring and after-work sessions as well as computer literacy and e-learning classes (Ikamyayouth).

Finally, we provide support to visually impaired children (Jicama 89), pragmatically by replacing the outdated Braille Typewriter system with more advanced technology driven computer-based Braille Note Taking system. This infrastructure then enables vocational training, necessary to offer a better chance for a meaningful integration & inclusion in the society.





Societal commitment - IN REGION & GLOBALLY

In Australia, we support the National Health and Medical Research Council (NHMRC), the pinnacle for vital funding for groundbreaking cancer research projects.

For this reason, our local team will participate in the next Shitbox Rally Summer 2023 Team (March 2023), in order to raise money for the Cancer Council of Australia, in memory of our dear Katrina Patterson who passed away at the age of 28 from Breast Cancer. She was our Supply Chain coordinator from 2014 to 2016, and is dearly missed.

Anyone can donate and support the cause [here](#)

Globally, this 2022 pink October Evernex staff worldwide is invited to record on the Strava sports app any activity (running, trekking, cycling etc.) : for each km accounted for, Evernex will donate to a global breast cancer research institution.

Societal commitment - IN REGION

In Germany, colleagues from Technogroup are invited to partake annually to various sporting events in support of local associations.

- Every October, in Frankfurt, collaborators participate in an international company race, the JP Morgan Corporate Challenge. This initiative promotes sports for people with disabilities.



- In the same spirit, in Hochheim every May since 2018 colleagues are invited to join the Hochheim 24-hour race, forming teams of 10 athletes each running lap after lap on a sports field for 24 hours without interruption. The donations support a vocational school with a focus on physical and motor development.



- Every September colleagues are invited to **run for the Hochheimer Weinbergslauf through the vineyards** in support of various local associations, also focusing on **people with disabilities**.



- Every December it's time for the **Mainzer Maaraue (Ultra-) Marathon**, a 45km team relay race in the Rhine-Main region. All proceeds support the Hospice Lainzer Mainspitze e.V., which provides **care for seriously ill people and their relatives**.



Societal commitment - IN REGION

In **Germany**, since 2018 we offer computer science training and apprenticeship opportunities to refugees to support their integration and offer them a better chance for a professional future in Germany, as skilled workers. At first this was implemented in cooperation with the Wiesbaden Chamber of Industry and Commerce (IHK), and now the **program runs on its own**.

Donation to Luis and Psychosocial Cancer Counselling Centre of the Hessische Krebsgesellschaft e.V. in Wiesbaden

In April 2022, Technogroup did hold a tombola for a good cause every year. This year, the record sum of 1,500 euros was collected. Technogroup donated this money to Luis, who suffers from cancer, and to the psychosocial cancer counselling centre of the Hessische Krebsgesellschaft e.V. in Wiesbaden. Since 2010, the psychosocial team of the counselling centre has been supporting its clients with psychological and also very practical help - from targeted assistance in dealing with the mental stress to applying for household help or a care level as well as in financial matters.



Societal commitment - IN REGION

Allowing people to move and therefore actively participate in the life of society satisfies the fundamental human need for contacts and relationships, bridges the gap between people and shifts attention to what people themselves can do, if they are put in a position to do.»In Italy, since 2021 Evernex supports IO STO CON ... Il sorriso solidale, an NGO that operates in the field of mobility, with particular regard to children, the elderly and people with disabilities or even temporary motor problems, seeking to improve the living conditions of people with disabilities or disadvantages, through concrete initiatives related to mobility.

The association also promotes the study of technical, technological, sociological, scientific, economic and legal issues relating to the mobility of people with permanent or temporary disabilities, the development of solutions and theoretical-practical applications and raising awareness of these issues. In association with the municipality of Zibido San Giacomo, they decided to invest in the purchase of a vehicle to ensure the mobility of people with reduced mobility. Evernex was flattered to be called to support this initiative and gave an immediate positive response.

Today, thanks to IO STO CON... the solidarity smile, there are over 900 vehicles circulating on the Italian territory, in more than 650 municipalities or public bodies with the support of over 70,000 sponsors involved, including Evernex.



Societal commitment & conviviality

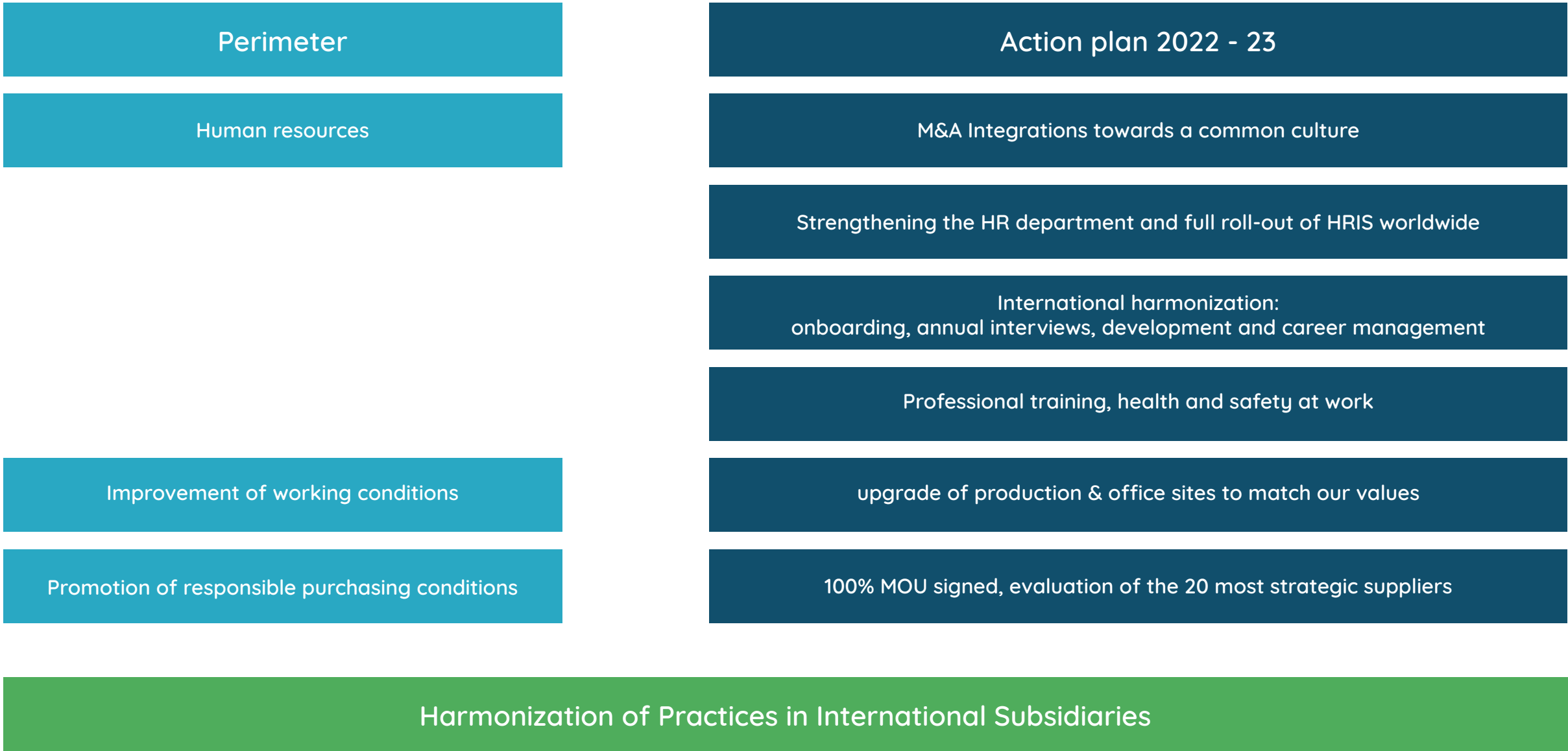
For many years now, a kick-off gathering has been organized once a year for all the group's employees (2016 Chamonix, 2017 Barcelona, 2018 Paris). Other gatherings also take place regularly: for the Executives, Managers, Sales representatives, and even subsidiaries. Meals, barbecues and other activities (football, karting, boxing etc.) also contribute to team-building and conviviality. In 2020, this important aspect of Evernex conviviality was stopped by the Covid-19 pandemic. However, we learned to motivate and support each other by connecting regularly via our digital tools, sometimes with as many as 200 employees attending the presentations.

In 2022 various regional meetings have taken place again, as well as a gathering in Marrakech in May, to discuss the progress of NEX&T, an exciting company-wide transformation programme aimed at further reinforcing our customer focus, with the broader goal to future-proof our fast-growing organization. The programme was discussed with 100+ talented managers leading Evernex people across the globe – in Argentina, Australia, Brazil, Dubai, Egypt, France, Germany, Italy, Japan, Malaysia, Morocco, Nigeria, Poland, Saudi Arabia, Spain, Switzerland and the US. Evernex did not choose Morocco by coincidence! Morocco has shown significant growth across all our activities and has strongly contributed to making us the leader in Middle East & Africa.



Areas of progress human & labor rights

Our continuous improvement approach encourages Evernex to strengthen its efforts on:



Environment

03

Minimizing our impact



Since the beginning, Evernex has striven to minimize its environmental impact. Evernex's commitment to protecting the environment is represented by four key services:

- **IT MAINTENANCE** – we extend the useful life of our clients' IT infrastructures beyond the manufacturer-defined End-of-Service-Life date
- **SPARE AS A SERVICE** – we are worldwide brokers specialized in refurbished IT spares, whether for maintenance or purchase purposes
- **RECYCLING** – we recycle true end-of-life IT equipment in accordance with WEEE standards
- **HARDWARE RENTAL** – we provide custom rental solutions to give our clients the flexibility to finance and acquire new and refurbished hardware before returning it to us

WHY DOES SUSTAINABILITY MATTER TO EVERNEX?

We recognize our position within the circular economy. This cyclical model, which has been the foundation of our business from day one, means that we see value where others may only see waste. By incorporating repair, reuse and recycling wherever possible throughout the asset lifecycle, we contribute to the circular IT economy by reducing the demand for the manufacture of new equipment, and retaining extant finite resources within the system.

HOW DO OUR ACTIONS MAXIMIZE OUR CLIMATE COMMITMENT?

We buy and refurbish second-hand spares and reuse every part and component possible with our recycling. We also repair and maintain our clients' IT Infrastructure past warranty, to prolong their useful life from 5 to 15 years even after the manufacturer withdraws all support at End-of-Service-Life.

Our motto is IT Life Services because we are specialists in extending the life of IT equipment. To establish a circular economy and create a greener future in IT, Evernex is reducing our dependence on the extraction of natural resources by giving assets a second life. Our competitive and cost-effective services enable clients' to cut IT CapEx and OpEx while reducing their greenhouse gas and CO₂ emissions.

From a linear... to a circular economy



In a linear economic system, raw materials and ore are extracted (often in conflict zones), and products are manufactured and sold, consumed and disposed of. This leads to shortages of raw materials, emissions, large volumes of waste and the associated environmental problems. In 2019, the world generated a striking 53.6 million metric tons of e-waste, up 21 percent in 5 years. Only 17.4% (9,3Mt) was collected and recycled*, which means a considerable amount of e-waste ended up in vast landfills, where pollution levels have dramatic effects on the local population and environment.

In a circular economy, products and materials are kept in circulation (green arrows in the diagram). As a result, fewer primary raw materials are used than in the linear system. Moreover, products retain their value for longer and less waste is generated.

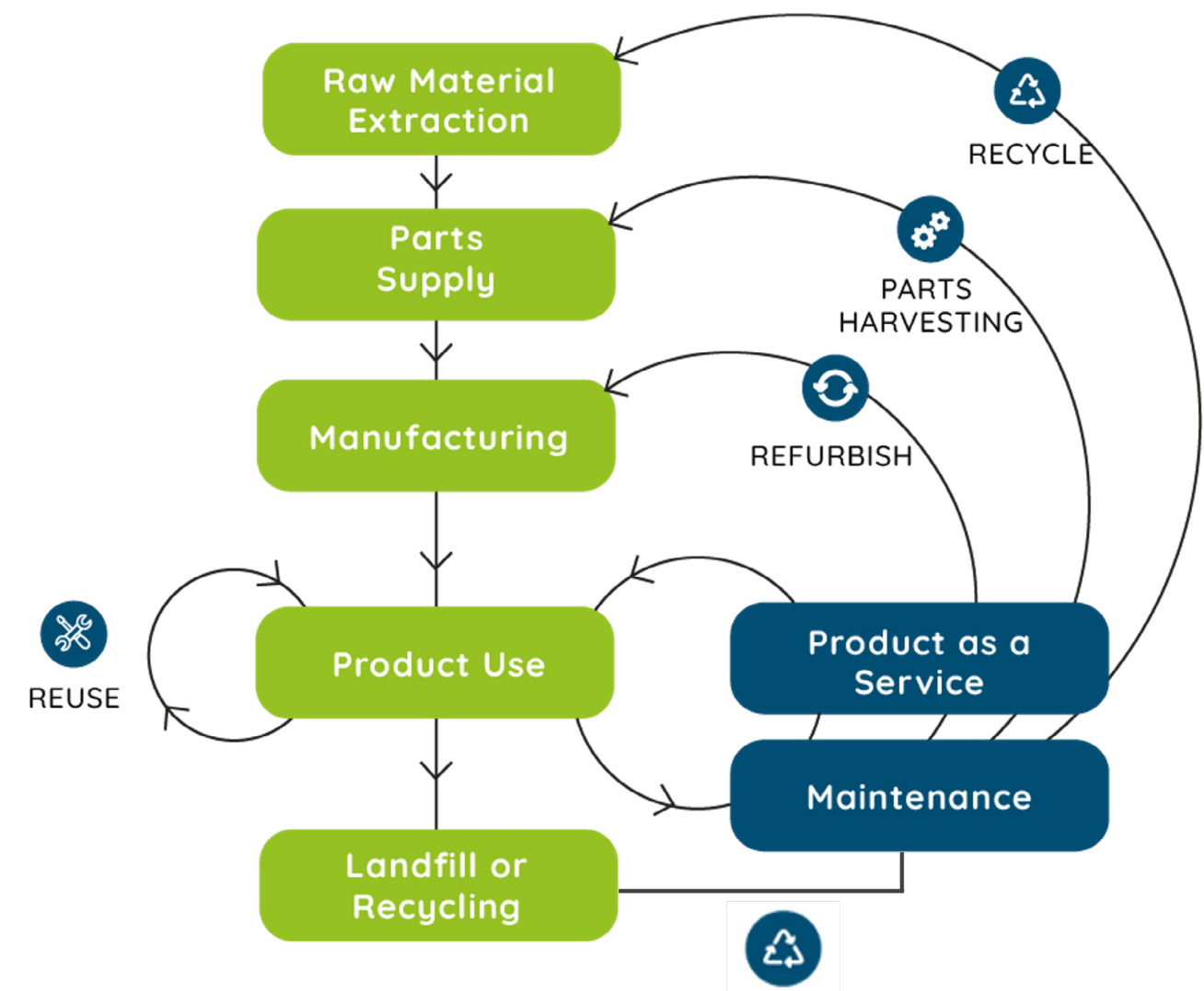
The circular economy is an integrated approach which considers the cycle as a whole, from raw material extraction through design, production, distribution and a maximized use phase, to recycling. A change of mindset is needed among all stakeholders if products and materials are to remain in the loop.

Diagrams by Swiss FOEN
* UN Global E-Waste Monitor 2020

The IT sector accounted for 1% of global emissions in 2007, rising to 4% in 2020 and could reach up to 16% in 2040
– Journal of Cleaner Production 2017

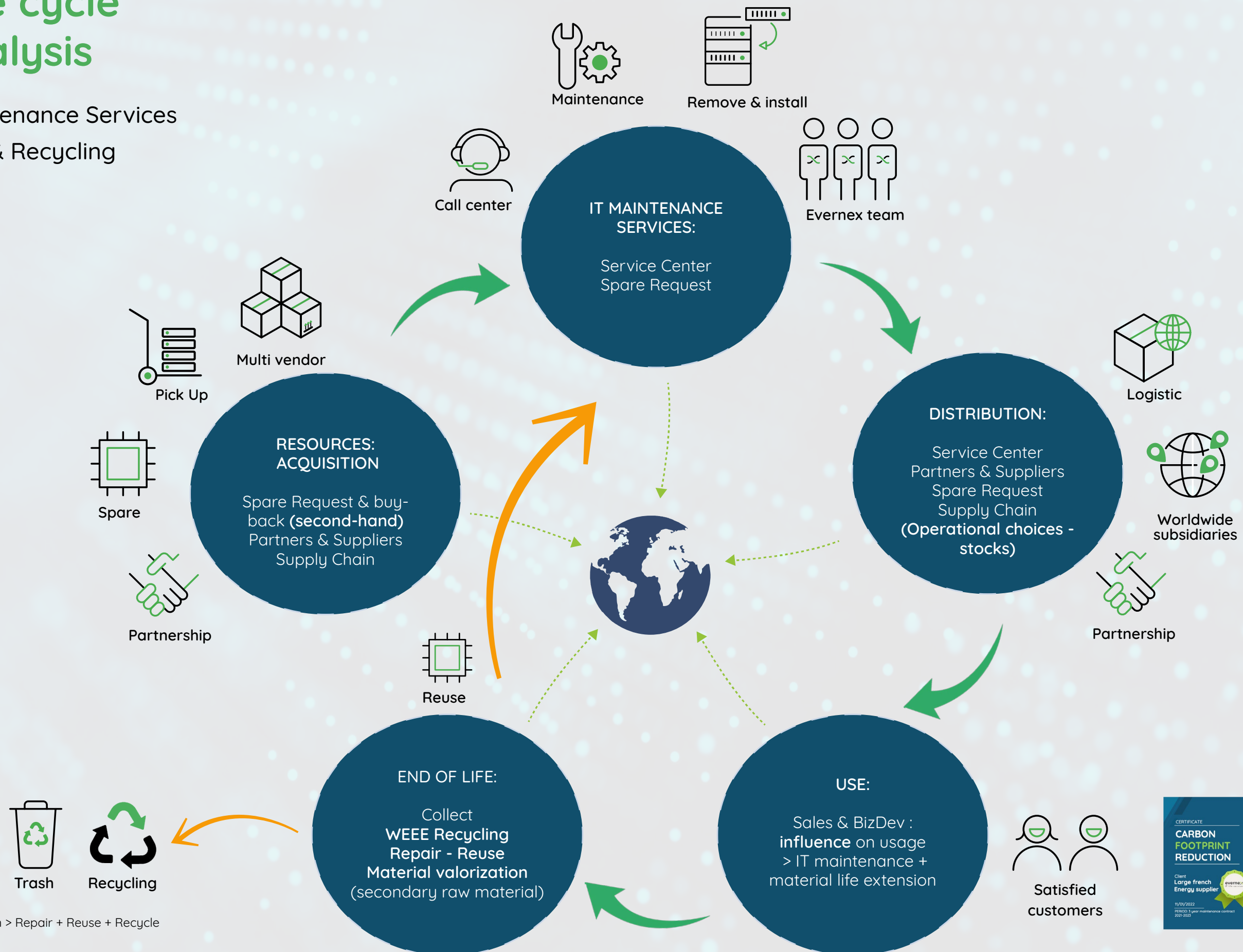
The useful life and life cycle of products is increased by sharing, reusing, repairing and refurbishing them. Viewed across the entire product lifespan, this not only protects the environment, but also saves the consumer money in most cases.

Only when a product can no longer be used is it sent for recycling so that the materials can be reused. From an environmental perspective, it is better in nearly all cases to continue using products for as long as possible, since even recycling uses energy, water or chemicals, and therefore has an impact on the environment.



Life cycle analysis

IT Maintenance Services SpaaS & Recycling



Our carbon footprint

TONS CO2 EQUIVALENT EMISSIONS



Due to the consequences of human activity over the past centuries, many planetary limits are being reached, from ocean acidification and biodiversity erosion to land use change and global water use.

One of these limits is the concentration of CO₂ and other greenhouse gases in the atmosphere, which due to its link to the global average temperature of the Earth, is the cause of climate disruption.

Companies like Evernex must therefore act in order to:

- Measure the carbon footprint of their activity and that of their value chain
- Define a 1.5°C strategy
- Manage the reduction of emissions
- Contribute to global carbon neutrality

In 2022 Evernex updated its carbon footprint calculations, using the French “Bilan Carbone” and GHG Protocol methodologies, in partnership with Toovalu.

The results have just been released and show that **in 2020 Evernex emitted 15,000 tCO₂e, and so far in 2021 above 16500 tCO₂e.** 2020 was a special year with the Covid Pandemic. However, despite a solid growth and M&A Evernex managed to maintain its carbon footprint at a decent level.

For Evernex these are spread as follows:

- Scope 1 & scope 2 represent a small portion of our emissions
- and scope 3 covers most of our emissions with above 16 000 tCO₂e.

These results are not surprising, Evernex being a service provider in the tertiary sector. Our main emissions derive from scope 3 covering freight (upstream and downstream), purchased goods and services, capital goods, waste and transportation.

This carbon footprint highlighted that 90% of our emissions result from purchases & services, including spare parts. Yet, it also emphasized that by purchasing exclusively second-hand spare parts Evernex avoided 6,570 tCO₂e emissions compared to buying new ones.

15,000 tCO₂e is comparable of yearly emissions of 1 400 Europeans (10,8 tCO₂e / head), or 25 000 new servers produced.

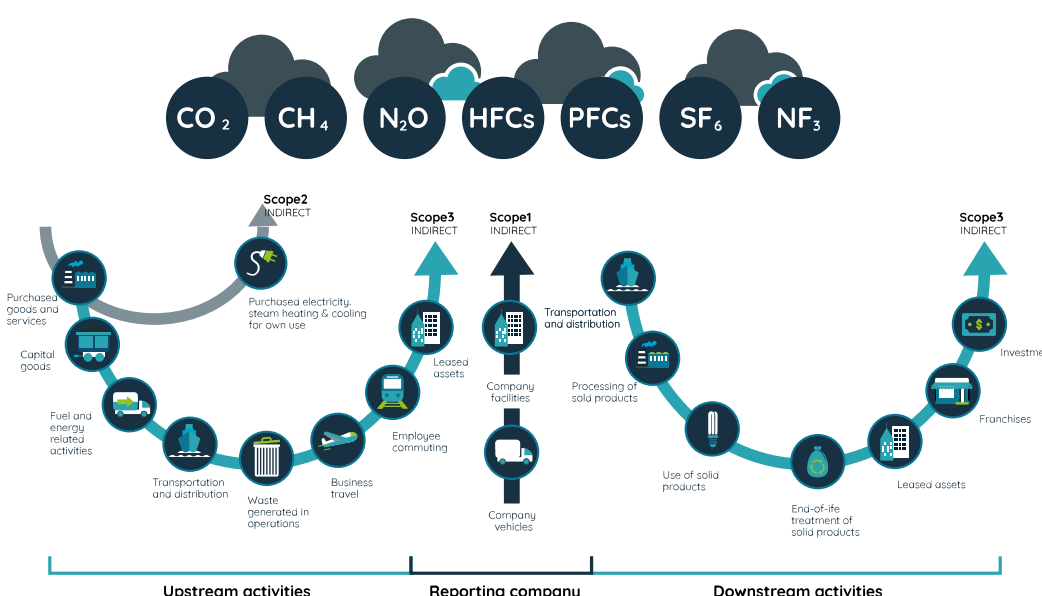


Diagram by ghgprotocol.org

OUR CARBON INTENSITY (WORKFORCE)

The order of magnitude (France) for

- “Industrial” companies is 100 CO₂e / FTE, and
- “tertiary sector” 10 CO₂e / FTE (source: Toovalu).

Around 20
CO₂e / FTE

OUR CARBON INTENSITY (TURNOVER)

The order of magnitude (France) for

- “repair and installation of equipment and machines” is 0.39 CO₂e / k€ turnover, and
- “tertiary sector” 0.11 tCO₂e / k€ turnover (source: ADEME).

0,19
CO₂e / k€ turnover

Our footprint is therefore within average carbon intensity.

Climate strategy

Evernex's journey to contribute to carbon neutrality at the planet level

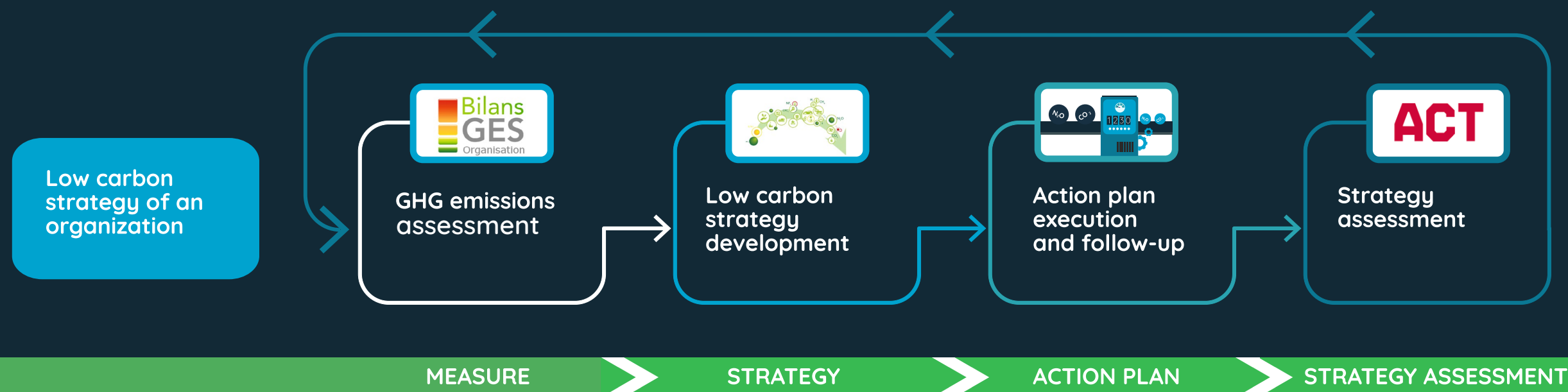
Having quantified our carbon emissions, we are now in a better position to embark on a carbon emission attenuation journey. In order to do so, we have chosen to develop and implement a low carbon strategy, joining the Assessing Low Carbon Transition ACT Step by Step Program. This initiative is a 3-year long methodology to build companies' climate strategy, aligned with sector decarbonization trajectories and scientific guidelines.

This will lead us to not only set relevant GHG reduction targets, but to support and develop relevant decarbonization strategy with an associated transition plan and roadmap.

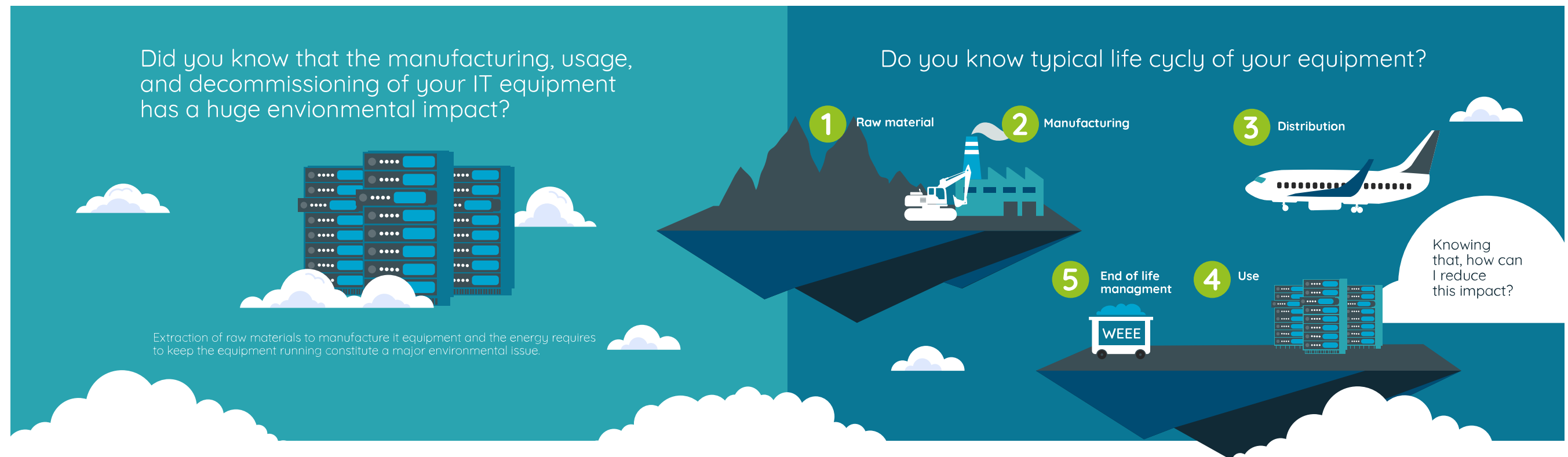
Evernex is grateful to have been selected in France by ADEME Agency (Agency for Ecological Transition, under the supervision of the Ministry of Ecological Transition and the Ministry of Higher Education, Research and Innovation) to participate to this ACT step by step program and help us build a real climate strategy.

In 2022 Evernex validated the first step of the 3-year program, which consist of a state-of-the-art company profile (baseline) and an initial diagnosis with a maturity assessment of our current climate strategy.

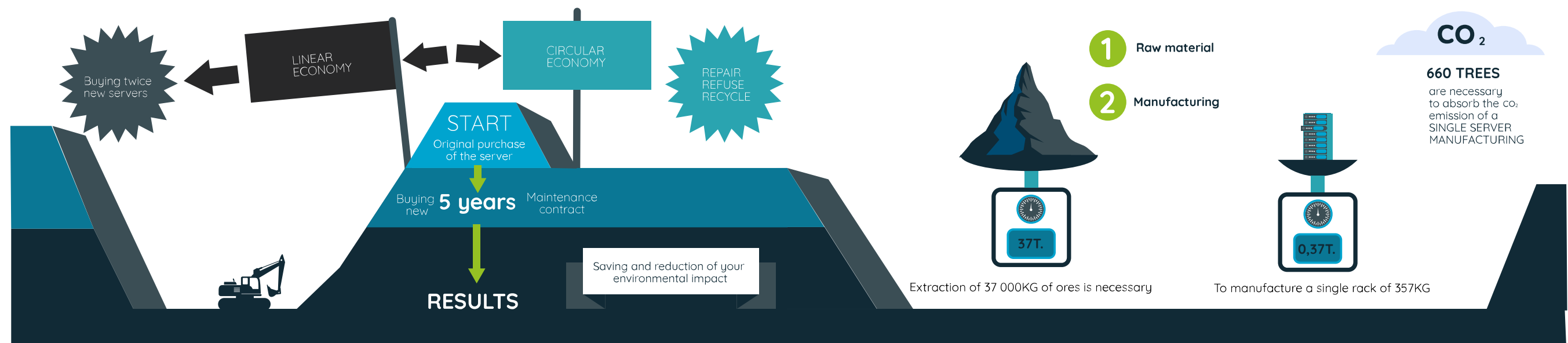
We are now en-route for step 2 which includes a strategic analysis, training of the executive committee and the essential setup of carbon performance KPIs and evaluation. To do so we will dig into existing guidance from CDP, GRI, TCFD, SBT and ISO 14001 approaches.



Making our clients' IT more sustainable



You have chosen Evernex, you made the choice of complete IT life cycle services



Improving our clients' sustainability

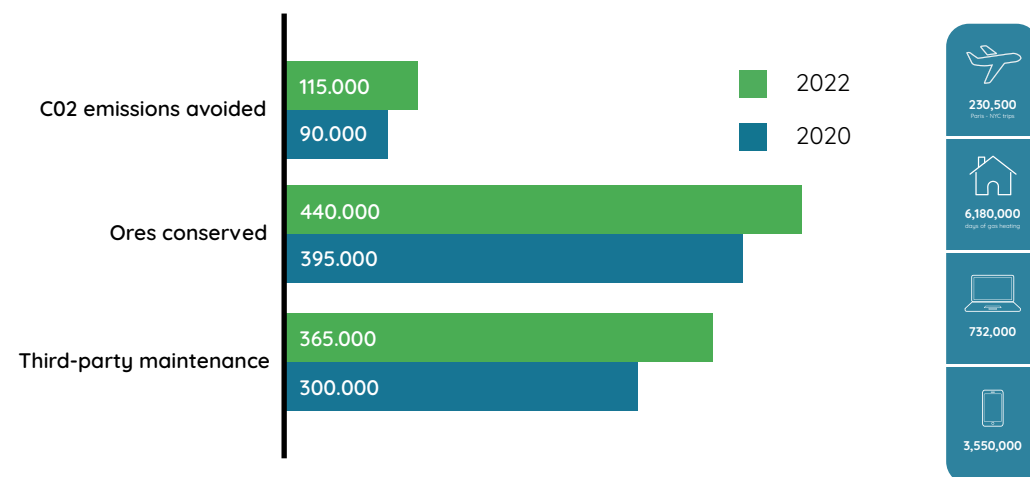
Evernex is following the publications of the Net Zero Initiative by Carbone4 and is carrying out work based on its proposed 'three pillars' methodology:

- Reducing our direct and indirect footprint: This means measuring Evernex's carbon footprint and building a plan to reduce it. Evernex is working on this with the methodological support of the CDP-ADEME Step-by-step initiative.
- Helping others to reduce their emissions; We estimate the avoided emissions from Evernex customers from a life cycle perspective. This figure comes from an annual estimate of our third-party management services.
- Removing carbon from the atmosphere: At Evernex we are focusing our work on pillars A and B, as we consider the carbon offset market not fully mature and prefer to be prudent at this stage.

Regarding pillar B of the Net Zero Initiative, Evernex has calculated the total emissions avoided through the solutions sold by the company, focusing on those solutions that are most compatible with the 1.5°C global objective. This diagnosis allows us to answer the question: to what extent do the solutions Evernex sells help its customers to reduce their emissions?

In 2022, Evernex IT maintenance services of nearly 360,000 assets worldwide so far have prevented an estimated 114,000 tCO₂e of emissions by extending the life of existing assets and helping delay or avoid upgrades to servers, storage and library equipment.

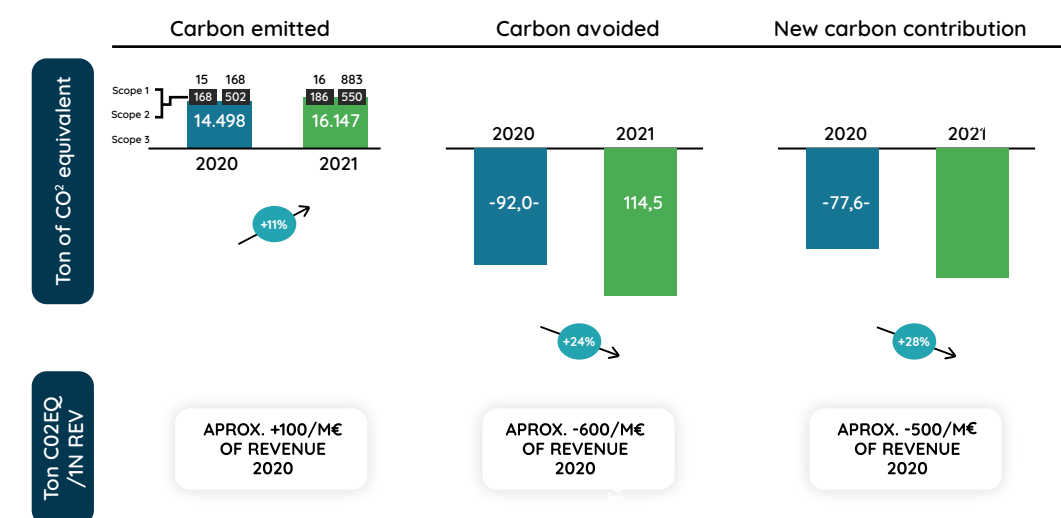
In terms of materials saved, this represents 442,000 tons of ore, a requirement for the manufacture of new equipment that has not been extracted. These calculations have been controlled by EcoInfo, a service group of the French National Center for Scientific Research (CNRS).



As part of our value proposition, Evernex provides a carbon footprint reduction certificate to raise awareness among its clients.

EVERNEX'S CONTRIBUTION

The result is presented in the following graph, where we can see Evernex's carbon footprint (pillar A) and the total emissions avoided by its clients (pillar B: year 2022, only for IT maintenance services), and therefore an estimation of Evernex's net-contribution to collective efforts towards neutrality.



NET ZERO? CARBON-NEUTRAL? LET'S TALK ABOUT NET-CONTRIBUTION...

Since the only scientifically valid definition of net zero today applies only to the planet¹, and possibly to state actors², the Net Zero Initiative thinks of companies as entities that must first and foremost seek to contribute to the objective of carbon neutrality at the global or national level.

ADEME has corroborated this vision on two occasions^{3 and 4}, by calling on organizations, individuals and public authorities to turn away from 'accounting' carbon neutrality at their level and asking themselves how they can contribute to collective neutrality.

As a result, the notion of a 'net zero' or 'neutral' company has been set aside and replaced by a battery of independent indicators to align a company's climate performance with the global net zero.

1. IPCC (2018), Global Warming of 1.5°C (SR15)
 2. ADEME (2021), Les avis de l'ADEME : la neutralité carbone
 3. Ibid
 4. ADEME (2022), Avis d'experts: Utilisation de l'argument de « neutralité carbone » dans les communications

ISO 14001 process



Operational choices

Evernex offers its customers worldwide coverage for IT infrastructure maintenance: we ship spare parts around the world in record time.

Evernex therefore opted to open 35 subsidiaries and have more than 335 storage points to minimize the carbon impact of spare parts delivery as much as possible and, of course, be closer to our clients.

The Group has also made efforts to reduce this impact by grouping as many shipments as possible by regions of the world (Maghreb, Sub-Saharan Africa, etc.) and thus serving the 175 countries of its market.

Operational and environmental optimization of our IT logistics activities



5,200 M2

largest warehouse of IT spare parts in Europe



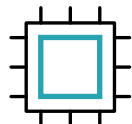
138,000+

spare parts delivered every year



17,000 +

packages wrapped and sent each year others' well-being



1 ton

of spare parts delivered each day

Internal efforts

100% of employees are regularly sensitized to good environmental practices

Management has also set up personal and collective objectives for certain businesses in order to encourage these eco-friendly gestures.

Consumption & recycling

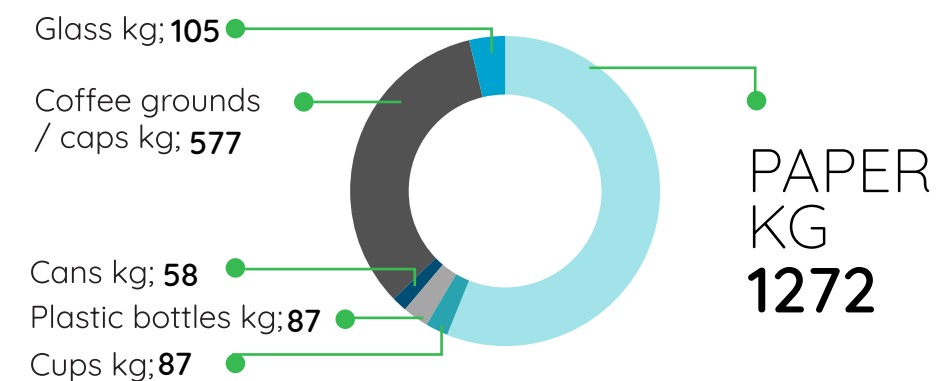
WASTE COLLECTION

For waste sorting, Evernex partners with a specialized company, Les Joyeux Recycleurs, to collect the waste. This makes employees aware of eco-friendly practices and recycles our waste, all in solidarity, with our partner donating 5 euro cents for every kilo collected at ARES workshop (social and professional integration). We also collect cigarette buds that get recycled into daily-use objects. Moreover in 2022 we introduced mugs and cups for each collaborator to stop the purchase of single-use coffee cups on site.

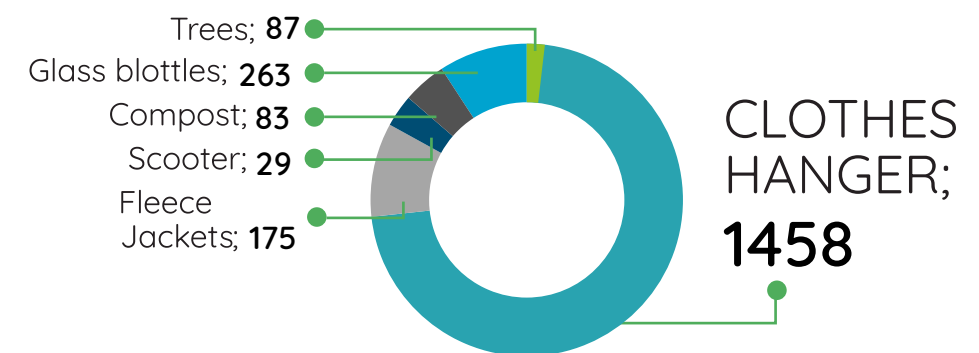
INTERNAL RECYCLING

Evernex recycles its waste, including printer toners, cartons with a compactor, batteries and bulbs as well as coffee capsules. This waste is processed by specialized companies, such as our partner Green Recup or Privacia for cardboard, which provide us with a good systematic monitoring of destruction (CERFA n° 12571*01).

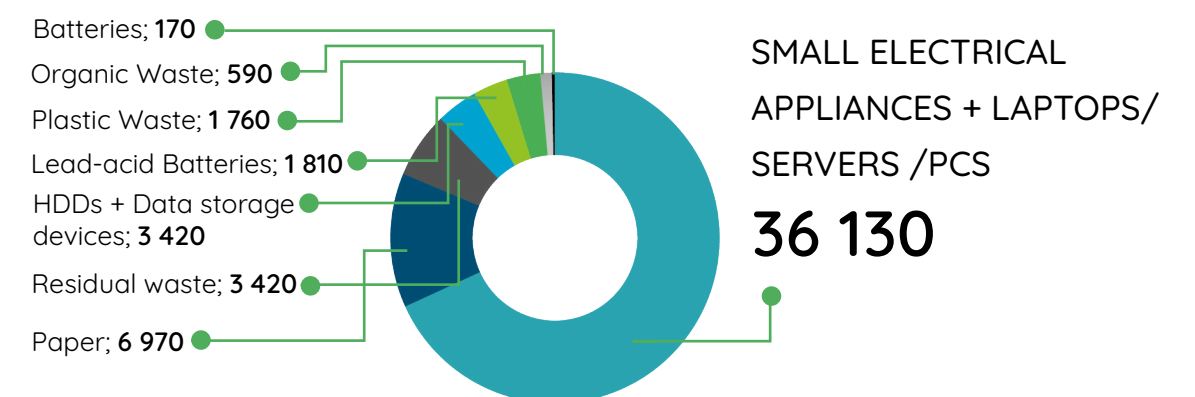
2021 Non-dangerous France Waste Sorting



2021 Non-dangerous Waste France recycled into/saved



2021 Waste collected in Hochheim in Kg



Our operations - Consumption summary

Infrastructure



Our France electricity consumption has increased by 1,24% between 2020 and 2021 despite a significant increase in our activities. This is mainly due to our expansion and the opening of a new office in northern France. With the ACT Step by Step program we will see how to keep reducing our energy consumption.



In 2012 Evernex has carried out numerous sanitary works to reduce water consumption (detection tap, flushing with reduced water consumption, etc.). Since then, it has evolved in proportion to the increase in the number of employees, at a ratio of 4 m³ of consumed water per person in 2019 to a ratio of 5,5 m³ / head in 2020 to reach 6 m³/head in 2021. Here again, we can clearly see the impact of the Covid pandemic, as staff were requested to increase the frequency of hand washing to avoid contaminations in the workplace!



Our gas consumption this year has decreased by 0,25% Our relocation from Aulnay to Mitry-Compans in 2022 will significantly decrease this consumption, removing gas consumption fully from our main production site.



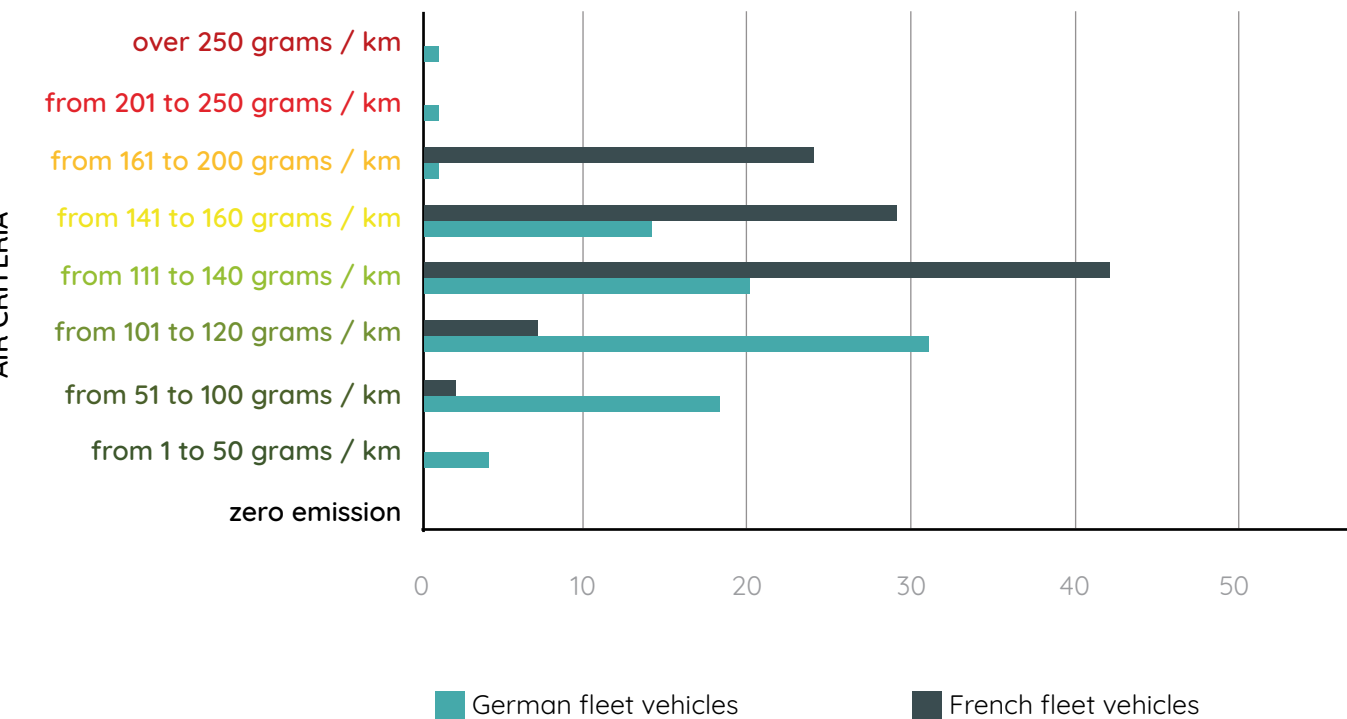
Our France electricity consumption has increased by 1,24% between 2020 and 2021 despite a significant increase in our activities. This is mainly due to our expansion and the opening of a new office in northern France. With the ACT Step by Step program we will see how to keep reducing our energy consumption.

Consumption summary

Travel:

- 20 % of Evernex employees use public transport to get to their place of work.
- Employees are made aware of carpooling, which remains stable between 15 and 20% / year.
- The fleet of company vehicles is mainly identified as Crit’Air 1 and 2. In 2021 our French and German car fleet drove 1 432 000 kms for professional purpose.

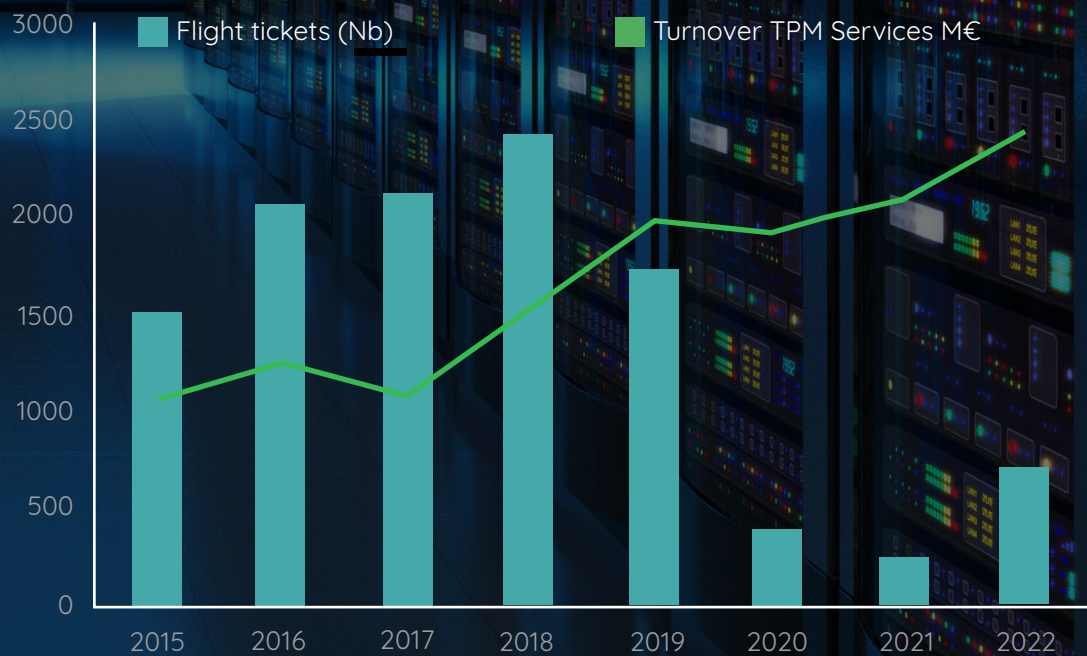
Number of French and German fleet vehicles by Air criteria



The deployment of internal communication and video conferencing tools helps to reduce some travel.

In 2018 Evernex organized a global event gathering all employees to celebrate its 35th birthday. In 2020 due to the COVID-19 pandemic, Evernex drastically reduced its international travel, with none being authorized during lockdowns. Since then, international travel remains the exception rather than the norm. Everyone at Evernex has learned to work efficiently from a distance, and revised approaches and habits on work organization, management, conviviality and meetings.

Evolution of professional air travels vis-à-vis TPM Services turnover



Our expertise: IT maintenance

A SERVICE OFFER ECO-FRIENDLY BY DESIGN

Evernex's core business is to maintain the IT equipment of its clients in operational condition.

Thus, it is no longer a question of buying new equipment, but of maintaining it for as long as possible.

Thus, Evernex offers a real environmentally friendly alternative



Evernex supports its clients in their efforts to reduce their carbon footprint by controlling the entire life cycle of the equipment, from its first use to the waste treatment.

By entrusting us with the financial and environmental management of their IT assets, our clients can halve their carbon footprint.

Recycling

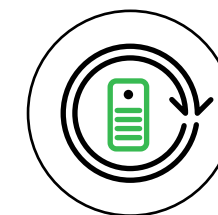


Evernex's recycling offer is based on a real commitment to the environment.

We reuse any component that can be reused.



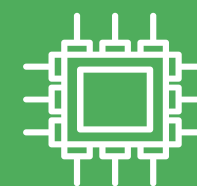
500 tons of computer equipment recycled each year by Evernex, and 70 tons reused



95% recycling rate for computer waste



80% of the CO2 emissions generated by this material are related to their manufacture

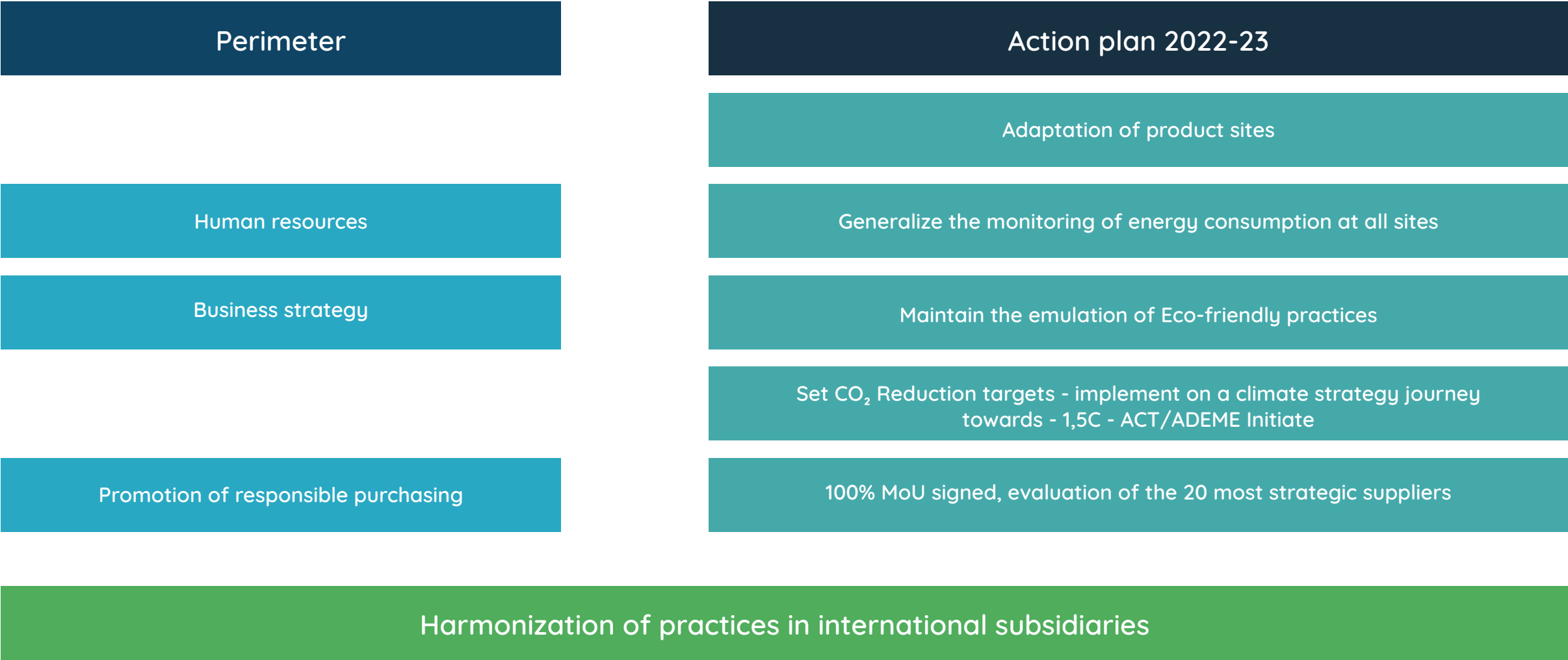


Reuse: 15% of the products entered at Evernex and considered as computer waste are reused (repaired, resold or reused in Maintenance) > +50 000 spares from recycling are tested and put back in stock every year

Valuation: of the remaining 85%, 93% is recycled and becomes a secondary raw material (steel, ores)

Area of environmental progress

Its ISO 14001 certification and a continuous improvement approach encourage Evernex to strengthen its efforts on:



Business ethics

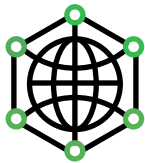


04

Compliance and anti-corruption

Evernex is committed through its CSR Policy to fight against corruption.

Since 2018 Evernex is working on a more ambitious compliance program:



Corporate governance with delegation of powers

- Top management
- Subsidiaries



Implementation of prevention processes and standard compliance and anti-corruption provisions in all commercial contracts



Setting-up of a Policy Manager system (EQS) to centralize all Evernex Policies



Roll-out of an international Code of Conduct



Implementation of a reporting and whistle-blower system: EQS Integrity Line



Implementation of Personal Data Protection

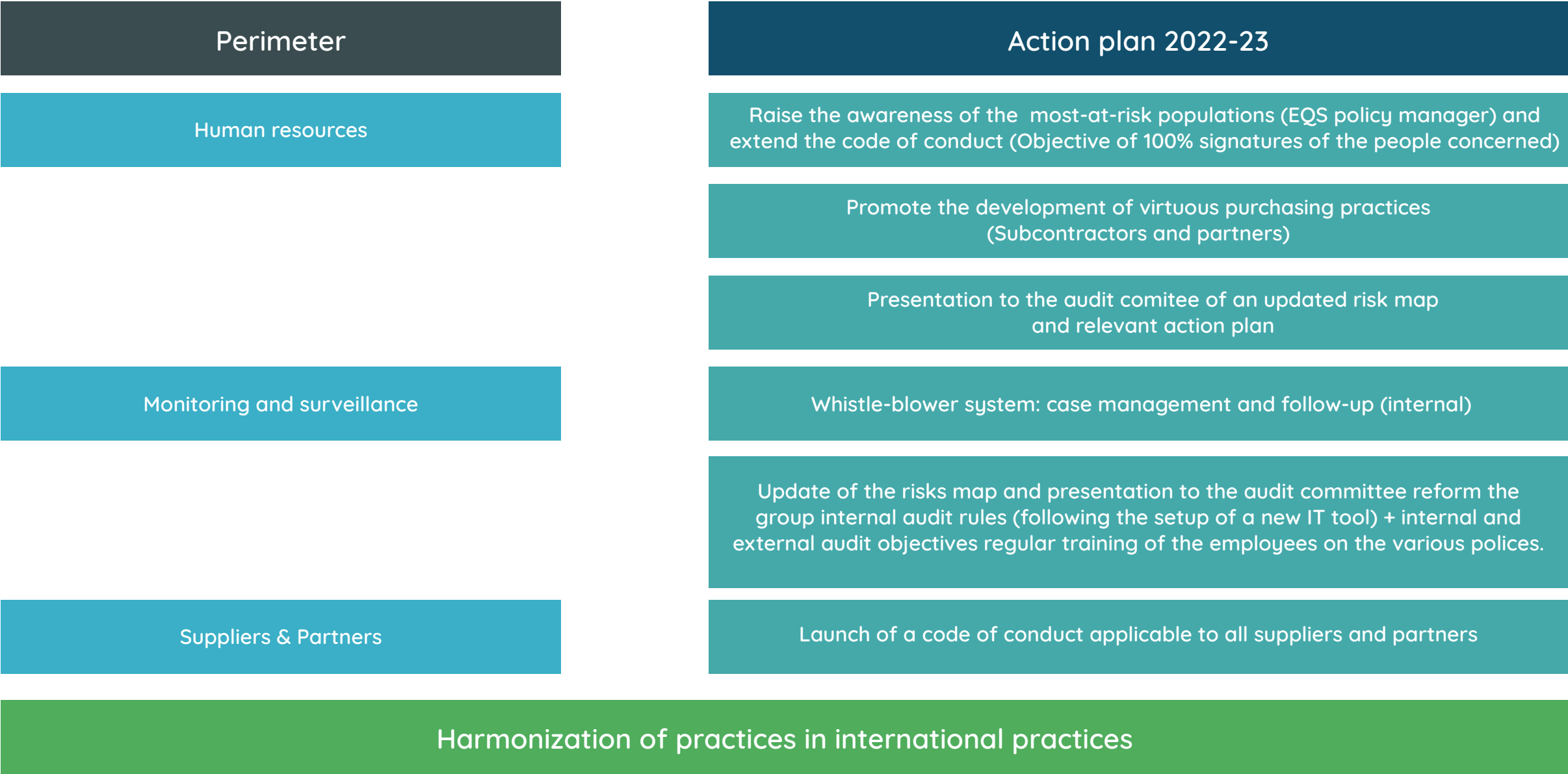
- Policy
- Launch ISO 27001 project

The CSR policy is operationalized by the code of conduct, attached to commission plans and linked to the rules of procedure. It commits sales representatives to the respect of human rights and international labor conventions, ethical practice and business integrity, and social responsibility, zero tolerance to harassment and discrimination.

In addition, control and monitoring mechanisms are enhanced since 2018 by a person dedicated to internal management control and an audit committee comprised of 2 members of the Management Board and 4 members of the Supervisory Board.

Areas of business: ethical progress

The evolution of the legislation, the strong growth and the international coverage of its activities encourage Evernex to strengthen its efforts on:



evernex
IT life services

Thank you



WE SUPPORT
COMMUNICATION ON
PROGRESS

This is our Communication on Progress in implementing the principles of the United Nations Global Compact and supporting broader UN goals.

We welcome feedback on its contents.

LEADER IN THIRD-PARTY MAINTENANCE



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