



Sustainable Travel Policy

In our CORE Policy, we set a commitment to be socially responsible and to reduce the impact of our operations on the environment. Given that travel accounts for 30% of our annual carbon footprint, we are implementing a sustainable business travel policy to reinforce our commitment to proactively reduce our environmental impact and achieve our goal of carbon neutrality.

We look for ways to reduce overall travel by leveraging technology to maintain high levels of collaboration among our colleagues across our global offices, as well as the necessary interactions with clients, prospects and partners. We encourage our team to travel only when absolutely necessary and to consider the reduction of CO₂ emission, when choosing the transportation mode. We commit to the offsetting of all ISS travel-related CO₂ emissions when travelling has been considered essential due to business needs.

We seek to optimize the economic dimension of our essential travel needs (distance, time, costs) with a sustainable ecological impact (especially CO₂ emissions).

Our sustainable travel policy encourages all our employees:

- To leverage technology to communicate virtually and travel only when business needs have determined travelling to be essential;
- To consider costs and employees' time when establishing travelling needs;
- To consider greener transportation alternatives, such as train, for destinations under 300 miles (482 km), if they don't take longer than four hours (one way) - with any exception requiring management approval; and
- To avoid car transportation for business travels, whenever possible.