

74Software Environmental & Digital Sustainability Policy

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1 Purpose and Scope

The Environmental & Digital Sustainability Policy defines the principles, governance framework, and high-level commitments through which 74Software integrates sustainability into its strategy, operations, and product development.

This Policy applies to all 74Software entities, employees, and, where relevant, to suppliers and partners. It establishes a common reference framework and does not replace detailed operational procedures, annual performance reporting, or product-specific documentation, which are addressed in separate policies, standards, and reports. “74Software” or “Company” refers collectively to 74Software and all entities under its control within the meaning of applicable law. The Environmental & Digital Sustainability Policy is available at the following link: <https://www.74software.com/about-us/corporate-social-responsibility>.

2. Sustainability Vision and Commitments

74Software aims to build long-term value for its clients, employees, partners, and shareholders while contributing to the transition to a more sustainable and lowcarbon economy.

The Company commits to:

- Supporting the global objective of limiting global warming to 1.5°C, in line with the Paris Agreement, and contributing to achieving climate neutrality in Europe by 2050;
- Reducing its greenhouse gas (GHG) emissions through a continuous improvement approach, prioritising emissions avoidance and reduction;
- Integrating sustainability considerations into decision-making, product design, and relationships with stakeholders.

3. Digital Sustainability Principles

74Software recognises that digital technologies play a dual role in sustainability, both as a source of environmental impact and as a lever for positive change. The Company’s digital sustainability approach is structured around four complementary pillars:

3.1 Green IT

74Software seeks to reduce the environmental footprint of its digital activities, including energy consumption, resource use, and associated emissions across the life cycle of its digital services.

3.2 Digital Inclusion and Accessibility

The Company promotes digital inclusion by considering accessibility and usability in the design and evolution of its digital products and services. Accessibility is addressed in a proportionate and progressive manner, taking into account actual use cases, business priorities, risks, and applicable regulatory requirements.

This accessibility approach is based on continuous improvement and includes, where appropriate:

- Training relevant teams on accessibility principles;

- Applying WCAG level AA best practices at key stages of the service life cycle;
- Periodic reviews or audits of accessibility maturity;
- Definition of pluri-annual action plans

3.3 Digital Ethics and Trust

74Software is committed to responsible digital practices, including cybersecurity, protection of personal data, and ethical use of technology and artificial intelligence. Dedicated policies govern these topics, including AI, Privacy, Ethics, and Anticorruption (<https://www.74software.com/about-us>)

3.4 IT for Green

Where relevant, 74Software encourages the use of digital solutions, including data and AI-based technologies, to support the reduction of environmental impacts in other sectors.

4. Ecodesign of Digital Services

74Software integrates ecodesign principles into the development and operation of its digital services with the objective of minimising environmental impacts throughout their life cycle.

The Company relies on recognised reference frameworks, including the French Référentiel Général d'Écoconception des Services Numériques (RGESN).

This ecodesign approach is based on continuous improvement and includes, where appropriate:

- Training relevant teams on ecodesign principles;
- Applying ecodesign best practices at key stages of the service life cycle;
- Using lifecyclebased assessments and performance analyses to identify reduction levers;
- Periodic reviews or audits of ecodesign maturity;
- Definition of improvement objectives and action plans.

This approach is applied as long as a product or service remains in operation and is adapted to its context, maturity, and usage.

5. Climate Strategy and Greenhouse Gas Emissions

5.1 Measurement Framework

74Software measures and analyses its greenhouse gas emissions in accordance with the Greenhouse Gas Protocol, covering:

- Scope 1: Direct emissions from sources controlled by the Company;
- Scope 2: Indirect emissions from purchased energy;
- Scope 3: Other indirect emissions, including business travel, employee commuting, purchased goods and services, use of sold products, and thirdparty data centres.

Emissions related to the use of sold products are, by nature, subject to significant methodological uncertainty and depend on factors outside the Company's control (e.g. customer infrastructure choices, energy mix, usage patterns). Related estimates are therefore considered indicative and intended to provide an order of magnitude.

5.2 Targets and Trajectory

74Software has defined greenhouse gas emissions reduction targets aligned with the Science Based Targets initiative (SBTi) and consistent with a 1.5°C trajectory.

Targets, methodologies, and progress are disclosed and updated in the Company's sustainability and annual reporting (<https://www.74software.com/about-us/corporate-social-responsibility>) .

6. Value Chain Engagement

74Software seeks to promote responsible environmental practices throughout its value chain.

The Company has adopted a Supplier and Partner Charter encouraging suppliers and partners to:

- Reduce the environmental impact of their activities, products, and services;
- Measure and reduce greenhouse gas emissions;
- Preserve natural resources and manage energy consumption responsibly.

7. Governance and Oversight

Sustainability governance at 74Software is integrated into the Group's overall governance framework.

- The Board of Directors oversees sustainability related strategy, risks, and long term commitments;
- The Executive Committee is responsible for the implementation of the sustainability strategy;
- The Chief Executive Officer and the Chief Executive Officer Deputy retain overall accountability for sustainability performance;
- The Head of CSR coordinates day-to-day sustainability activities and initiatives.

8. Monitoring, Reporting and Transparency

74Software monitors its sustainability performance using relevant indicators and reports on its progress through its Annual Report and other sustainability disclosures (<https://www.74software.com/about-us/corporate-social-responsibility>) .

This Policy does not replace statutory or voluntary reporting obligations but provides a consistent framework for sustainability related actions and disclosures.

9. Policy Review

This Policy is provided for transparency purposes and does not create contractual obligations for customers, suppliers or partners. It is reviewed at least annually and may be updated on an ad hoc basis to reflect changes in strategy, regulatory requirements, or other relevant business developments.