TEAMWORK
Way of PERFORMANCE



Group sustainability report 2025

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Introduction

The history of sustainability at TeamWork, formalized with certification bodies, began in 2022. Driven by a genuine attachment to both the sea and the mountains, this awareness naturally emerged among its leaders.

A powerful symbol? The support given to **Justine Mettraux**, a fearless skipper; to **Sophie Lavaud**, an experienced mountaineer; and more recently to **Sandra Laoura**, a para-athlete, all committed ambassadors standing before both the beauty and fragility of our world.

From the beginning, **TeamWork has cultivated deep respect** for the environments in which it operates, whether natural or human. This constant attention to the well-being of its employees, clients, and partners is part of its DNA. It was therefore only natural to extend this approach to its entire ecosystem. Improving our extra-financial impacts also aligns with this commitment.





In 2023, this ambition took shape and marked a new chapter for the group. From then on, TeamWork committed to gaining a better understanding of **CSR issues** and structuring its actions.

Joining the SBTi and the United Nations Global Compact represents a strong first step in this commitment to its stakeholders.

It is in this spirit that TeamWork presents the group's second CSR report today, an exercise once again carried out with sincerity and transparency.

This report has become a recurring and evolving milestone, driven by collective momentum, in tune with the waves, the peaks, and the commitments.

This sustainability report aims to gather all information related to sustainability within several entities.

Through this report, we aim to document our **CSR progress and the impacts they generate**. To do so, each sustainability challenge is monitored through a Key Performance Indicator (KPI), which may be quantitative or qualitative.

In addition to tracking the objectives TeamWork has set, this report serves as an external communication tool. It is used to communicate with external stakeholder how TeamWork approaches sustainability.

This sustainability report is part of the broader initiatives carried out by TeamWork Corporate, and more specifically by the French entity TeamWork Management France and the Geneva-based entity TeamWork Management SA.

The 2025 report is aligned with the VSME (Voluntary Sustainability Reporting Standard for non-listed SMEs) reporting standard (Basic & Comprehensive), providing comparable and understandable data for TeamWork's stakeholders.

Additional KPIs relevant to TeamWork and its business sector are also included in the report.

The CSR team remains available for any questions at the following address: rse@teamwork.net

A word from the **CEO**



« It is with great satisfaction that we present our 2025 Sustainability Report, a document that reflects the evolution of our commitment and the growing maturity of our corporate social responsibility (CSR) approach. Following the publication of our first report last year, we have continued our efforts to more deeply integrate environmental, social, and societal issues at the heart of our strategy.

This new edition continues to be based on the double materiality approach. In 2025, we strengthened our analysis processes, expanded our CSR governance, and consolidated the actions undertaken across the entire company.

Since 2022, our CSR roadmap has been structured around key initiatives that have enabled us to better understand our responsibilities and to act in a more targeted manner to reduce our environmental footprint and improve our social impact. This year, we reached new and significant milestones, particularly in reducing our emissions, upskilling our employees on these topics, and improving our internal practices.

However, this report is only another step: we are already looking ahead. We continue to pursue our ambition with ever more demanding objectives, firmly convinced that sustainability is a fundamental driver of performance, resilience, and innovation. By embedding these principles at the core of our business model, we create lasting value for our company, our employees, and society as a whole.

I would like to warmly thank all our teams for their commitment, which continues to drive our approach forward. We have achieved meaningful progress, and I look forward to continuing this journey together towards a more sustainable future.

Yours sincerely,

Philippe Rey-Gorrez
CEO, TeamWork Group

The **TeamWork** Group

TeamWork is a group specialized in consulting, technology integration, and innovation.

TeamWork supports companies of all sizes and sectors in implementing tailored technological solutions, developed internally or in collaboration with trusted partners. According to the NACE sector classification codes and TeamWork's activities, the sector corresponds to that of computer consultancy activities (62.02).

TeamWork operates in four domains: **management consulting**, **business solutions** (particularly around SAP solutions), **data analytics**, and **technology platforms** such as cloud solutions with AWS or Microsoft.

In addition, **TeamWork develops its own solutions**, created to better serve our clients.

TeamWork therefore operates in the **B2B sector**, as the professional services we provide are delivered to other companies seeking support in their digital transformation.





With **more than 1,200 employees and 27 offices worldwide**, TeamWork stands out thanks to its ability to guarantee 24/7 outsourcing services and maintain close geographical proximity to its clients.

The ecosystem in which TeamWork operates is composed of **partners** (such as SAP or AWS), who are the publishers of the solutions TeamWork integrates for its clients. We therefore sell our services to clients, in addition to the software licences provided by these publishers.

Entity **Governance**

CSR is an independent department at TeamWork and operates at the group level.

The CSR team is composed of two members: the Group CSR Manager and a CSR Assistant.

The department works closely with the group's executive management.

In addition, key individuals within each entity support data collection and the implementation of actions.

It is thanks to the collaboration of all these contributors that this area continues to evolve within the company.

Each entity progresses at its own pace in these initiatives but must remain aligned with the group's vision. To ensure this, an action plan is defined by the CSR team so that each entity aligns both with the group's strategy and with local requirements.

This approach allows each country to adapt to local customs and challenges while maintaining the group's strategic vision.

The TeamWork Group is **100% financially independent**.

TeamWork Geneva and TeamWork France are part of the **international TeamWork group**.

They are based in **Geneva** and **Saint-Priest**, where the entities' headquarters are located.

The entites have **626 employees,** representing **55%** of the group.

The turnover is **58.3 MCHF for Geneva** and **106.2 M€ for France**. The balance sheet is **28.6 MCHF for Geneva** and **44.1 M€ for France.**



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LYON - BRITANNIA

TEAMWORK FRANCE

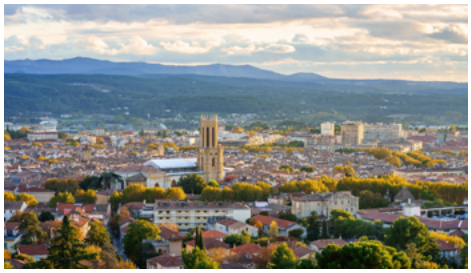
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Sustainability **Strategy**

The group's CSR vision was defined by the Chief Executive Officer (CEO) together with the Group CSR Manager.

This vision guides the company in its initiatives and ensures cohesion across the group.

TeamWork's mission:

To be a trusted "corporate citizen," generating a positive impact on society and the environment.

To achieve this objective, a dedicated action plan has been developed by following internationally recognized guidelines. Accordingly, targets are set based on scientific consensus such as the Science Based Targets initiative (SBTi) and the United Nations Global Compact.

TeamWork has therefore established a 10-year decarbonization plan aligned with the SBTi, and publishes its annual UN "Communication on Progress" (COP*). The group is thus committed to the UN Global Compact as well as to the 17 Sustainable Development Goals.

Following the Omnibus Guidelines, TeamWork has chosen to prepare this sustainability report in alignment with the VSME standard. To ensure the report reflects the size and scope of the entity, both the Basic and Comprehensive modules are used. When additional data on issues identified as material are available, they will also be included in this report.

[1] Communication on: le Progrès COP

DOUBLE MATERIALITY ANALYSIS

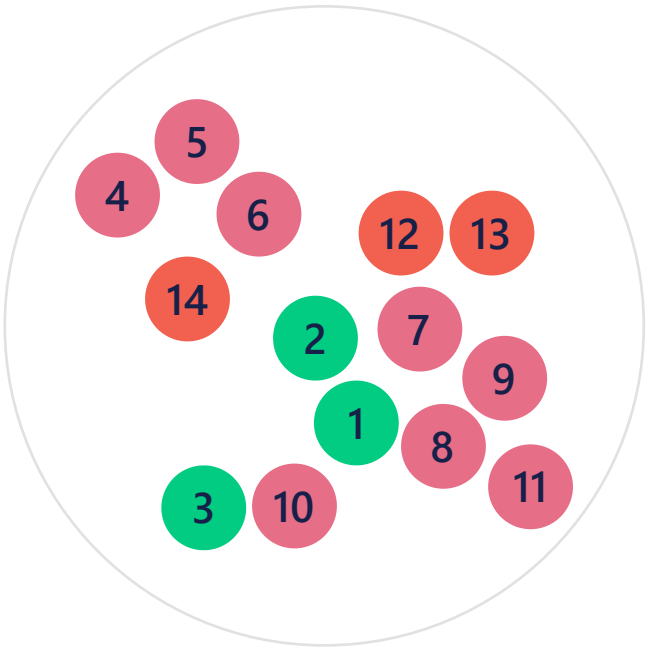
In 2024, with the support of its management, TeamWork decided to carry out its first double materiality assessment. This in-depth analysis makes it possible to evaluate both **the financial risks for the company and the impacts of its activities on society and the environment**.

The issues that received the highest scores were prioritized.

This matrix is designed to evolve over time, adapting to emerging challenges and to the evolution of the company's strategy.

In line with the topics defined by EcoVadis, the elements above are consistent with the specific characteristics of companies in the same sector[2].





Environmental

1. Climate change
2. Climate change mitigation
3. Energy

Governance

12. Supplier relationship management
13. Anti-corruption
14. Data protection

Social

4. Diversity
5. Equal opportunities for minorities
6. Human rights across our value chain
7. Health and safety
8. Decent salaries
9. Training and skills development
10. Job security
11. Prevention of workplace violence and harassment

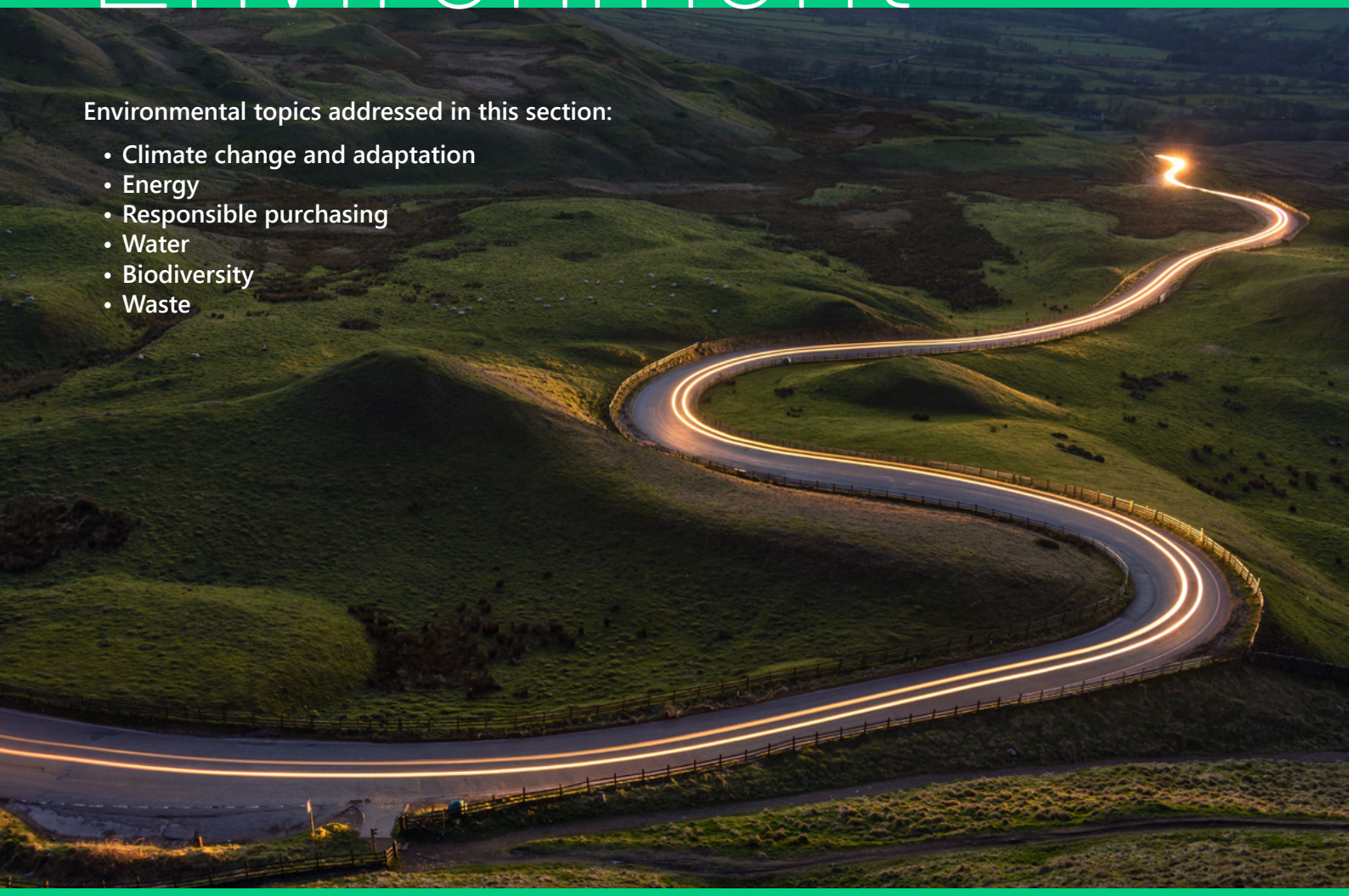
[2] EcoVadis sector-specific challenges

In 2024, **an internal environmental policy for the group** was established. It provides guidance for the group's objectives and the approaches to be used to achieve them. The responsibility for implementing this policy is shared between the CSR department, general services, and certain buyers.

Since 2025, **an internal training course** on the environment and TeamWork's key issues has been mandatory for all employees. It covers all topics identified as material (see Double Materiality Matrix) for the group, as well as fundamental concepts to help better understand the subject.

The measures implemented and the objectives set will be described for each topic in their respective sections below.

Environment



Environmental topics addressed in this section:

- **Climate change and adaptation**
- **Energy**
- **Responsible purchasing**
- **Water**
- **Biodiversity**
- **Waste**

CLIMATE CHANGE AND ADAPTATION

Carbon Footprint



In 2025, TeamWork chose to carry out a carbon footprint assessment with the help of the Greenly platform. This carbon assessment is based on the Greenhouse Gas Protocol (GHG) methodology.

As the methodology used differs from previous years, 2025 is the reference year for the carbon footprint and the decarbonization strategy.

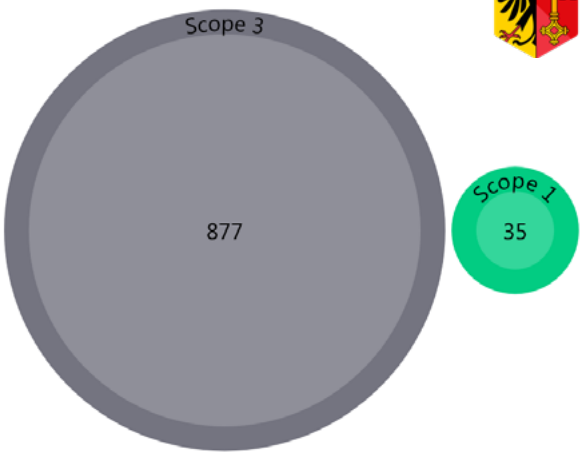
In 2025, TeamWork began developing **a decarbonization plan**.

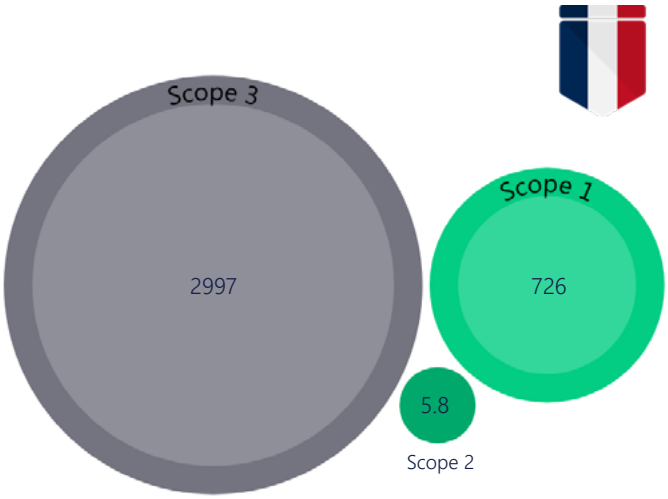


Carbon emissions per million in revenue:
15.7 tCO_2e (Geneva)
37.0 tCO_2e (France)
28.7 tCO_2e (consolidated)

Emissions by scope, in tCO_2e

*No emissions reported under Scope 2





For our decarbonization strategy, aligned with the SBTi, we have three main objectives:

- **Scope 1:** Reduction of -63% by 2035, which represents an average reduction of -5.3% per year.
- **Scope 2:** Reduction of -63% by 2035, also an average of -5.3% per year.
- **Scope 3:** Reduction of -66% by 2035, which represents an average reduction of -5.5% per year.

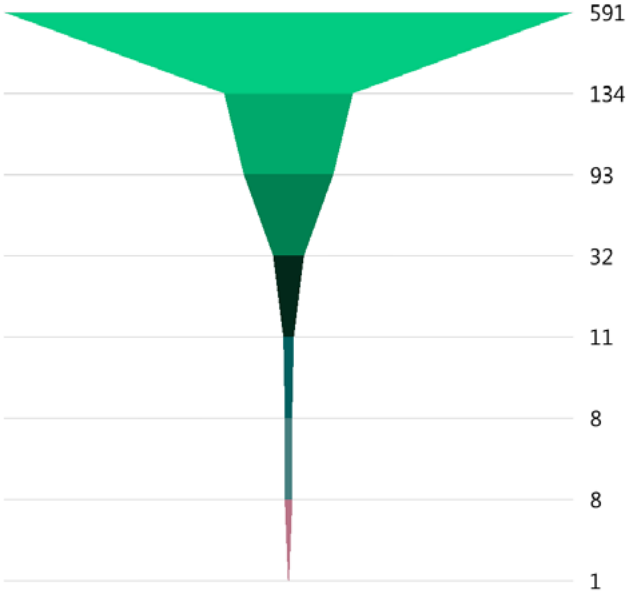
Several actions are planned to help us reach our objectives, such as:

- Purchasing energy certificates
- Optimizing employee business travel
- Increasing the share of electric vehicles

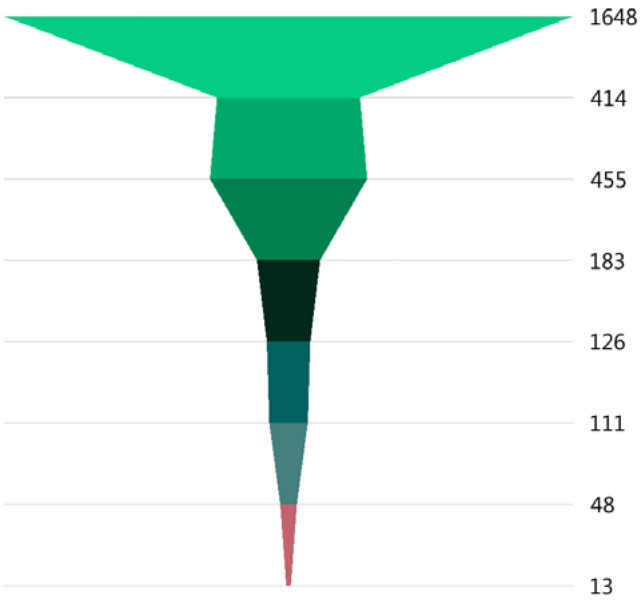
In total, with the help of our partner Greenly, we have identified **12 actions** to properly plan our decarbonization!

Scope 3 Emission Categories
(tCO2e)









Climatic risk

By carrying out TeamWork's double materiality matrix, the company was able to identify its contribution to climate change and its role in mitigating it.

However, TeamWork **does not anticipate any impact of climate change on the company's activities**. Therefore, no specific measures have been put in place to counter the potential effects of climate change on operations.



Through the **carbon footprint** assessment, TeamWork was able to identify priority areas for its decarbonization strategy.

In the following pages, an explanation of the measures taken to improve the carbon impact, as well as TeamWork's objectives, is presented.

Travel **Facilities** **Purchases**



Awareness-raising is essential for employees to adopt the decarbonization measures that have been implemented. To support this, several different workshops are offered to employees.

Mandatory climate change **training** for employees

Workshop using fresco-style formats and involving external partners.

Travel

As TeamWork is a service company whose strength lies in its proximity to its clients, business travel represents a significant share of its CO_2 emissions.

13 CLIMATE ACTION

In 2023, TeamWork integrated an innovative system for tracking employees' business travel into its internal system linked to the monitoring of professional activities. This system provides precise information on the means of transportation used by employees and makes it possible to target the most effective actions to implement. This is a central aspect of our decarbonization strategy.

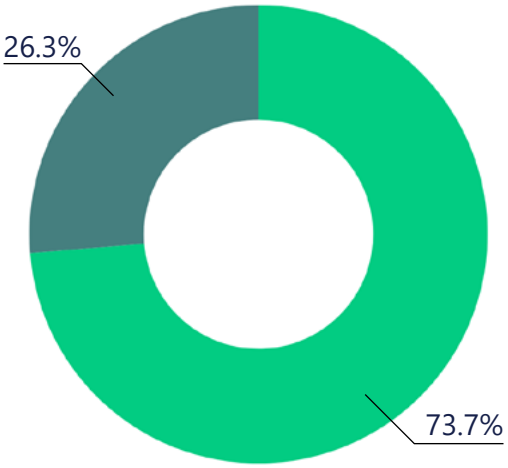


Among the measures:

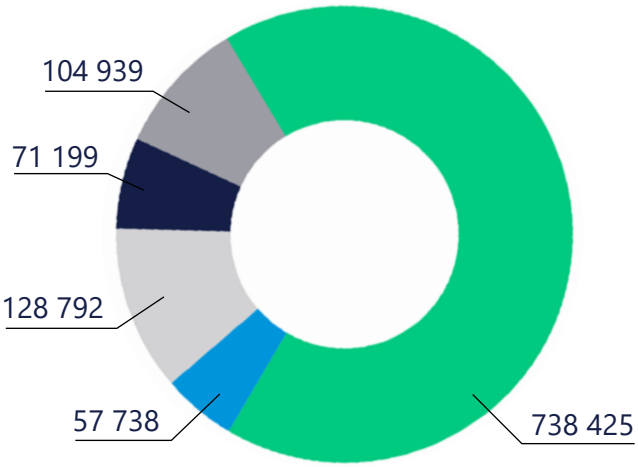
- **Encouraging train travel for business trips.** Indeed, the train is the preferred mode of transport for all journeys of less than 4 hours.
- Transitioning our vehicle fleet toward **electric and hybrid cars**, which must account for 100% of the fleet by 2035.

Internal combustion vehicle
Active mobility
Electric vehicle
Public transport
Hybrid vehicle
Air travel

Hybrid vehicle/**Internal combustion** vehicle



Distance travelled by transport type **(km)**



Internal combustion vehicle

Active mobility

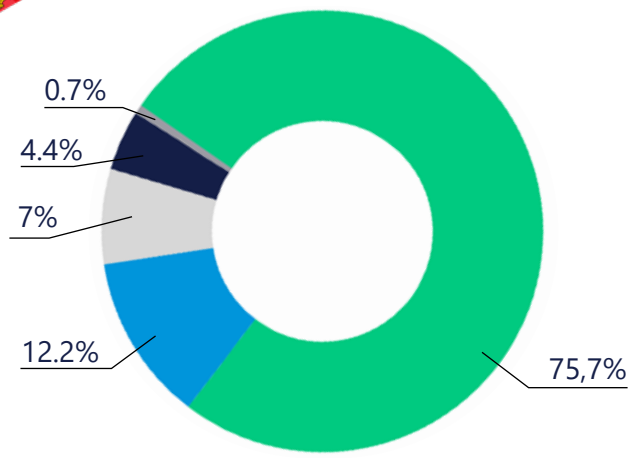
Electric vehicle

Public transport

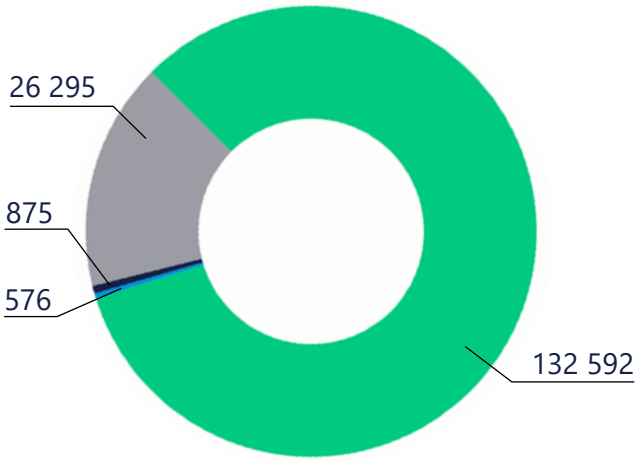
Hybrid vehicle

Air travel

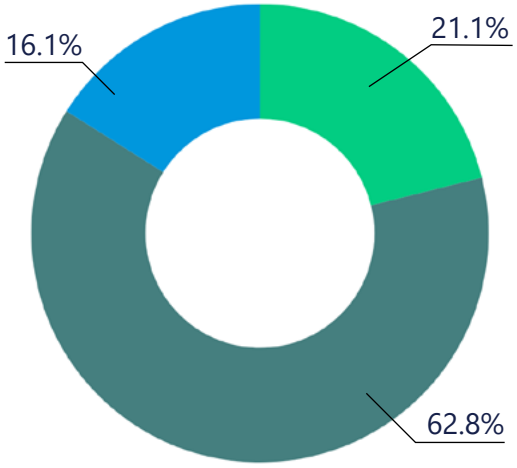
Transport modes used



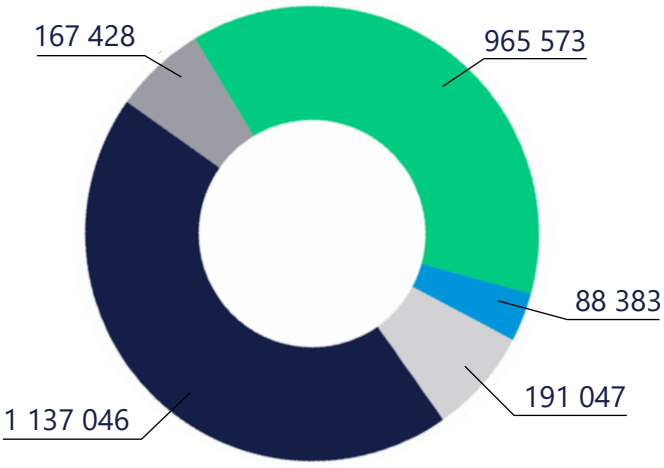
Emissions by transport mode ($kgCO_2e$)



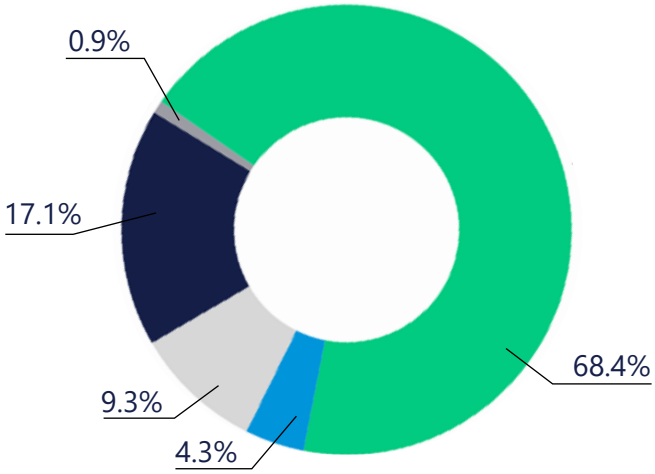
Hybrid vehicle/**Internal combustion** vehicle



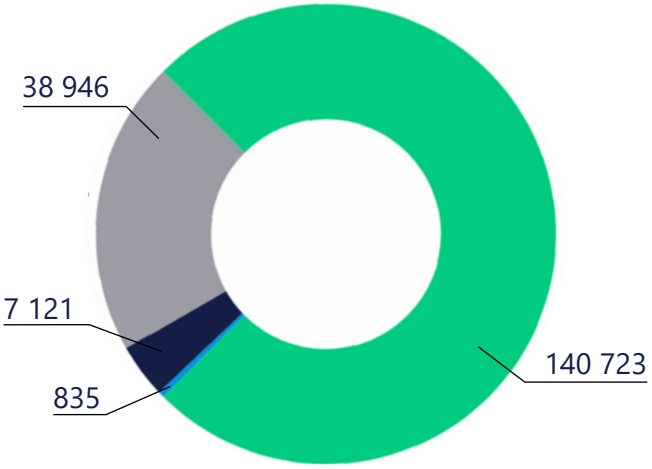
Distance travelled by transport type **(km)**



Transport modes used



Emissions by transport mode ($kgCO_2e$)



Facilities

7 AFFORDABLE AND CLEAN ENERGY

As a company active in the IT sector, TeamWork is particularly sensitive to energy consumption issues.

To reflect this concern, TeamWork has drafted an **internal energy policy**. It sets objectives such as the purchase of energy certificates and promotes the procurement of low-energy-consumption equipment.
To monitor progress toward these objectives, the CSR team and the general services team monitor **energy consumption**, particularly electricity use.

The heating system varies depending on the office location.

The Geneva offices (TeamWork Management SA) and the Paris offices (TeamWork Management France) are heated by gas, which contributes significantly to the carbon impact. As these premises are rented, utility charges are shared. Allocations based on ownership shares have been carried out in order to best estimate TeamWork's portion of the overall consumption.

The Saint-Priest and Annecy offices use **heating and air-conditioning systems of the Variable Refrigerant Flow (VRF) type**. Their consumption is therefore reflected in electricity consumption.

The Lyon offices are heated through the **district heating network**, which is 76% from renewable sources.

OBJECTIVE:

100% renewable energy through the purchase of energy certificates.

In France, all offices are in co-working spaces except Saint-Priest, Annecy, Paris, and Lyon. For the year 2025, there is therefore no information available on the energy and water consumption of the co-working offices. Obtaining this data is, however, an objective for the coming years.

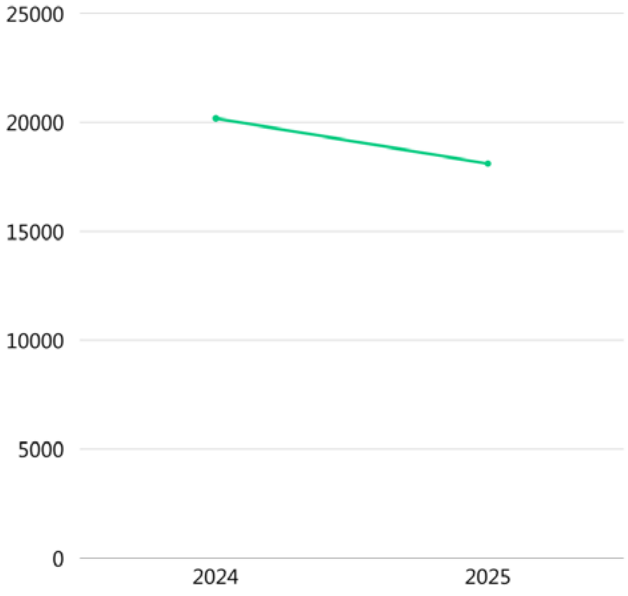
In June 2025, **solar panels** were installed at the Saint-Priest offices, the headquarters of TeamWork Management France. This has increased the share of renewable energy consumed.

TeamWork Geneva is supplied with electricity by the SIG. The energy mix of the grid is **100% renewable, and 100% of the energy is low-carbon**.

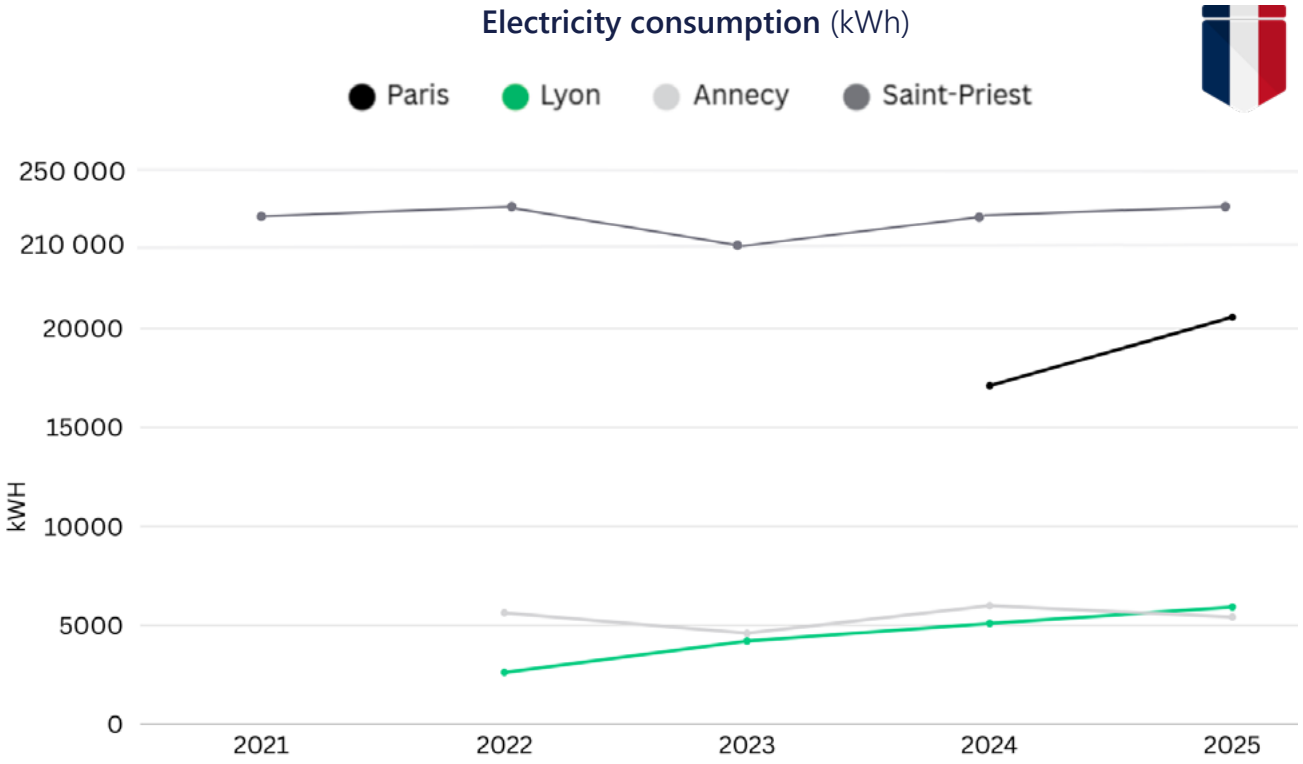
TeamWork France is supplied with electricity by EDF. The grid energy mix consists of **15.56% renewable energy, and 95.55% of the energy is low-carbon**.



Electricity consumption
(kWh)



[3] Information on the origin of the electricity supplied by EDF
[3] SIG electrical marking



Energy consumption

Energy	Renewable energy	Non-renewable energy	Total
Electricity (MWh)	18.103	0	18.103
Combustable (MWh)	0	142.23	142.23
Total	18.103	142.23	160.333

Energy	Renewable energy	Non-renewable energy	Total
Electricity (MWh)	71.077	185.834	256.911
Combustable (MWh)	27.793	40.876	68.669
Total	98.87	226.71	325.58

Responsible Purchasing

EVALUATING OUR SUPPLIERS

In 2023, TeamWork implemented a responsible purchasing policy.

This policy was introduced during a **responsible purchasing training** session for all individuals who may be involved in procurement within the entity.

The CSR Manager and the Administrative and Financial Director are the two main actors responsible for executing the policy.

This internal policy frames purchasing activities and the supplier consultation process, with the objective of procuring products and services with a **low environmental impact**.

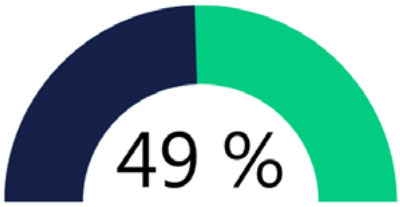
This year, TeamWork carried out an **evaluation of its suppliers**, adapted to their size.

This evaluation was conducted through questionnaires, providing a representative overview of their CSR progress. TeamWork also assesses the possibility of working with each supplier on improving their sustainability performance.

As several suppliers are shared between different entities, the evaluation was carried out jointly for TeamWork Management France and TeamWork Management (Geneva).

OBJECTIVE:

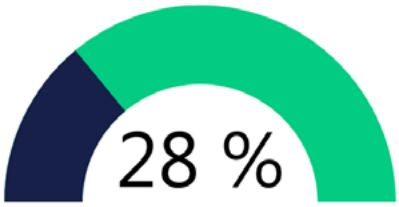
Promote partnerships with suppliers who have set SBTi targets.



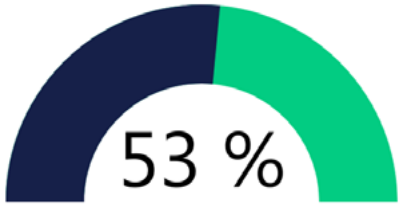
expenses covered by a CSR assessment



evaluated suppliers are **within 500 kms** of an office



evaluated suppliers **have completed a Carbon Footprint**



evaluated suppliers **have integrated CSR criteria** into their purchasing





BIODIVERSITY





As indicated in the list on pages 6 and 7, the offices of the French and Geneva entities are located in different areas.

According to the WDPA, the French offices are not located in sensitive biodiversity zones; however, the Geneva entity is situated along the Rhône, an area protected by the City of Geneva.

As such, the City is responsible for protecting its fauna and flora. Although biodiversity is a societal issue to which TeamWork is attentive, it is not considered a material issue for the group.

WATER



233 m³ of water consumed in Geneva and **861.8 m³** in France in 2025



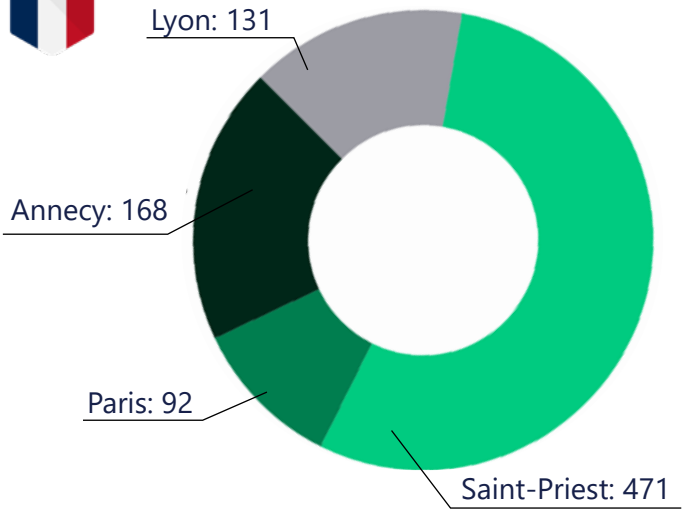
As TeamWork is a service company, water use in its premises is limited to what is considered **standard domestic consumption**.
Therefore, water is not a material issue for TeamWork.

As most offices are located in shared buildings, utilities are common, and allocations based on co-ownership shares were used to best estimate TeamWork's share of consumption.

Furthermore, the offices for which we have utility breakdowns are not located in a water-stress region (WRI).



Water consumption in m³



[3] WDPA protected site
[4] WRI water stress

WASTE MANAGEMENT

12 RESPONSIBLE CONSUMPTION AND PRODUCTION

Waste management is part of TeamWork's environmental policy, particularly for the **recycling of IT equipment**, which constitutes the main working tools for employees.

These are in fact the waste streams that generate the most significant **environmental risks** for the company.

According to the TeamWork policy, IT equipment is only recycled once it is no longer repairable according to expert assessment.

In addition, in order to reduce travel for the collection of this waste, a significant volume of material to be recycled is required before calling on recycling services.

Recycling stations are also available on the premises for sorting domestic waste (mainly paper and cardboard linked to activities, as well as food-related waste).





OBJECTIVES:

- Achieve a recycling and reuse rate of over 80% for obsolete IT equipment
- Zero paper
- Progressive annual reduction of 2% in the waste generated by the company

In Geneva, **waste sorting is carried out by the city**.

Incinerable waste is weighed during collection, and TeamWork monitors the quantity to ensure it does not increase.

Recyclable waste, on the other hand, is sorted into communal bins, and it is not possible to obtain data on the quantity of recycled materials from the city.

This year, we generated **676 kg of incinerable waste**.

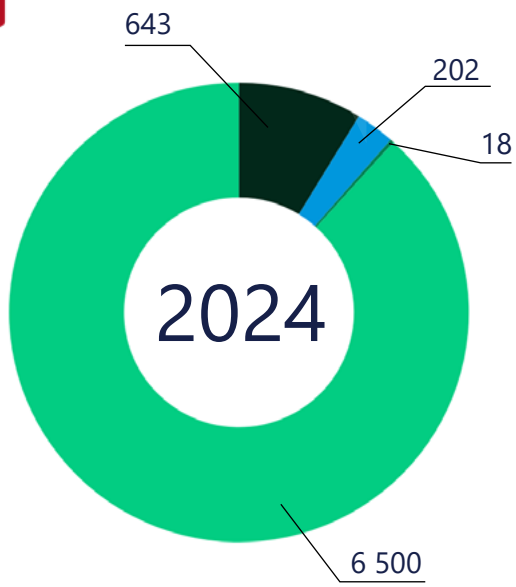
In France, TeamWork works with organisations known as Etablissements et Services d'Accompagnement par le Travail (ESAT) for **waste sorting**.

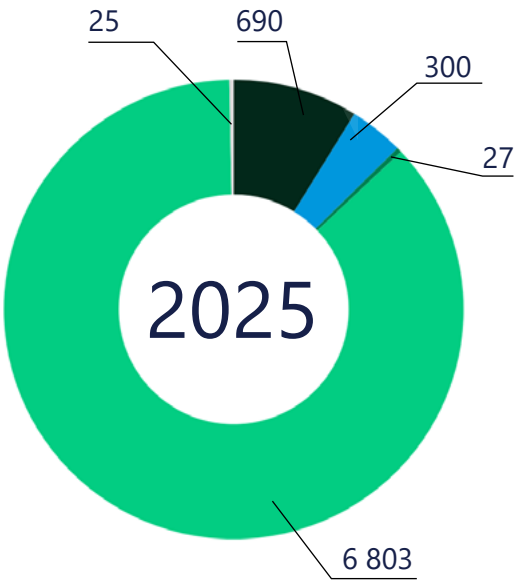
IN 2024
Total: 7 363 kg
Incinerables: 6 500 kg
Recycled: 861.5 kg

IN 2025
Total: 7 844 kg
Incinerables: 6 803 kg
Recycled: 1043 kg

Incinerable waste
Aluminium
Paper and cardboard
IT equipment
Glass

Annual waste in kg







Social issues are at the heart of CSR for TeamWork.

In fact, the **majority of material issues** identified in the group's double materiality matrix are social. This is why TeamWork has chosen to implement several policies addressing these topics.

Among the internal policies and charters designed to convey the group's ambitions and values:

- a diversity, equity and inclusion policy
- a disability policy
- a health and safety at work policy and charter
- a human rights policy and charter
- a code of conduct for the prevention of violence and harassment

To ensure compliance with and monitoring of these different policies, **dedicated officers** have been appointed within the entities.

Social



Throughout this chapter, the various measures implemented by TeamWork on its material issues will be presented:

- Job security
- Health and safety
- Prevention of workplace violence and harassment
- Diversity and equal opportunities for minorities
- Decent salaries
- Training and skills development
- Human rights within the company and across the value chain

GENERAL INFORMATION ON PERSONNEL



At Teamwork France and Geneva we have 626 employees, which corresponds to 609.31 FTE when including part-time work.

Job stability is at the core of TeamWork's priorities.

Permanent contracts are particularly encouraged for employees.

Year Contract	2023	2024	2025
Permanent contract	99%	99%	100%
Temporary contract	1%	1%	0%

Year Contract	2023	2024	2025
Permanent contract	94%	96%	95.3%
Temporary contract/ Internship	6%	4%	4.7%

Part-time work is a choice at TeamWork.

Several employees choose to work part-time in order to maintain a **balance between their personal and professional lives**.

Year Contract	2023	2024	2025
Full time	84%	91%	86.9%
Part time	16%	9%	13.1%

Year Contract	2023	2024	2025
Full time	94%	92%	92.2%
Part time	6%	8%	7.8%

HEALTH AND SAFETY

Well-being at Work

At TeamWork, the social dimension is an integral part of the company's DNA.

The organisation is committed to offering all employees a **healthy and caring work environment**.

Several initiatives have been implemented **to improve their well-being**.

To highlight the importance placed on employee well-being, a satisfaction assessment is carried out in collaboration with **Great Place to Work**.

An anonymous questionnaire managed by this organisation is sent to all employees of the participating TeamWork subsidiaries. Each year, TeamWork is proud to receive the Great Place to Work badge, demonstrating its ongoing commitment to creating a fulfilling working environment.



OBJECTIVE:

Be better than market standards.

Year	2022	2023	2024	2025
Attrition rate in Geneva	15.3%	17.3%	5.4%	8.70%
Attrition rate in France	-	-	19.03%	13.58%

Year	2022	2023	2024	2025
Absenteeism rate in Geneva	1.11%	1.23%	1.1%	1.05%
Absenteeism rate in France	3.04%	3.30%	4.97%	2.55%

In addition, a nap room and showers are available at the Saint-Priest offices, and showers are available at the Geneva offices to make it easier to practice sports during the lunch break.

Each office benefits from facilities and initiatives adapted to its local context, offering tailored advantages for each entity.

This year, for example, 10 events were organised for employees to encourage team cohesion.

Additional indicators related to well-being at work are monitored.

SPORTS A WAY OF LIFE

TeamWork supports the sporting challenges of its employees to encourage an active lifestyle.

The company has notably succeeded in climbing all the European summits over 4,000 meters in altitude (82 in total) and regularly takes part in running races and cycling events.



HEALTH AND SAFETY

Security

OBJECTIVE:

Stay at 0 work incidence.

Ensuring the physical and mental safety and well-being of employees is at the heart of TeamWork's initiatives.

To define objectives and guiding principles, a **health and safety policy and charter** have been developed.

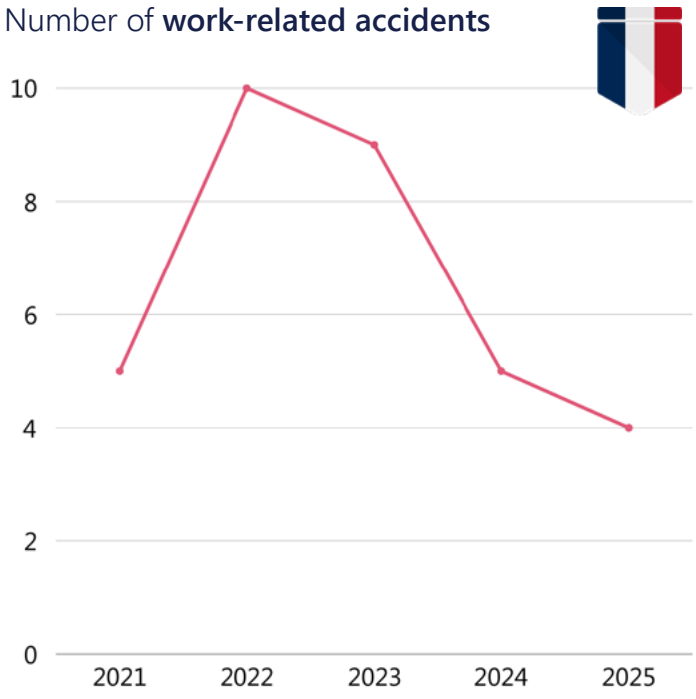
Management and the HR department play a central role in implementing these principles and measures.

The measures put in place for the French and Geneva entities are as follows:

- Annual workplace risk assessments
- Ergonomic adjustments available upon justified request
- Contribution to employees' healthcare costs (LAMal or complementary insurance in Geneva, and complementary insurance in France)
- Defibrillators available in all offices
- Evacuation plans to ensure safety in case of emergency

Furthermore, we have had no work-related illnesses or fatalities.

Number of **work-related accidents**



In 2025, 0 work incidents in Geneva and 4* works incidents in France which is a rate of 0.87.

* The majority of the work incidents happened in transit on which TeamWork has little control.

PREVENTION OF WORKPLACE VIOLENCE AND HARASSMENT

Management is firmly committed to tolerating no form of sexism, racism, harassment, or discrimination of any kind.

Designated representatives specializing in the prevention of harassment, and who are members of management, have been appointed in both France and Switzerland. Their role is to support employees facing such situations in a neutral, confidential, and caring manner, ensuring they receive impartial and appropriate assistance.

An online reporting system is also available via the teamwork.net website. It enables any person who is a victim or witness of inappropriate behaviour to confidentially and securely report any problematic situation. A detailed explanation of the process can be found in the governance section.

To date, no cases of harassment or violence have been reported at TeamWork Geneva. In 2025, TeamWork France experienced its first reported case of harassment.





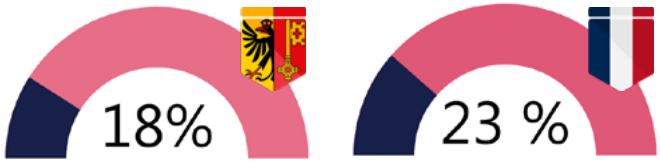
OBJECTIVES:

- Increase the proportion of women within TeamWork's workforce.
- Be above market standards.

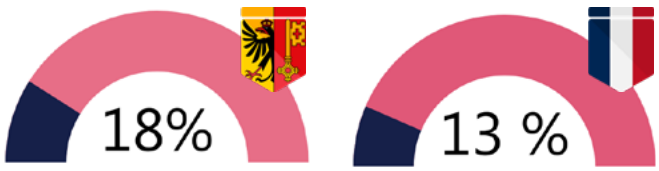
DIVERSITY AND EQUAL OPPORTUNITIES

TeamWork monitors several **diversity** indicators, aligned with local laws.

First of all, it is important to highlight that the number of women working in the IT sector remains low[5].



of **women** within the company
(27 women in Geneva / 110 in France)



of management is made up of **women**

[5] Number of women in IT - INSEE
[5] University of St. Gallen - Number of women in IT

DIVERSITY AND EQUAL OPPORTUNITIES

TeamWork also carries out an annual audit on **gender pay equality**.

These audits provide a clear view of salary differences within the company, including for employees in equivalent positions.

OBJECTIVE:

No unexplained salary differences between men and women in the same role.



5%

19%

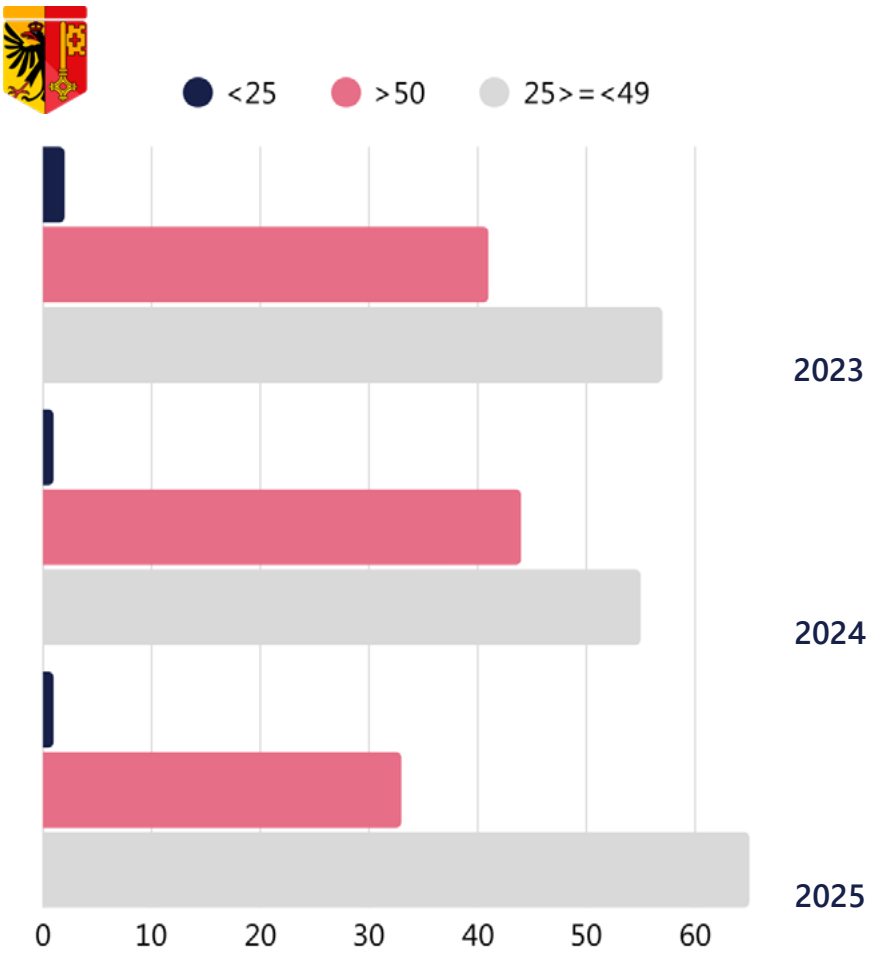
unadjusted gender pay gap in favour of men

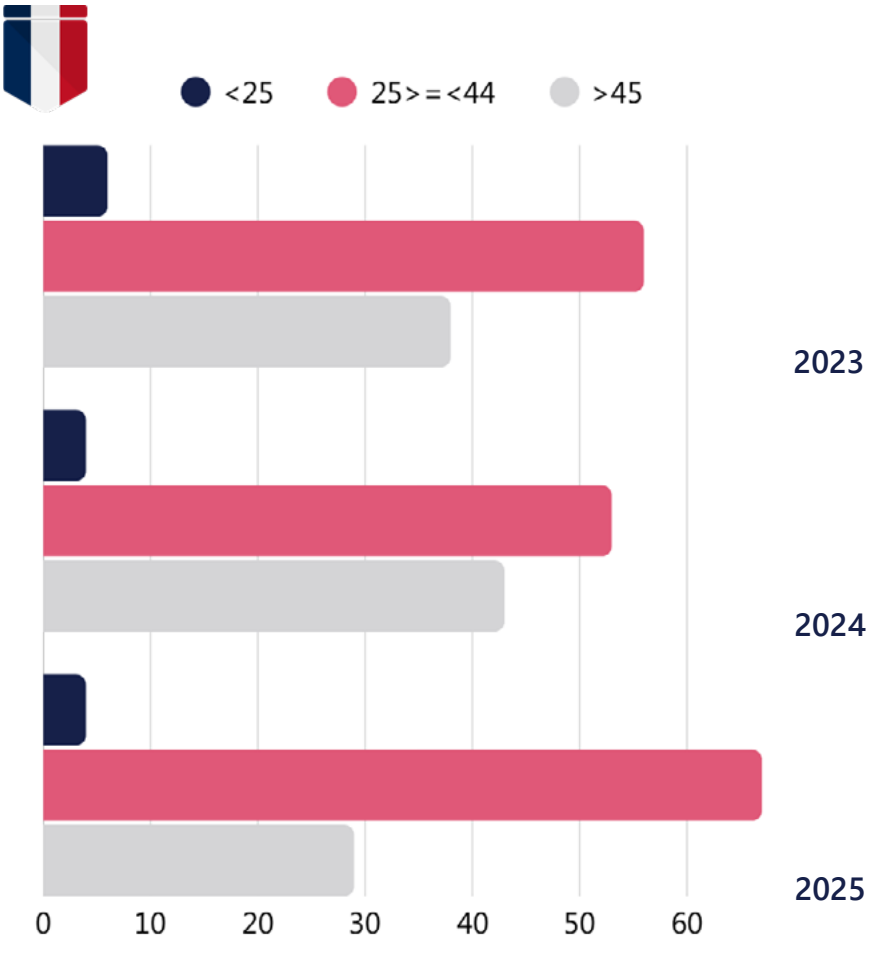
-2.3%

adjusted gender pay gap
by position (in favour of women)

11%

adjusted gender pay gap
by position (in favour of men)





Age distribution is also a key diversity indicator.

TeamWork is committed to ensuring the **inclusion of employees** across all age groups.

Each year, TeamWork France supports female students in technical sciences through the **Propulséo** association.

In 2025, TeamWork financially supported two students.

OBJECTIVE:

Continue increasing age diversity within the company.





Inclusion of people with disabilities is one of TeamWork's core values.

A policy on the inclusion of people with disabilities has been implemented to ensure fair treatment for every disability declaration. Disability officers are responsible for its implementation.

Declaring a disability is a voluntary process on the part of the employee, and the company does not collect data on employees with disabilities. However, it remains fully attentive and committed to adapting working conditions whenever necessary.

To date, six adjustments have already been made. In France, the company uses the Alex platform to support and inform employees facing situations of illness or disability.

SPONSORING OF WOMEN ATHLETES

Caring about nature and diversity through sport, presenting our eclectic sportTeam.

These athletes have a common point and it's not only their gender.

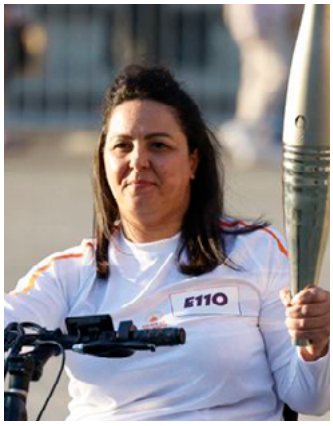
Two have climbed the most difficult summits in the world, one has sailed the most difficult waters on the globe and one is about to participate in one of the most difficult race that exist.

Justine Mettraux, Sophie Lavaud, Elisabeth Revol and **Sandra Laoura** all have **TeamWork as a sponsor of their adventures**.









The first athlete is more at ease on waters and proved it no longer than 2 years ago.

Justine Mettraux and TeamWork is a fantastic story since 2012. The Swiss sailor started with a boat under the TeamWork colors in the Mini Class category. From races to races, the story continued until a major milestone, the **Vendée Globe**. A round the world, alone and without assistance that she brilliantly performed in 76 days, making her the fastest woman in the world. This Vendée Globe was the occasion to remind everyone that waters are the basis of our world and what better way to remind that once more in 2028?

Justine and TeamWork will indeed reembark in this beautiful race with a brand new boat.





The story between **Sophie Lavaud** and TeamWork started a while ago as she climbed the **14 highest peaks in the world.**

Experienced mountaineer, she decided to use her skills to help scientists let **the biggest glaciers on earth speak**. With her team and the support of TeamWork, she has started to collect samples to bring them to expert in order to understand how glaciers are building their own ecosystems to survive in extreme conditions.

This type of research has already led scientists to elaborate new types of antibiotics for example.

Elisabeth Revol and TeamWork story started in 2017.

Known for her **Himalayan achievements in alpine style, i.e. autonomously and without respiratory assistance**, and although she was rescued in very difficult circumstances in 2018, she today continues to explore the world and created the association «**Montagne et Partage**» in order to support the development of places she's been to.

One of her next project: Make the small village of Ser in Pakistan **autonomous** thanks to solar panels.





The last woman to join the TeamWork team has a story that will for sure leave a mark in the books. **Sandra Laoura**, the first ever French woman to have won a **medal at the Olympics Games in freestyle skiing in 2006** is now returning to the Games in Road Para-cycling at **Los Angeles 2028**.

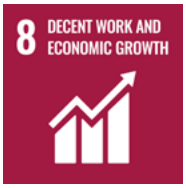
An example of resilience and challenge driven by performance for this athlete who's life took a new direction after an accident in 2007.

Four women – Four stories – One company

ONE COMMON OBJECTIVE:

Leverage sports to care about the nature surroundings us

DECENT SALARIES



At TeamWork Management France and TeamWork Management SA, **100% of employees are paid above the minimum wage**.

The ratio between the lowest-paid and the highest-paid employee is: **4,37 for Geneva** and **7,84 for France**.

In Switzerland and France, TeamWork does not collect any information regarding employees' union affiliations. General company terms, signed by all employees upon hiring, ensure fair working conditions.

The French and Geneva entities organise **two company-wide meetings per year, to which all TeamWork employees are invited**. These events make it possible to share updates on the company's developments and encourage open dialogue between management and employees.

In France, all employees benefit from the provisions of the Syntec collective agreement, which are equal to or more favorable than the applicable legal requirements.

In addition, annual collective bargaining negotiations take place with trade union representatives, during which salary conditions for the coming year are discussed.

TeamWork may work with **freelancers** to carry out assignments when specific skills are not available in-house. In Switzerland, the Old-Age and Survivors Insurance (AVS) ensures that self-employed workers are not economically dependent on a single company. TeamWork Geneva therefore requires AVS affiliation for all freelancers.

---

4 37

4 freelancers in Geneva and 37 in France worked more than 200 days for the Group.

10 0

Temporary employees in Geneva and none in France come from recruitment agencies.



TRAINING AND SKILLS DEVELOPMENT

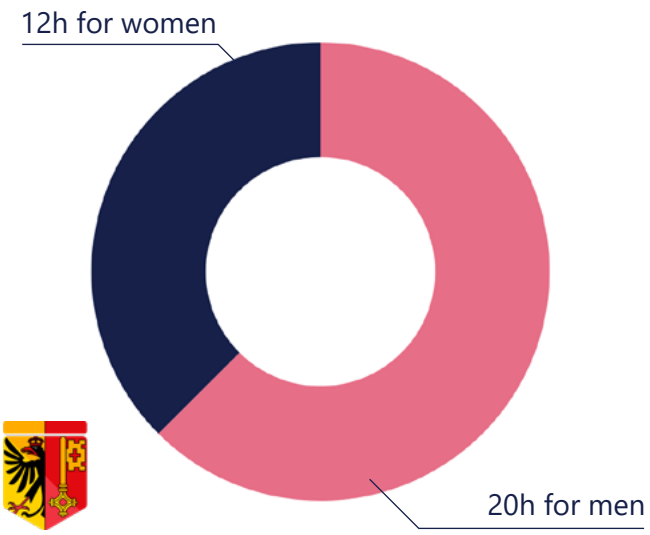
OBJECTIVE:
+10% training hours per employee.

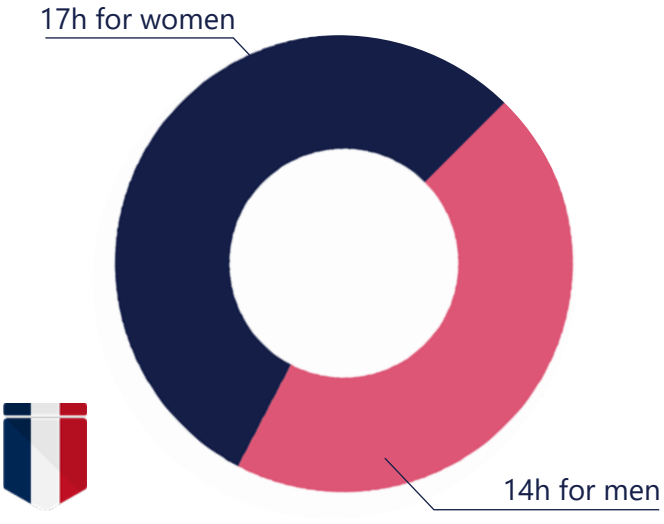
The IT sector evolves rapidly, and it is essential for employees to continue **developing their skills**.

To meet this requirement, a **dedicated training team** supports employees and provides access to a training system (LMS: Learning Management System): **TWLearning**.

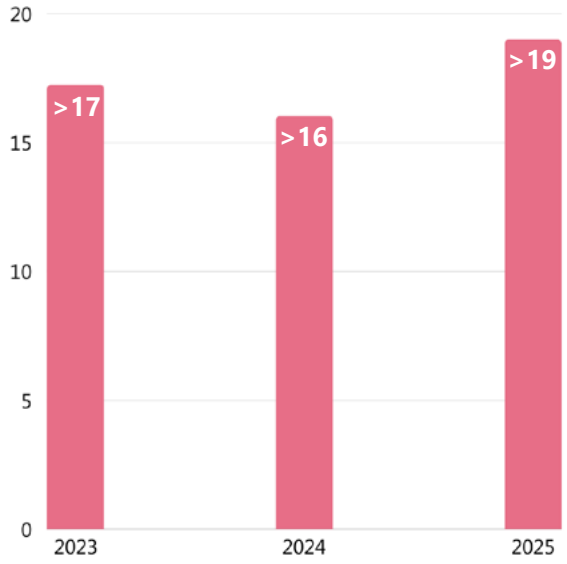
This platform offers a wide range of **training courses in IT**, as well as on various topics such as **disability** and **management techniques**.

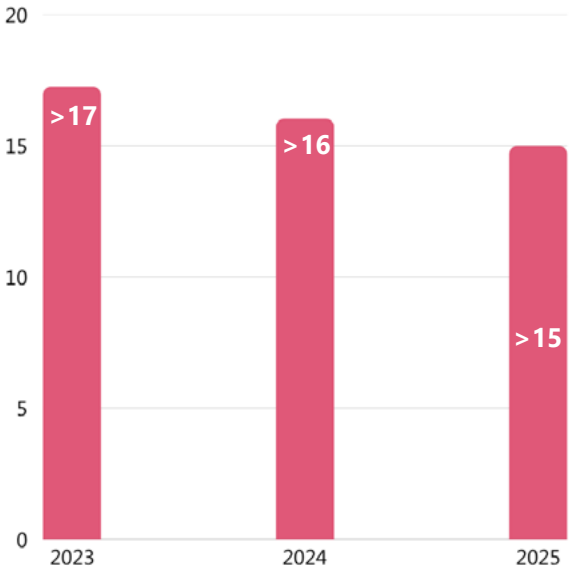
Average **training hours** per gender





Average number of **training hours** per employee





HUMAN RIGHTS

WITHIN TEAMWORK

TeamWork has implemented a **human rights charter and policy**.

This document outlines all the group's commitments to human rights, including: opposition to child labour, forced labour, and modern slavery.

It also prohibits any form of discrimination in the workplace and ensures the health and safety of employees.

TeamWork has encountered no incidents related to the aforementioned topics in its activities.

All employees were required to complete a **human rights awareness training course** during 2025.

In addition, a **whistleblowing system** has been put in place, detailed in the governance section, and applies to both internal and external alerts.

WITHIN ITS SUPPLY CHAIN

It is essential for TeamWork that our **partners share the group's values**.

To date, TeamWork has not encountered any human rights-related incidents in its supply chain.

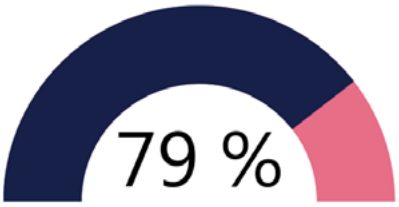
In addition, TeamWork is committed to promoting **diversity among its suppliers**.

In this context, the company notably favours partnerships with ESAT organisations in France, for the purchase of office supplies or for waste management with companies such as Tribü.

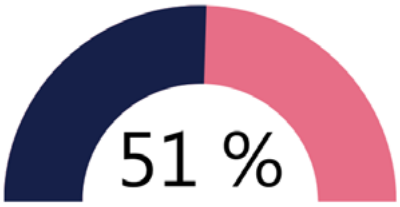
TeamWork therefore sends a questionnaire to its suppliers, as detailed in the environmental section. This questionnaire includes questions on internal purchasing practices and on the human rights policies implemented within the suppliers. These questions naturally support TeamWork's purchasing process.

In addition, this questionnaire is accompanied by a **code of conduct** that commits our partners to respecting human rights.

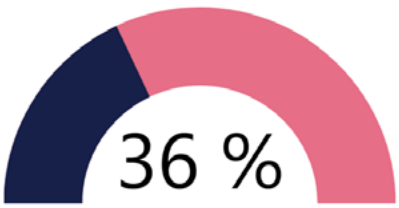
100% of the new partners with whom TeamWork contracted in 2025 signed this code of conduct.



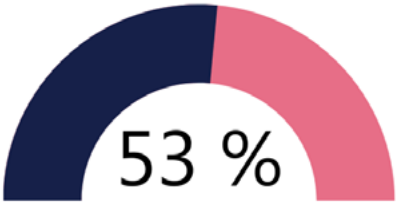
evaluated suppliers are companies with **fewer than 50 employees**



evaluated suppliers **have a CSR policy**



evaluated suppliers have a **Responsible Purchasing policy**



evaluated suppliers **track sustainability KPIs**

Several governance issues are considered material for TeamWork. To reflect this, an **ethics policy** and an **internal code of conduct** are in place at TeamWork. The implementation and responsibility for this policy lie with management. In addition, two ethics officers are responsible for handling potential professional alerts within TeamWork.

The management of each entity is unique to that entity.

However, the highest governance body is shared across the entire group. It is composed of five people and did not include any women in 2025. However, TeamWork plans to appoint a woman to the Board of Directors by 2027.

TeamWork is not active in industries considered controversial as defined by the VSME standard.

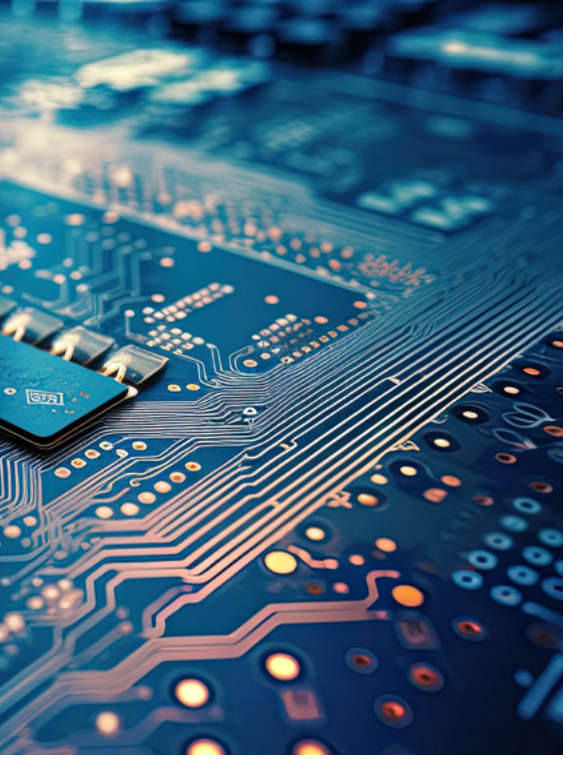
Governance



TeamWork identifies the following issues as material:

- Information security (data protection)
- Anti-corruption
- Supplier relationship management

The measures taken regarding these issues are described in the following chapter.



INFORMATION SECURITY

TRUST AND TRANSPARENCY, KEY PRINCIPLES

Governance at TeamWork is built on trust and transparency.

TeamWork places great importance on the **protection and security of data belonging to its clients, suppliers, partners, and employees**.

ISO 27001 Certification

This is why TeamWork (GDC: Global Delivery Center) is **ISO 27001 certified** in cybersecurity, and the principle of "Privacy by Default" applies to all data processing activities subject to the GDPR.

TeamWork's data retention policy defines strict rules, both legal and contractual, to limit data storage and its environmental impact. All data is encrypted using BitLocker and stored in the cloud.

In addition, employees are required to complete a **cybersecurity awareness session**.

Cybersecurity is managed at the group level, and data is therefore consolidated. TeamWork has systems in place enabling the identification of cybersecurity incidents

In 2025, TeamWork identified **64 attempted breaches of TeamWork's security**. All attempts were successfully blocked.



Tools

9 INDUSTRY, INNOVATION AND INFRASTRUCTURE

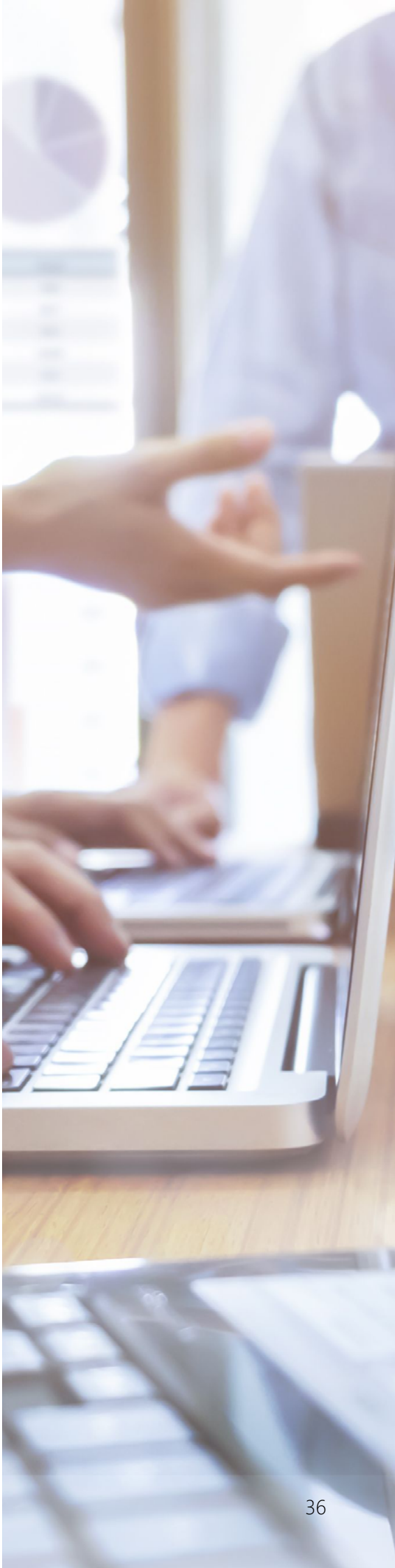
To ensure security and prevent risks, several **data management systems** have been put in place.

These tools strengthen data security while helping to prevent fraud and corruption.

SENTINEL ONE	AI-based cybersecurity platform.
CATO	Secure VPN to protect data both in the office and while working remotely.
WINDOWS DEFENDER	Antivirus software for all employees' computers.
AUTHENTIFICATOR	Two-factor authentication to access Microsoft services.
SISID	Solution for controlling and ensuring the reliability of beneficiaries' banking data.
EYE2SCAN	Dedicated application for internal monitoring and controls within companies.

EYE2SCAN by TW

In 2025, Eye2Scan joined the TeamWork group to strengthen their shared value proposition and guide their clients toward operational excellence. Eye2Scan enhanced TeamWork's offering thanks to its unique expertise in fraud and corruption risk control, automation, and operational efficiency. Large organisations, as well as smaller teams, can benefit from a comprehensive framework of plug-and-play controls covering all accounting and operational flows: from prevention to continuous transaction monitoring and AI-driven anomaly detection. This approach ensures full coverage in terms of compliance and risk management, as well as a permanent state of audit readiness.



ETHICS AT TEAMWORK

AT TEAMWORK

To combat fraud, corruption, and anticompetitive practices, **internal audits** are conducted and processes are in place to **manage sensitive transactions**. These measures allow us to identify areas requiring attention and ensure the compliance of operations. These audits are carried out by the Finance Department and management.

No anomalies have been detected to date.

To date, TeamWork has not encountered any disputes related to anticompetitive practices.

ETHICS, A CORE PRINCIPLE

All employees of the group must complete **training on business ethics and anti-corruption**.

During this training, they are also provided with TeamWork's anti-corruption and anti-fraud guidelines.

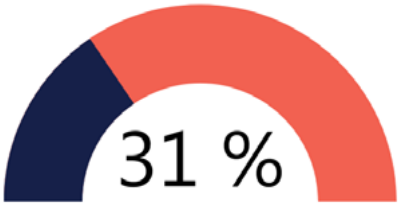
INTERNAL WHISTLEBLOWING SYSTEM

TeamWork has implemented a **whistleblowing system** that complies with all applicable regulations for such processes. Our system allows **any internal or external irregularity** to be reported anonymously. Whistleblowers are protected after any report. This system is publicly accessible on the group's website.

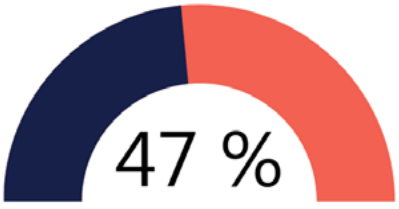
WITHIN OUR SUPPLY CHAIN

Finally, in the questionnaire sent to suppliers, several questions relate to **ethics, governance, and their IT security practices**.

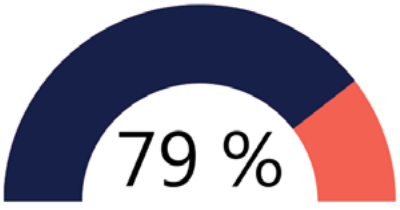
Since TeamWork operates in the IT sector, it is crucial that **partners demonstrate the same level of attention to information security**.



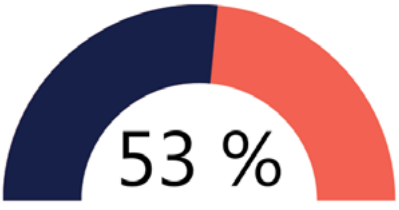
suppliers were **evaluated by an internal body**



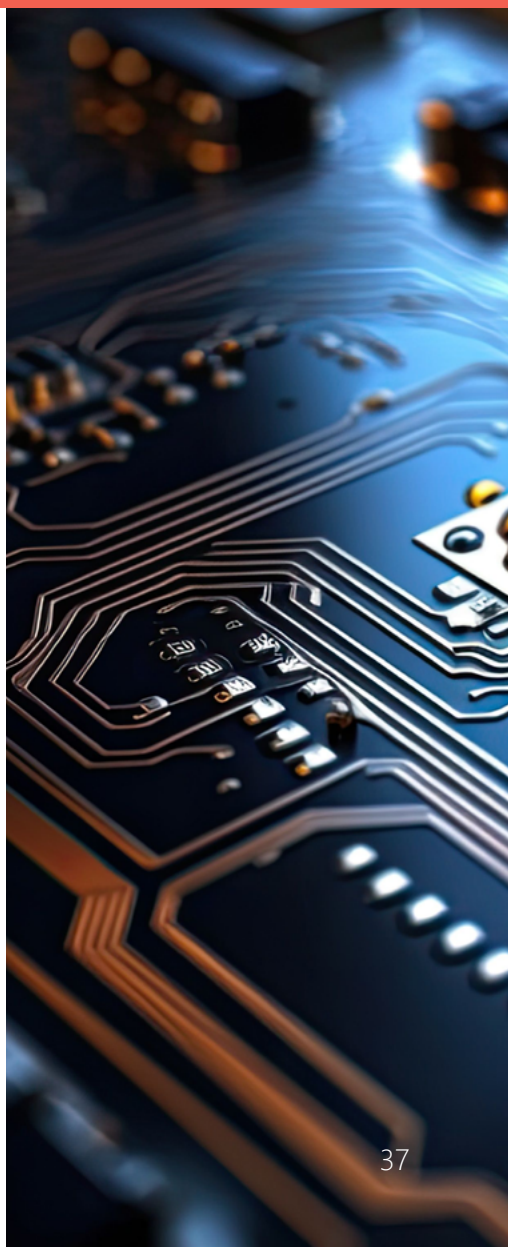
evaluated suppliers **have a code of ethics**



evaluated suppliers **have an IT security policy**



suppliers **have an anti-corruption program**



SUPPORT FOR BUSINESSES



The TeamWork group is committed to **making responsible investments** and **supporting companies** in their missions with strong positive impact.

MORFO
Reforestation of ecosystems using drones.
Investment of 300K€.

WANDERCRAFT
Exoskeletons for stroke rehabilitation and assistance with handling tasks.
Investment of 200K€.

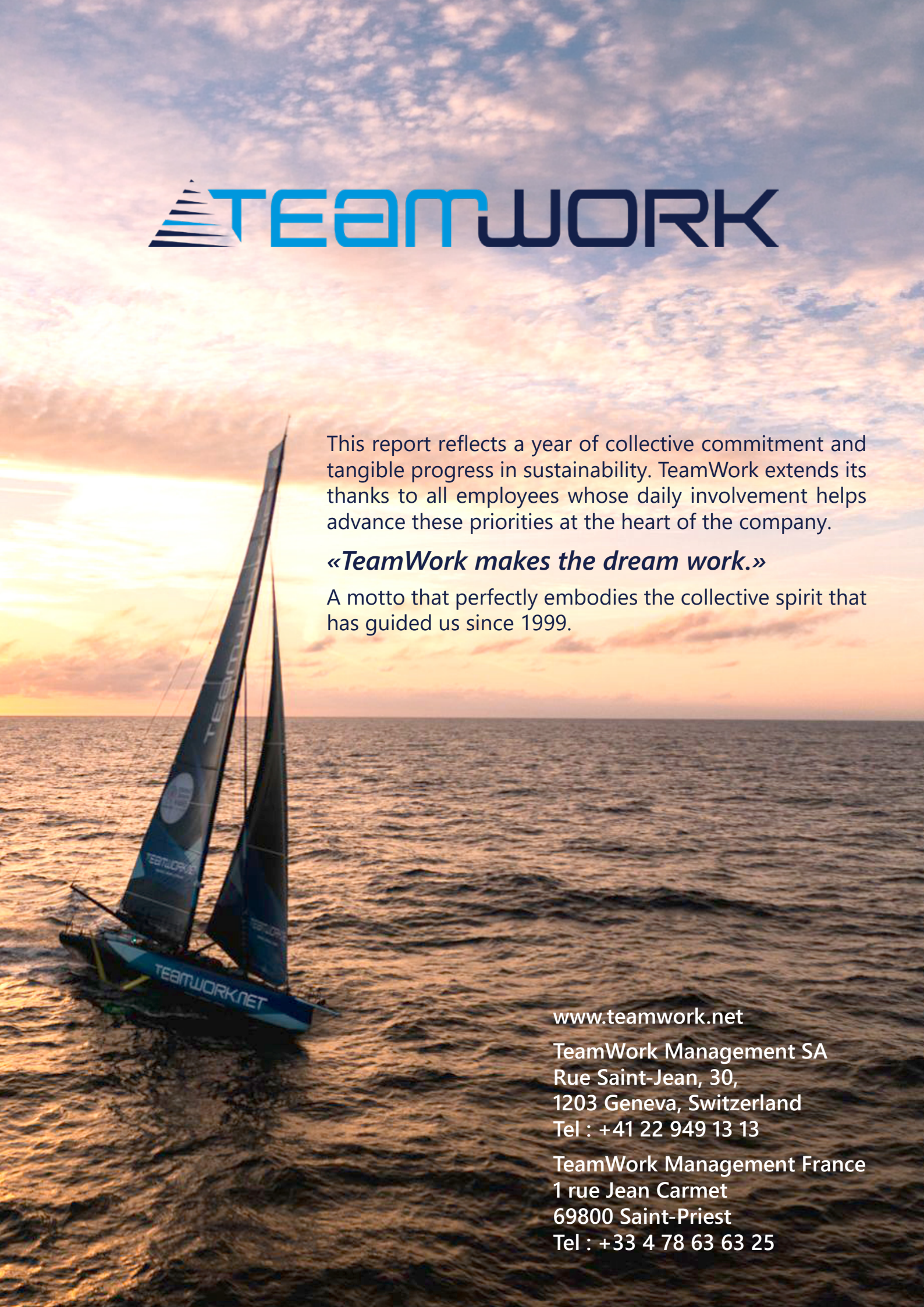
TREEWATER
Treatment and purification of "forever pollutants".
Investment of 200K€.

GENERARE
Development of natural molecules for the pharmaceutical industry.
Investment of 200K€.

EMAGE-ME
Solution for identifying and developing the soft skills of students seeking employment.
Investment of 358K€.

KPI Table

Disclosure	Disclosure name	Page
B1	Report preparation	3 à 9
B2	Sustainable policies and initiatives	Entire report
B3	Energy & greenhouse gas (GHG) emissions	11 et 15
B4	Pollution	N/A
B5	Biodiversity	19
B6	Water	19
B7	Resources & waste	20
B8	Workforce	23-24-26
B9	Health & safety	25
B10	Remuneration & training	31-32
B11	Anti-corruption	36
C1	Strategy: business model and sustainability	3 à 9
C2	Practices, policies and future initiatives for the sustainable transition	Entire report
C3	GHG emissions reduction targets & climate transition	10
C4	Climate risks (physical & transition)	13
C5	Additional social characteristics of the workforce	25-31
C6	Human rights policies & procedures	33
C7	Severe human rights incidents	33
C8	Turnover in certain sensitive sectors & exclusion from EU benchmark indices	34
C9	Gender diversity ratio within the governing body	34



This report reflects a year of collective commitment and tangible progress in sustainability. TeamWork extends its thanks to all employees whose daily involvement helps advance these priorities at the heart of the company.

«TeamWork makes the dream work.»

A motto that perfectly embodies the collective spirit that has guided us since 1999.

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