



Committed to employment

Extra-financial
performance report | 2024

groupe
partnaire



Together

Aurélie Gobinet Gmuender
President of Partnaire Group

The clamour of the Olympic party has died down, but for the Partnaire Group, the legacy of this amazing adventure is more alive than ever. The achievements and life lessons of the para-athletes we continue to support encourage us all to give the best of ourselves. This commitment translates into a service tailored to the needs of our customers and quality support for those we integrate into employment.

In 2024, thanks to everyone's efforts, our Group also climbed to the top step of the podium, winning a third platinum medal awarded by Ecovadis, with a remarkable score of 89 out of 100. This performance owes nothing to chance: the solidity of our ESG (Environment, Social and Governance) commitments is part of a trajectory anchored in both our strategies and our operational practices. This effort is continuing, as we have begun work on the future CSRD, to be ready when the time comes, while keeping a close eye on developments in European regulations, but also and above all, to consolidate our role as a virtuous company, a trusted partner for our legitimately demanding customers.

This approach goes hand in hand with another priority, that of economic performance, without which nothing would be possible. Against a difficult backdrop of national uncertainties

and geopolitical turmoil, we have stayed the course and strengthened our strategy of specialisation, the relevance of which is no longer in doubt, thanks to the efforts of all our teams.

Our employees are at the centre of our concerns. The election of a new Social and Economic Committee (SEC) marked an important stage in our social dialogue. The Partnaire Group is driven by this desire to contribute to the development of each and every employee. The future is being written today, which is why the launch of the innovation programme and, above all, the creation of a "data and artificial intelligence" department will shape the coming years, so that together we can build the company of tomorrow by encouraging best practices and new uses and continuously improving our offers and services.

With this in mind, 2025 will be the year in which we commit to the SBTi, in order to define our decarbonisation path. At the same time, the year will be marked by other key projects: the "managers' path to success" and the deployment of artificial intelligence in our practices. As we look to the future, we should remember the maxim of the French rugby players, who won gold at the Stade de France: "We may go faster alone, but together we can go further".



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p.66 REFERENCE
AREA



Our Group

Being responsible in human resources means mobilising our expertise and energy in the service of our mission: employment for all.

The need to take a different look at disability and people who are outside the job market drives our teams in their role as recruiters concerned with issues of diversity and inclusion.

rtinaire

Our story

Partnaire Group is a family business that was founded in 1952 in Orléans. Comprising the Partnaire, Adeva and Gerland temporary employment agency networks, the ID Search group, the TalentSkills and Antenor recruitment agencies and the Partnaire On site and Partnaire formation human resources engineering solutions, the Group also operates in Belgium, Switzerland and Luxembourg⁽¹⁾. In all, in France, there are 258 sites serving our stakeholders.

1952 — 1987 — 1989 — 2005 — ..

- Secrétariat Mobile founded in Orléans.
- Start of the Partnaire adventure with Philippe Gobinet's takeover of the mobile secretarial agency
- Creation of the first Partnaire agency (Tours) marking the beginning of the Group's adventure
- Partnaire becomes an HR engineering group.
- All agencies are ISO 9001 certified

.. — 2006 — 2015 — 2016 — 2017 — 2018 — ..

- 1st Mase certification
- 1st Temporary open-ended contract
- Structure defined for our CSR approach
- Creation of the fellowship fund.
- Global Compact membership
- 1st Ecovadis Gold assessment
- Cefri certification

.. — 2021 — 2022 — 2023 — 2024

- ISO 45 001 certification
- Ecovadis platinum rating
- Creation of the company foundation
- Appointment of Aurélie Gobinet Gmuender as Vice-President
- 70th birthday
- New Ecovadis platinum recognition
- Change of governance
- Aurélie Gobinet Gmuender appointed Chair of the Executive Board
- Philippe Gobinet appointed Chair of the Supervisory Board
- New platinum recognition by Ecovadis for the third consecutive time (89/100)
- ISO 45 001 certification renewed for 3 years
- Appointment of Aurélie Gobinet Gmuender to the Board of Directors of Prism'emploi.

(1) The international scope is not taken into account in this EFPR

The Partnaire Group offers a range of HR solutions to meet the specific recruitment and employment needs of companies, while providing candidates with career opportunities that reflect their aspirations.

Recruitment



Temporary work and recruitment

Recruitment of all types of profiles, temporary, fixed-term and open-ended contracts



Executive recruitment and specialised temporary work

Specialists in the recruitment and provision of experts and managers

WePort

Wage portage

A solution that combines flexibility and job security

Human resources engineering



Integrated Partnaire agency

Operational monitoring, prevention actions, administrative security



Temporary work and recruitment

Recruitment of all types of profiles, temporary, fixed-term and open-ended contracts



Direct recruitment

Recruitment agency specialising in direct recruitment in the healthcare sector



Tailor-made training

Training in occupational risk prevention, human development and logistics. Qualiopi certified since 2021

Breakdown by Group business sector



INDUSTRY

40%



TRANSPORT & LOGISTICS

31%



CONSTRUCTION

17%



TERTIARY

12%

Christophe Dallet, Director of Antenor
and Bénédicte Motel, Director of the Healthcare Industries Division

THE PARTNAIRE GROUP IS FORTUNATE TO HAVE TWO EXCEPTIONAL FIRMS IN ITS RANKS: ANTENOR, WHICH TURNED 30 IN 2024, AND ID SEARCH, WHICH TURNS 20 IN 2025.

Antenor: 30 years supporting life (sciences)

In 2018, Antenor joined the Partnaire Group, a union motivated by a strong convergence of values: commitment, attention to people, and integrity. Founded in 1994, the firm has been headed for the past five years by Christophe Dallet, a psychologist by training, who is supported by Bénédicte Motel as head of the health industries division. They share with their teams a genuine passion for their profession and an absolute sense of service.

Being a recruitment professional in the life sciences field means combining the latest technical expertise and a detailed understanding of working environments, while keeping abreast of medical innovations and mastering a complex regulatory framework. Antenor's staff are the embodiment of this expertise, enabling Christophe Dallet and Bénédicte Motel to further consolidate the long-term trust placed in them by candidates and customers, and to be recognised by their peers.

In the complex field of human health, Antenor operates in a wide range of key sectors: life sciences, healthcare and the agri-food industries. Antenor's work in the life sciences ranges from innovative pharmaceutical

laboratories to biotechnology companies, as well as manufacturers of medical devices and medical imaging. Their strategic recruitment is helping to build teams that are advancing science and improving treatments.

Antenor is also a key player in the care sector, working with health establishments and medico-social services as well as recruiting occupational physicians. In this way, they ensure that competent teams are in place to guarantee high-quality care.

Finally, their expertise extends beyond hospital structures, with a significant presence in the agri-food industries. They select professionals who ensure the quality and safety of our food, a guarantee of consumer confidence.

From biotechnology researchers to nutrition specialists and health professionals, Antenor is helping to build an ecosystem where health and well-being are at the heart of decision-making and progress: that's their commitment!



The multi-disciplinary expertise of Antenor's twenty-two employees is the foundation of the trust that Christophe Dallet and Bénédicte Motel have successfully earned from candidates and customers alike

Antenor's 30th anniversary in video



CHRISTOPHE DALLET



BÉNÉDICTE MOTEL



VALÉRIE LAVIGNE



CÉLINE METZ



ID Search and Partnaire: shared excellence for the benefit of all

Over the past 17 years, Stéphanie Foti has been a privileged witness, and then the main driving force, in the development of ID Search. As Director of the firm and head of a team of forty, she has seen the specialist temporary employment and recruitment agency grow from Tertialis in 2005 to its current structure, with 12 business specialisms and regional offices.

Today, ID Search stands out for its cutting-edge expertise, offering tailor-made recruitment solutions. The company draws on the in-depth knowledge of its consultants to support companies in their search for talent.

The acquisition by Partnaire in June 2023 marked a positive step in its growth. This alliance has preserved the corporate identity and culture so dear to Stéphanie Foti and her team, while opening up new perspectives. Partnaire's ESG commitments are a significant advantage for customers. The teams also benefit from expanded resources, such as legal expertise, training and enhanced HR development.



Stéphanie Foti
Director of ID
Search

This integration has enabled ID Search to consolidate its expertise, benefiting from the power of a major group, without losing its unique character. As Stéphanie Foti points out, "our values converge, and that's a major asset. We have maintained our autonomy, while at the same time developing an effective complementarity that fosters harmonious collaboration. We benefit from the solidity of a large structure, while retaining the flexibility of a firm of our size".

**In 2025,
ID Search will
celebrate its twentieth
anniversary.**

Partnaire: a unique culture, rooted in our values and our purpose

Under the leadership of David Herlem, our Managing Director, we have formalised the Group's culture, an essential step in affirming our identity.



DAVID HERLEM

Managing Director

"Transcribing a company's culture remains a challenge.

Being lucid, representative, structuring and authentic were the key issues for us. Making our values, our purpose, tangible and associating them with our corporate culture provides opportunities to both unite and engage our employees as well as to attract and integrate our candidates.

Why embark on this exercise and why now?

The Partnaire Group's raison d'être, or purpose, was formalised in 2023, a founding milestone for carrying out this inventory in line with our values. Given the changing relationship with work, we felt it was essential to give

more concrete expression to our identity and to encourage the initiatives that emanate from it. We wanted these fundamentals and this corporate culture to be fully embodied in our day-to-day practices and not just through an oral culture.

The review also highlighted a number of priorities for action: support via the "Managing for Success" programme and "Know it, do it", with nine projects piloted by experts throughout the company. The Management Committee's ambition was therefore to draw up a clear and pragmatic summary of "who we are and how we do it" and to continue to make the Partnaire Group a unique company in the field of recruitment and human resources."



Our culture



**Being a committed
player in performance**

RESPECTING
COMMITMENTS

SENSE OF SERVICE

AUTONOMY

INITIATIVE AND THE
RIGHT TO MAKE
MISTAKES

**Giving everyone the
chance to succeed**

KNOW IT
= DO IT

SUPPORT

BUILDING ON
STRENGTHS

MAKING IT SIMPLE

**Making employment
more human**

LASTING

RECOGNITION

TRUST

TEAM SPIRIT

Labels and certifications

Our desire to offer services that respect social and environmental issues is reflected in the fact that we have obtained recognised labels and certifications. They demonstrate the Partnaire Group's commitment to excellence and responsibility.



ESG performance assessment by Ecovadis. This is the 3rd time we have achieved platinum status, with a performance of 89/100, an increase of 12 points on the previous assessment

NOUS SOUTENONS LE PACTE MONDIAL



We have supported the ten principles of the United Nations Global Compact since 2017



We have been ISO 45001-certified in occupational health and safety management since 2021.



Our CEFRI 12 411 certification was awarded in 2018 and validates our ability to provide employees who do work involving ionising radiation and to meet the applicable regulatory requirements.



We have been a signatory of the Diversity Charter since 2009



In 2024, the gender equality index achieve a score of 90/100



We obtained our first Mase certification in 2006. This is a standard similar to ISO 45 001, which is still in demand by petrochemical companies



We have been a member of the Responsible Purchasing and Supplier Relations Charter (RFAR) since February 2024



Qualiopi certification attests to the quality of the processes implemented at Partnaire formation



Our support for the Sustainable Development Goals in figures



Thanks to our corporate foundation, 150,000 euros have been donated to associations working in the fields of disability, education and equal opportunities, health and access to care, and the environment.



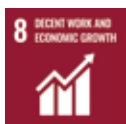
The heart of our strategy: health and safety. We have halved our accident frequency rate between 2018 and 2024. More than 7,300 behavioural safety diagnostics carried out among our temporary employees.



Our permanent employees received 15,592 hours of training and our temporary employees received 211,952 hours, giving an average of 17.9 hours and 35.1 hours respectively.



70% of managerial positions are held by women. 60% of the Supervisory Board is made up of women. 90/100 is the score of our professional gender equality index.



We are very committed to the younger generation. 8% of the Group's workforce are young people on training schemes, representing 63 apprentices. 15% of our permanent employees are under 25. Over 37% of temporary workers are under 25.



88.5% of our recruiters have been on the "recruitment without discrimination" training course. 990 temporary workers with disabilities worked for 758 customers. We place temporary workers of 145 different nationalities.



92% of our strategic suppliers have signed our responsible purchasing charter and 94% have completed our CSR questionnaire. 25% of our supplier performance assessment criteria are sustainability criteria.



More than 86% of assignment contracts are digital as are over 92% of our temporary workers' pay slips. The number of electric and hybrid vehicles in the Group's fleet increased by 17% between 2023 and 2024.



490 employees have been on an anti-corruption training course since 2021, regardless of their level of risk exposure (3 levels). 91% of employees identified as exposed to risk 1 received anti-corruption training in 2024.



Philippe Gobinet, Chairman of the Supervisory Board, has a long-standing involvement with Prism'emploi, the trade union for the temporary employment sector. Several experts from Partnaire are members of commissions or working groups. Prism'emploi is a member of the WEC (World Employment Confederation). Aurélie Gobinet Gmuender is an advisor to the Banque de France Région Centre. Aurélie is appointed to the COMEX40 of the MEDEF.

Our business model

TRENDS IN THE TEMPORARY EMPLOYMENT MARKET

Skills shortage and internationalisation of the market

Change in the relationship with work

Concentration of the historical market

ECOSYSTEM

HUMAN AND CORPORATE CAPITAL

- 784 permanent employees
- 54,886 temporary employees
- A team of 5 people dedicated to prevention
- Signatory of the Diversity Charter since 2009
- Mase certification since 2006, CEFRI certification since 2018
- ISO 45 001 certification since 2021 for the entire network and support services
- Antenor, a benchmark HR consultancy in the healthcare sector, and ID Search, a benchmark temporary employment and specialist recruitment agency
- A desire to build loyalty, enabling us to encourage internal promotion

ENVIRONMENT CAPITAL

- A strong environmental conviction
- A department in charge of the digital transformation of our contractual relations
- A Responsible Purchasing Charter strengthening our ties with our ecosystem
- Our carbon footprint assessment, with measurement of our scope 3
- Contract signed with the BlaBlaCar Daily carpool platform

RELATIONSHIP CAPITAL

- Committed to the UN Global Compact since 2017
- Creation of a corporate foundation in July 2021
- Contract with the 1st online library "tout apprendre" for permanent and temporary staff

FINANCIAL AND ORGANISATIONAL CAPITAL

- Family governance with a Supervisory Board and an Executive Board
- A general management team with a management committee that favours fast decision-making
- 258 locations
- ISO 9001:2015 certification since 2017
- Values transcribed in a Code of Conduct and Ethics applied at all levels of the organisation, supported by a whistle-blowing procedure

A HUMANIST COMPANY AT THE SERVICE OF EMPLOYMENT

Family values combined with constant innovation



OUR VALUES

Proximity, operational excellence, responsibility, responsiveness

Change in the labour market through digitalisation

Emergence of new operators and new forms of work in an increasingly deregulated market

VALUE CREATION

HUMAN AND CORPORATE CAPITAL

- 19.6 million hours worked
- Satisfaction rate of temporary workers: 92.6% of which 55.6% very satisfied
- Frequency rate halved between 2018 and 2024
- Frequency rate = 31.6 - Severity rate = 1.00
- A strong and long-standing commitment to diversity and disability: 990 temporary workers with disabilities on assignment
- 70% female managers
- A desire to integrate young people with 63 students on work-study placements
- Internal promotion rate: 8%

ENVIRONMENT CAPITAL

- 139 electric and hybrid vehicles
- A rate of digitalisation of assignment contracts and pay slips above 85%
- Giving WEEE products a second life before they are recycled
- Unifying eco-citizen actions
- A determination to maintain a suitable carbon trajectory

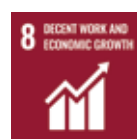
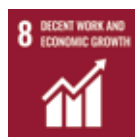
RELATIONSHIP CAPITAL

- 100 % risk analyses carried out with, for example, a human rights criterion for promotional items
- A strong presence in the areas where we operate, with a contribution to educational, cultural and sporting charities
- A strong, long-standing commitment to Prism'emploi
- An annual foundation budget of 150,000 euros allocated to initiatives that promote inclusion

FINANCIAL AND ORGANISATIONAL CAPITAL

- Turnover of €523.2 million (France)
- 5,283 customers, 97.8% of whom would recommend us
- Operational control mechanisms
- 91% of exposed employees trained in anti-corruption⁽¹⁾
- CSR performance recognised by EcoVadis: platinum level since 2021

(1) Risk 1



DIALOGUE WITH OUR STAKEHOLDERS

Listen, understand, act

PERMANENT EMPLOYEES AND FUTURE EMPLOYEES

- Preserve health and safety
- Develop skills
- Ensure good working conditions
- Ensure consistency between values and actions
- Foster employee engagement through eNPS measurement and skills sponsorship
- Instil confidence in the future of the company
- Maintain work-life balance
- Meet expectations in terms of recognition and meaning at work

TEMPORARY EMPLOYEES AND CANDIDATES

- Preserve health and safety
- Ensure non-discriminatory treatment of applications
- Secure career paths, in particular through temporary employment contracts
- Receive social support

CUSTOMERS

- Ensure operational excellence at all stages of our processes
- Comply with regulations
- Demonstrate exemplary ethical behaviour
- Anticipate and advise thanks to a perfect understanding of their CSR and economic challenges

SHAREHOLDERS

- Be an eco-citizen company
- Be profitable
- Promote employment for all and combat all forms of discrimination
- Ensure a good social climate and good working conditions

FINANCIAL AND INSURANCE PARTNERS

- Meet deadlines
- Assess and manage social, environmental and ethical risks
- Comply with social and environmental requirements and regulations, particularly those relating to climate issues

SUPPLIERS AND SUBCONTRACTORS

- Foster long-term and loyal relationships
- Be paid within negotiated deadlines
- Encourage dialogue on CSR

THE SEC

- Ensure peaceful social dialogue
- Preserve the health and safety of employees
- Fight all forms of discrimination
- Ensure that the environmental transition has a fair social impact

AGENCY BODIES

- Be involved with professional organisations
- Provide protection and training for temporary workers
- Serve as a relay for the agency's mechanisms

SCHOOLS, UNIVERSITIES AND TRAINING CENTRES

- Offer work experience, internship, training and employment opportunities
- Pay the apprenticeship tax
- Develop local partnerships

EMPLOYMENT AND DISABILITY STAKEHOLDERS

- Develop local partnerships
- Promote integration for people outside the job market
- Work towards non-discrimination and equal opportunities

CHARITIES

- Create partnerships, provide financial support and offer skills sponsorship
- Participate in territorial development

GOVERNMENT AND LOCAL AUTHORITIES

- Fight fraud and undeclared work
- Ensure regulatory compliance
- Provide jobs in our local areas
- Contribute to energy sobriety and the ecological transition

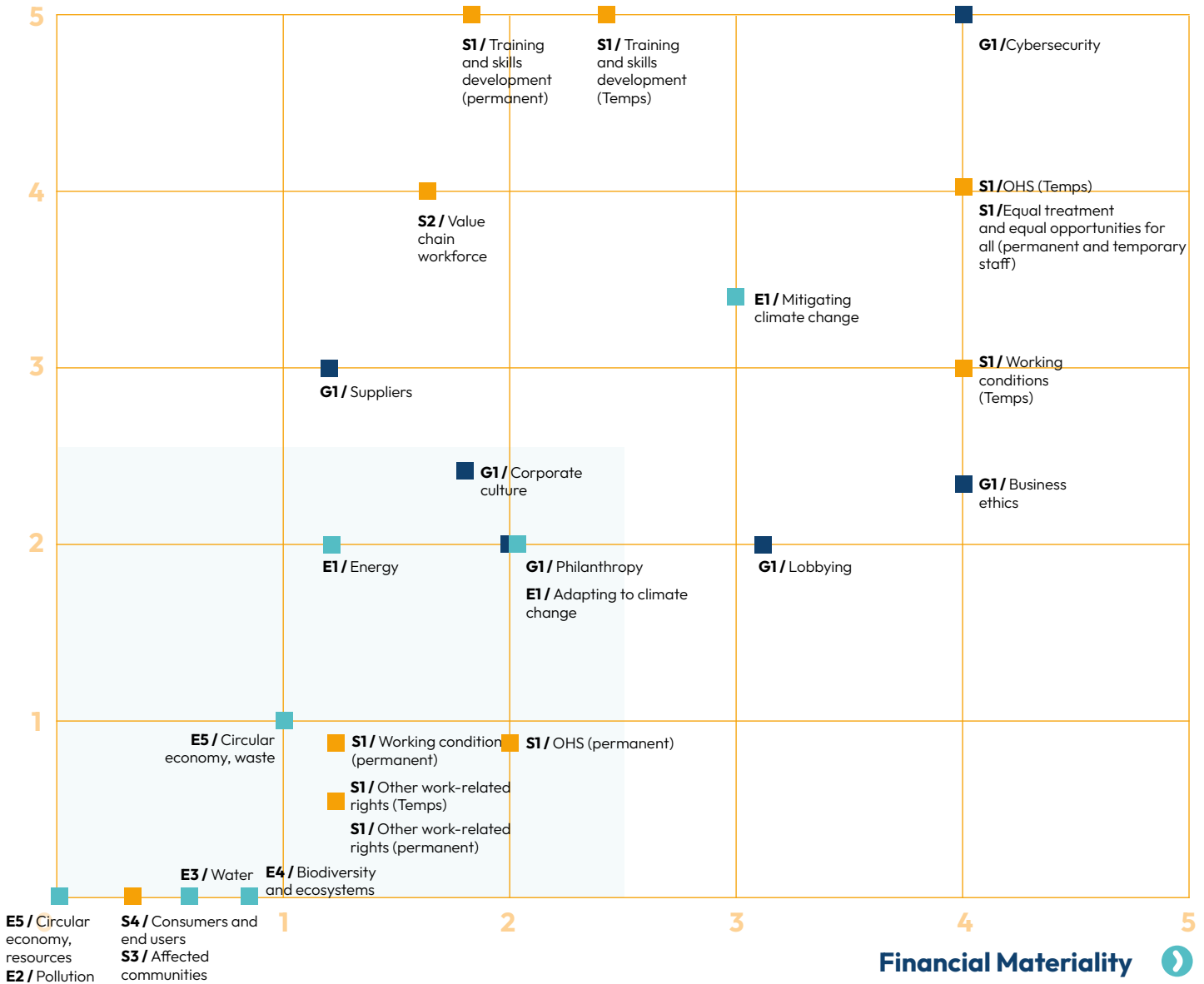
CERTIFYING AND ASSESSMENT ORGANISATIONS

- Comply with standards and regulations
- Give an honest account
- Strive for continuous improvement

Dual materiality matrix

We didn't want to wait to be eligible for CSRD before producing our first dual materiality matrix. It prioritises our challenges by analysing two key dimensions: our impact on the environment and society (impact materiality), and how these challenges affect our financial performance (financial materiality). (Methodology presented on page 68)

Impact materiality



- ESRS E1: climate change
- ESRS E2: pollution
- ESRS E3: aquatic and marine resources
- ESRS E4: biodiversity and ecosystems
- ESRS E5: use of resources and circular economy

- ESRS S1: company's own workforce
- ESRS S2: workers in the value chain
- ESRS S3: affected communities
- ESRS S4: consumers and end users

- ESRS G1: business conduct

THE PARTNAIRE FOUNDATION

Focus on our 2024 flagship initiatives

The Partnaire Foundation supports a wide range of initiatives in three main areas: sport and disability, education and equal opportunities, and health and access to healthcare.

The Partnaire Foundation also supports a number of other associations such as Les apprentis d'Auteuils, Espoir en tête, France Alzheimer Loiret, La Croix rouge française, Unicef, Autisme Pays de Fougères, Amitié pour l'enfant malgache, Espérances banlieues Orléans, etc.

Sport and disability

TEAM PARTNAIRE

With the "Performance Pact" scheme run by the French Sports Foundation, we support the success of top-level athletes by securing their income and their life plans (training, integration, equipment, travel). In the run-up to Paris 2024, we formed "Team Partnaire", made up of disabled athletes, several of whom shone at the Paris 2024 Paralympic Games (see pages 34 and 35).



QUIDAM COMPANY: first performance of "5000 mètres en or" at Group headquarters

The Quidam company develops community theatre that deals with topical issues. It creates company shows such as "5000 mètres en or" (5000 metres of gold). This play invites audiences to discover the extraordinary journey of Orléans-based athlete Nicolas Ramon, a young disabled sports champion. In 2023, he was crowned French Handisport 5000 m champion. We were lucky enough to welcome Nicolas for a presentation at the Group's headquarters.

CREIL FOOTBALL CLUB ASSOCIATION

The aim of this association is to facilitate education, integration and inclusion through sport. With a 15-team football academy, partnerships with professional teams, women's teams and a desire to get closer to disabled people and help members find out more about the world of disability, the club's short-term plan is to develop one or more cecifoot teams.



LOIRET PARATENNIS OPEN

Every year, we support this international disabled sports competition, a not-to-be-missed event in the Loiret region. It highlights the talent and determination of disabled athletes. This tournament is a reminder that passion for sport is something everyone can share!

AFM TELETHON

Every year, our Group invites its employees to take part in sports challenges in aid of the Telethon. This autumn, more than 650 people signed up to take on challenges in aid of research into muscular dystrophy.



Education and equal opportunities

SPORT DANS LA VILLE

The "Sport dans la ville" association supports young people from disadvantaged neighbourhoods, using the values of sport to give them confidence and the desire to succeed. Our projects with them include job mornings, interview simulation workshops, 'Sport and Job' events, graduate boosters and inclusive recruitment committees. For example, we organised an afternoon devoted to "female leadership and self-confidence", with Héroïse Courvoisier, our paratriathlete, speaking to participants in the programme. These projects mainly take place in the Île-de-France and Hauts-de-France regions.



HALTE-DISCRIMINATIONS

We have decided to support the Regional Tour of Employment and Inclusion in Burgundy Franche-Comté, which embodies our values of inclusion and equal opportunities. This event was set up by the Halte-Discriminations association in 2022, with the aim of promoting professional equality, diversity of talent and mixed careers in the eight departments of the Bourgogne Franche-Comté region.



LA FABRIQUE OPÉRA VAL DE LOIRE

The Fabrique Opéra Val de Loire produces a cooperative opera every year. The association aims to democratise opera, give young people professional experience and reach a wide audience (around 12,000 spectators per production). It also carries out initiatives to promote inclusion and accessibility, such as audio-description shows and waistcoats for the hearing-impaired. In spring 2024, audiences were treated to Giuseppe Verdi's opera Nabucco. More than 500 pupils and students from twelve schools in the Centre Val de Loire region contributed to the success of the opera.

Health and access to care



Aurélie Gobinet Gmuender, Heloise Courvoisier, Pr François Doz, Marie-Françoise Ray, Lyda Meunier and Marine Chaudun

RETINOSTOP

Created in 1994 by parents, Rétinostop supports families affected by retinoblastoma, funds research, raises awareness of early diagnosis and facilitates exchanges between parents. Héroïse Courvoisier, a Team Partenaire athlete suffering from this disease and patron of the association, accompanied our Chair, Aurélie Gobinet Gmuender, along with Lyda Meunier and Marine Chaudun from Partenaire, to the Institut Curie in December 2024, where they met the Chair of Rétinostop, Marie-Françoise Ray, and Professor François Doz, Héroïse's doctor since birth and a founding member of the association.

FLAMME EN ROSE

The Flamme en Rose association was set up in the Centre-Val de Loire region in 2011 to raise awareness and promote prevention among women. It also provides direct assistance to the families concerned through its "Besoin d'une pause" (Need a break) programme. Following the example of the Telethon, we mobilised our employees during a month-long sporting challenge (Pink October), with 668 people registered and 17,982 km covered! Groupe Partenaire also reimbursed the race numbers of employees taking part in the Pink October solidarity races.



SYNCHRONIE: Orléans Regional Hospital Centre endowment fund

The main purpose of the Synchronie endowment fund at the Orléans Regional Hospital Centre is to promote research and innovation, and to improve care for patients and their families. Our financial support focuses on children hospitalised in paediatric surgery, through the acquisition of equipment such as a multi-sensory trolley and positioning cushions.





SOCIAL

Our social policy promotes responsible and inclusive employment throughout the world, thanks to the contribution of our employees. It is reflected in an active approach to risk prevention, a strong commitment to the inclusion and integration of people with disabilities, open social dialogue and individualised support for career development through career and training opportunities.



Building a safety culture: a shared ambition

Our primary commitment is to guarantee a working environment where everyone's safety is an absolute priority. We extend this social responsibility to our entire professional ecosystem, including our permanent employees, temporary workers and our partners' employees.

At Partnaire, safety is not just an obligation, it's a fundamental value. Our proactive approach, focused on prevention and continuous improvement, is producing tangible results.

Our proactive safety policy is bearing fruit: since 2016, we have halved our workplace accident frequency rate, reducing it from 58.4 to 31.6 in 2024. This performance testifies to the effectiveness of our strategy and to everyone's commitment to a culture of risk prevention and continuous improvement in working conditions.

TOOLS FOR AN AMBITIOUS CORPORATE PROJECT: ISO 45 001 CERTIFICATION AND SAFETY BEHAVIOUR DIAGNOSTICS

To give credibility to our approach, we comply with the most demanding standards. Our ISO 45 001 certification isn't just a label; it reflects our rigorous health and safety management system, which is deployed across our entire operational network. Echoing this certification, we have implemented a rigorous audit system to regularly assess our practices and continue to make progress. Finally, our results owe a great deal to a unique method: the behavioural safety diagnosis implemented in all our businesses.

Making safety everyone's business is at the heart of our approach. Safety is a company project, supported by the operational teams, led by the prevention department and embodied by the Partnaire Group management. It is in this spirit of co-construction that

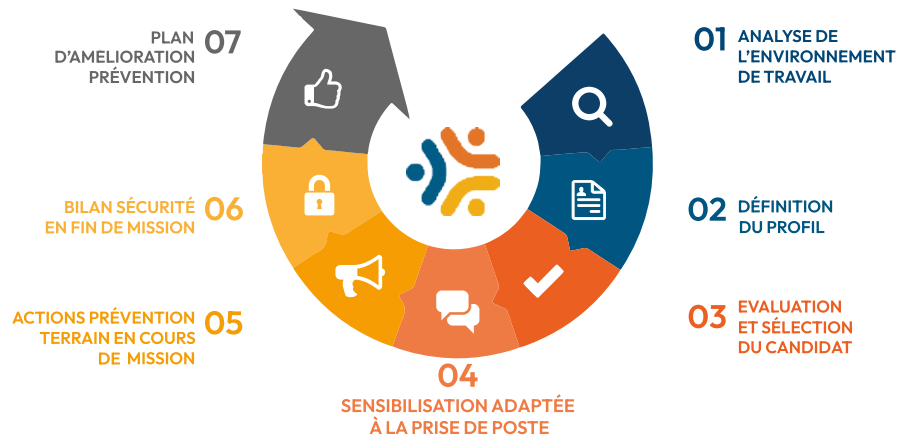
we ensure that everyone is protected, every day.

AUTONOMOUS SAFETY: THE NEXT STEP

And our ambition doesn't stop there. In 2025, we will reach a new stage with the implementation of "autonomous safety".

This global approach aims to integrate safety not only in the professional sphere, but also in the personal lives of our employees. It's about giving them the power to take action for their own safety, whatever the circumstances, because we believe that a true safety culture is built beyond the walls of the company.

Safety policy



Change in frequency (FR)



A tool that has become an integral part of our professional practices: the SBD

Safety Behaviour Diagnostics (SBD) facilitate dialogue with temporary workers, customers and Partnaire employees. With more than 7,300 SBDs completed by 2024, this tool (mastered thanks to Etscaf training, combined with DSS+ in July 2024) enables our

operational staff to integrate behavioural and organisational aspects into workplace accident prevention. Our permanent employees receive two days' training: theory followed by practical experience in the field.

THE SBD MAKES IT POSSIBLE TO:

- Listen to and communicate with employees.
- Actively involve employees and make them responsible for their own safety.
- Promote and embed good practice over the long term.
- Measure the gaps between safety standards and the reality in the field.
- React effectively to dangerous situations or acts, to reduce or eliminate them in the long term and thereby prevent accidents.



A concrete illustration of the convergence of the values of Rhenus Logistics and our Pontault Combault branch in terms of safety.



7,359

SBDs carried out in 2024
In three years, almost 27,500 SBDs carried out at our customers' sites

A close look at our security audit system

Aligned with our internal policy and consistent with the requirements of our ISO 45 001 certification, our audits take into account the specific prevention imperatives of our customers and our temporary employees. Understanding our customers' working environments and safety practices is of paramount importance to us.

For our temporary workers, our control process is strict, covering proof of identity, skills and qualifications. Our recruitment teams examine these

documents carefully and carry out the necessary checks for work permits. Checking the validity of authorisations, such as CACES, is a key point in our audits. We scrupulously audit medical fitness checks, pre-employment declarations (DPAE), and receipts for meal and transport allowances.

Our audits place particular emphasis on verifying that the Comprehensive Risk Assessment Document (DUER) has been adopted and posted in each branch.

All the data collected through this robust audit system is aggregated to generate relevant steering indicators for operational managers, the Prevention Department and senior management, ensuring effective monitoring of our safety performance.

68

audits completed in 2024
More than 250 in three years

Well-being and health at work: our highlights in 2024

From fun sports for safety to help in quitting smoking, psychological support and solidarity challenges, Partnaire deploys a wide range of initiatives for the health and well-being of its teams. A closer look at the Group's health and safety initiatives.

Swim, run, cycle for safety and inclusion: mobilising in support of our values

Inspired by the enthusiasm around the Olympic and Paralympic Games, our HR and diversity teams, under the impetus of the risk prevention manager, organised a safety and inclusion triathlon for support service employees. The event was based around three fun workshops - 'swim in troubled waters', 'run for safety' and 'pedal for better posture' - and was a great success, with almost 60 participants.

The aim was to mobilise our teams and raise their awareness of safety and inclusion, issues that are very important to us. The enthusiasm



objectives, but also generating genuine and spontaneous interest in the issues addressed. The enthusiastic response from participants, reflected in their requests for similar events in the future, bears witness to this success. To encourage emulation in a friendly atmosphere, a small gift was presented to the team with the best score.



Malik Niang and Julie Sellier, winners of the safety and inclusion triathlon events

and involvement of employees created a stimulating and productive atmosphere, confirmed by their very positive feedback on the relevance of the topics and the quality of the presentations.

The event exceeded our initial expectations by not only achieving its awareness-raising

Public health and well-being in the workplace: our action against smoking

Combating smoking is a public health priority. Since 2017, we have been doing our bit to help by providing financial assistance to employees who want to stop smoking. This support can be as much as €70. In 2024, 8 people benefited from this financial support. In five years, 85 employees have been given a helping hand to give up smoking.

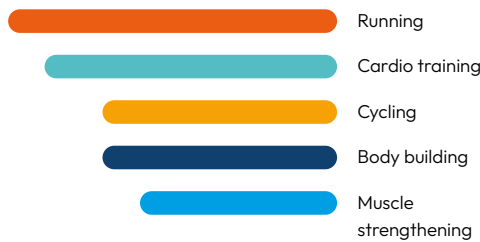
Solidarity sports challenges

With the United Heroes collaborative application, we're able to take on collective and solidarity-based challenges. When employees do sport, whatever the activity, points are generated and weighted according to the duration of the activity. The idea is, of course, to do sport, but also to collect points as a group that will then be converted into euros for a specific cause.

In 2024, we mobilised our employees for the squad challenges (supporting the associations chosen by our Paralympic athletes), the well-being triathlon, Pink October and the Telethon challenge.



TOP 5 of the most popular activities during the challenges



Psychological support: a free, confidential helpline for our employees.

Concerned about the well-being of all our permanent and temporary employees, the Partnaire Group provides them with a free and confidential psychological support service. Accessible 24/7, this service is available for any difficulty encountered, whether professional or personal, thanks to our partners Workplace Options and Welii.



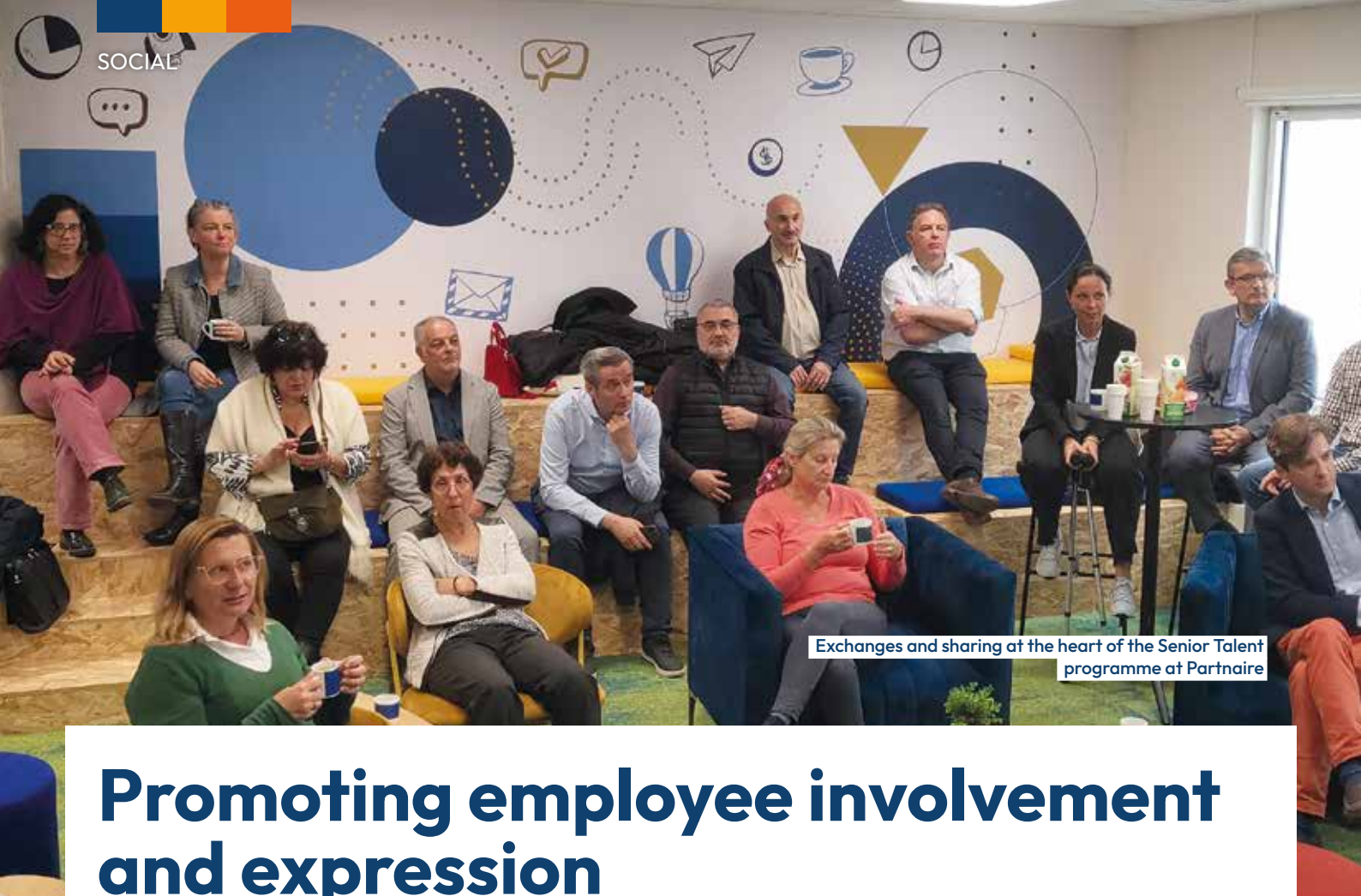
Occupational road risk prevention: Partnaire mobilises its teams during national week

To mark national road safety week last May, the Partnaire Group reaffirmed its major commitment to preventing occupational risks by rolling out an interactive initiative aimed at its employees and the general public.

The goal was clear: to remind everyone of the importance of safe road behaviour for everyone's safety, whether it be on work-related or personal journeys.

To this end, Partnaire put the official Road Safety quizzes online, covering five essential themes for responsible driving: vital reflexes before taking to the road, safe behaviour at the wheel, the need for extra caution when dealing with vulnerable road users (cyclists, motorcyclists, scooter users), a complete review of the highway code, and the crucial importance of administrative aspects such as the essential licence and insurance. Partnaire wanted to make the most of the opportunity presented by national road safety week to remind everyone that road safety is an ongoing commitment and a priority for all!





Exchanges and sharing at the heart of the Senior Talent programme at Partnaire

Promoting employee involvement and expression

Facilitating the commitment of our employees is at the heart of our corporate project. This is reflected in a range of initiatives, from a skills sponsorship programme to support for the employment of seniors. In addition to these initiatives, a number of events are organised throughout the year to bring people together.

Talents Seniors: Partnaire joins forces with Apec

Apec's "Talents Seniors" programme, which is being rolled out nationwide, aims to promote the skills of senior executives and support them in their job search. This scheme brings together senior job-seekers with experienced professionals, who sponsor them for a year. These pairs exchange ideas regularly to expand the network of sponsored parties, strengthen their knowledge of the local economic fabric and help them get back on their feet professionally. At Partnaire, four of our managers are actively involved in this process as sponsors. Lyda Meunier, the Group's communications manager and sponsor since 2023, explains that one of the guidelines is to "get back into a positive frame of mind and finish mourning the loss of their previous job". Through the

commitment of its managers, Partnaire actively demonstrates its mission to promote employment and professional integration.

WHEN TAILOR-MADE SUPPORT REVEALS VALUE AND EXPERIENCE

Dominique L., whose passion for packaging has forged a 28-year career at the head of his own graphic design studio in Orléans, recently made the switch to salaried employment. This experienced professional, who will soon be turning sixty, has found decisive support through Apec's "Talents Seniors" programme.

This scheme, which promotes senior managers and supports them in their job search, put Dominique in touch with Aurore Fontaine, Director of Human Resources at Groupe Partnaire. For Dominique, this support was "perfectly

adapted" to his situation. He explains with gratitude: *"Aurore provided me with excellent support, whether it was reviewing my CV to get it through the various stages of recruitment, preparing me for interviews, or supporting me and boosting my self-confidence.* The constant presence of Apec was also a major asset for him.

Today, Dominique L. has turned his plans into reality by taking up a permanent contract with SGS & Co, a company specialising in packaging for well-known brands such as L'Oréal, Danone and Nestlé. He is now applying his expertise to large-scale projects for Vichy and La Roche Posay. Driven by a strong desire to pass on his know-how, he is also very involved in training, sharing his knowledge and experience. His story shows that experience is a precious asset, and that targeted support can open up new career prospects, even as 60 approaches.

Seniors and employment: Partnaire Vitrolles' commitment rewarded

The Partnaire Vitrolles agency was commended at the Trophées de l'intérim (Temporary Work Awards) presented by Coffreo (a French company providing support to employment agencies) for its exemplary commitment to the employment of older people. It stands out through the high percentage of employees aged over 55 recruited to the company. Its manager, Nathalie Libertino, values the experience of senior employees and is committed to offering them suitable assignments, particularly in the construction and transport sectors where experienced employees are in high demand.

People aged 50 and over represent

13% of permanent employees

11.7% of temporary employees



Guillaume Bernard, Account Manager and Nathalie Libertino, Vitrolles Branch Manager

A commitment to employment for senior citizens with the Lille European Metropolis (MEL)

In autumn 2022, we signed a charter with the MEL to promote the employment of senior citizens. Companies are actively contributing to the development of this charter. Each signatory sets out personalised commitments and objectives, tailored to their situation, needs and levers for action.

To date, 36 companies, associations and institutions have signed the charter, representing more than 2,500 employees over the age of 50.

ProMilès Manifesto: Partnaire committed to employment for military spouses

Philippe Gobinet, Chairman of the Supervisory Board, signed the ProMilès manifesto alongside General Fabrice Feola in October 2023. The ProMilès manifesto is the result of joint reflection between the armed forces staff and Medef. Its aim is to broaden and consolidate links between the local military and local businesses.

Partnaire's human resources department, with the commitment of Julie Ménoret (a former soldier), actively supports military spouses in the search for work. Its network in the Centre-Val de Loire region facilitates direct placements or referrals to the Group's agencies or consultancies, as demonstrated by the integration of a member of staff in the general resources department.

Skills sponsorship: review of a second year of commitment

In place since spring 2023, skills sponsorship allows employees with three months' seniority to offer two days a year of their professional or human skills to associations, during their working hours.

SKILLS DEVELOPED:

human

- 1. Team spirit
- 2. Open-mindedness
- 3. Emotional intelligence

professional

- 1. A sense of service
- 2. Their business skills
- 3. Management

83 solidarity actions carried out

35 associations supported

Overall satisfaction rate: 9.5/10

These experiences have enabled:

- 100% of employees to serve a cause and feel useful
- 84% of them to improve their well-being and commitment

At Partnaire, 2024 was marked by many pleasurable moments and invitations to spend time supporting or taking part in team challenges, all opportunities to strengthen our collective commitment. A look back at the highlights of 2024.



Managers' seminar: surpassing ourselves in the service of our collective ambitions

The year began with a high point for the Group, with a two-day meeting of all managers. The objective of this seminar was clear: to surpass oneself. This gathering provided an opportunity to take stock of the past year, highlighting essential values such as solidarity, perseverance, lucidity and commitment. Concrete examples of success illustrated the dynamic of achievement and our entrepreneurial spirit. To inspire participants, Moëz El Assine shared his journey as a Paralympic athlete. The event also featured team games and challenges, carefully designed to stimulate the exchange of ideas and strengthen collective synergy.



Return match: network teams within the support departments

The "Live my life" initiative has created a great dynamic within the Group, giving employees the opportunity to swap roles after the successful immersion of support services in branches last year. This time, it was the network teams who were able to delve into the day-to-day realities and challenges of our support services. Participants discovered the mysteries of accounting and management control, the exploits of the creative team, and deciphered the secrets of IT, not forgetting a diversion through the general resources and CSR departments.

Far from being a simple break, lunch was a particularly enjoyable moment, with lots of opportunity for informal chats to help strengthen ties. This friendly atmosphere fosters greater mutual understanding and, ultimately, more effective collaboration between our branch teams and support services.



Immersion in the human resources department, a day of exchanges and discoveries to better understand our respective professions



"J'aime Partnaire": the Olympic Games in music

True to tradition, Partnaire took part in the national event "J'aime ma boîte" (I love my company), a unique opportunity for our employees to share a moment of fun through collective inventiveness. As usual, the Management Committee set the tone with creativity and enthusiasm.

This year, in the wake of the Paris 2024 Games, it seemed only natural to challenge the Group's employees around the values of sport, with the theme "The Olympic Games in music". The competition invited teams to create and send in a sports and music video lasting no more than one minute. Judged by a jury made up of members of the Management Committee and sports partners on criteria such as originality, quality of execution, dress and team spirit, the best performances were, of course, rewarded. On the podium, the results were as follows: the marketing, communication and creative divisions took first place, followed by the tertiary team, and the bronze medal went to the Béthune team.

Noël Solidaire Partnaire: an outpouring of generosity

In November 2024, our President, Aurélie Gobinet, launched the "Noël Solidaire Partnaire" operation to support those in need over Christmas. This initiative invited employees to make their contribution by taking part in a range of initiatives to help the most disadvantaged, including the Telethon Challenge and voluntary work. Every gesture was encouraged and valued, however modest.

In the Centre Val de Loire region in particular, efforts focused on actions in support of the Banque Alimentaire, Secours Populaire and Maison des Femmes. Collections of toys and hygiene products were organised. A great moment of collective mobilisation and solidarity within the Group!



Christmas jumper competition

The ugly Christmas jumper competition is now a not-to-be-missed event at Partnaire. To bring 2024 to a close on a high note, this initiative invited employees to express their individual or collective creativity by presenting their most original and extravagant jumper. This annual event is a fun occasion, filled with the spirit of Christmas, and enjoyed by all.

Social dialogue and benefits

As a structuring element in relations between employees and members of management, social dialogue makes it possible to share information and the decisions taken within an organisation. Between the challenges and actions of the SEC, Sandrine Hirel, HR Development and Social Relations Manager, describes the contours of the dialogue bodies within the Partnaire Group.



SANDRINE HIREL
HR Development
and Social Relations
Manager

EXPERTISE AT THE SERVICE OF SOCIAL DIALOGUE

With a background in sociology and solid experience in social dialogue since 1999, notably at Simone Pérèle where I managed industrial relations and change management, I joined Partnaire in October 2019. My first assignment was to set up the Social and Economic Committee (SEC) at national level.

THE SEC FACES CHALLENGES AND RENEWAL

Following the elections at the beginning of 2020, the installation of this first national SEC, which was marked by a first meeting on 4 March, coincided with the outbreak of the health crisis and the first lockdown. This period required sustained and rapid exchanges with social partners to implement the necessary health measures, rethink the organisation of work and manage the use of short-time working.

After an intense first mandate, the renewal of the SEC concluded in September 2024. The outcome of this electoral process confirmed a diversity of representations, with 71.43% of the votes for the CFDT, 16.53% for the CGT and 12.04% for FO.

This diversity is an asset for a rich and constructive social dialogue within the Group.

A NEW DYNAMIC FOR SOCIAL DIALOGUE

Since taking office, the newly elected members of the Social and Economic Committee have worked hard to establish constructive social dialogue within the Partnaire UES. After a handover meeting with the previous team, we quickly put in place a schedule of regular meetings to address issues such as the presentation of the Group's development strategy, providing a clear vision of long-term directions and objectives. At the same time, the SEC has taken a proactive approach to updating the Comprehensive risk assessment document (DUERP), a fundamental tool for guaranteeing the health and safety of workers. This update has enabled us to identify and prevent occupational risks, demonstrating our commitment to improving working conditions. Another highlight was the launch of negotiations on the Time Savings Account (TSA) for temporary workers, conducted with the union delegates appointed by the representative trade union organisations within Partnaire UES. These negotiations led to the signing of an agreement at the end of the year, facilitating access to the TSA and allowing the release of the sums deposited. The SEC is approaching 2025 with the determination to continue and intensify social dialogue!

2
company
agreements
were signed in
2024



In addition to its SEC, Partnaire is socially committed: protection for all, promoted co-option, support for carers and disabled workers.

Co-option policy

The Group encourages its employees to co-opt talent, with rewards in the form of gifts and financial bonuses. If the employee so wishes, they can convert the value of the gift into a donation to the charity of their choice. The financial part of the reward is retained.

Caregiver

Following a proposal by the SEC at the end of 2021, and in line with the company's values of solidarity, the Group's HR Director, Aurore Fontaine, has introduced three days' leave a year for "carergivers". This initiative aims to support employees who are also carers by making it easier to reconcile their role with their professional activity.

Additional leave for people with disabilities

As part of our commitment to inclusion and to adapting to the needs of each individual, permanent employees with disabilities are granted two extra days' leave. These days are intended to facilitate their administrative and medical procedures, from the year of their RQTH (Recognition of Disabled Worker Status) onwards.

Social protection and pensions

Our permanent and temporary employees are covered by both health insurance and provident schemes. The human resources support team is the point of contact for all our permanent staff. All our employees benefit from health cover, unless they request otherwise (in the event that they are covered elsewhere, in accordance with current legislation) and provident cover.

For our temporary employees, we have a contact person to smooth out any problems with the Intérimaires Santé health insurance and Cerap provident fund operators. Every new permanent employee receives training in these social measures. Our temporary workers benefit from health cover in line with the industry scheme (from 414 hours worked) unless otherwise specified, and protection in the event that they are signed of work thanks to the provident scheme.





Equal opportunities and treatment for all

With its long-standing commitment to diversity and disability, the Group has made this belief a cornerstone of its corporate social responsibility. We are also considerate of vulnerable groups, who are often alienated from employment. This conviction is reflected in our own internal Equal Treatment Charter, a commitment that guides our professional practices. What's more, our network of disabled-friendly branches is proof of our commitment to providing an inclusive environment for everyone.

Internal charter on “equal opportunities and treatment”: a formal commitment

Our commitment to diversity and inclusion, formalised by our adherence to the Diversity Charter since 2009, is also reflected in our internal “equal opportunities and equal treatment” Charter, drafted in 2021 and still valid today. This reference document provides a framework for our interactions with our customers, candidates, temporary employees and permanent staff. These four pillars are at the heart of our “recruitment without discrimination” training courses, which are given by our Diversity Manager.

“Recruitment without discrimination” training: a complete pathway to inclusion

Training in “recruitment without discrimination” is an essential priority for all new recruits, going beyond regulatory obligations. Led by our Diversity Manager, Fabienne Da Silva, this comprehensive training course covers the legal framework, the crucial role of the Human Rights Ombudsman, identifying the various forms of discrimination, and the challenges and benefits of a diversity policy, with a particular focus on disability. In addition, a specific module on writing advertisements actively raises awareness of the twenty-six discriminatory criteria to be avoided.

88.5%

of employees
have been trained to recruit
without discrimination

DISABILITY-FRIENDLY AGENCIES: A VISIBLE COMMITMENT TO PEOPLE WITH DISABILITIES

Our commitment to people with disabilities is more than just an idea; we want to make it visible and accessible. That's why the “Parcours TH” label is essential, as a badge clearly indicates the presence of a disability advisor within our branches. This means that any temporary worker arriving on our premises knows that they can confidently inform the person they are speaking to that they have been recognised as a Disabled Worker (RQTH).

74% of the network has the
“Parcours TH” label



EUROPEAN WEEK FOR THE EMPLOYMENT OF PEOPLE WITH DISABILITIES

A high point for the Group



Inaugural press conference at the Partnaire Group headquarters

To mark the launch of the European week for the employment of people with disabilities in the Centre-Val de Loire region, the Partnaire Group hosted an inaugural press conference on its premises. Aurélie Gobinet Gmuender, the Chair, opened the meeting, followed by speeches from Florence Gouache (Préfecture Centre-Val de Loire/Loiret), Vincent Poumerol (LADAPT Centre-Val de Loire) and Arnaud Lévêque (Agefiph Centre-Val de Loire).

Targeted initiatives to inform and engage our stakeholders

During the European week for the employment of people with disabilities (EYEPD), the Partnaire Group deployed a range of targeted initiatives to raise awareness and engage its various stakeholders.

Our permanent employees were able to take part in interactive quizzes dedicated to invisible disabilities and attend informative conferences led by experts on diabetes, dysfunctional disorders and endometriosis. For our temporary staff, self-diagnostic tools have been made available to help them better understand disability and related pathologies. For example, an immersive escape game, organised in partnership with the association for the social and professional integration of disabled people (LADAPT) in Montargis, provided a fun way to tackle these issues. Finally, our customers had the opportunity to attend inspiring conferences where our Paralympic athletes shared their exceptional experiences.

990 Temporary workers
with disabilities worked for
758 customers

DuoDay, the highlight of the European week for the employment of people with disabilities



Duoday at the Brétigny branch where the team welcomed Caroline, on the right in the photo

The Partnaire Group has been taking part in DuoDay since its first edition, a national event that started in 2018 at the instigation of Sophie Cluzel, then French Secretary of State for People with Disabilities. DuoDay consists of pairing people with disabilities with volunteer professionals in companies, offering a day of immersion in the workplace.

This 7th edition was a real success, with more than fifty duos trained in our agencies, offices and head office, thanks to the involvement of our employees and the support of our partners, in particular Cap Emploi, France Travail, Epnak and LADAPT.

55 duos formed
for the 2024
edition



Our employees come to support "Team Partnaire"

Our athletes shone as our employees looked on: a look back at the Paris 2024 Paralympic Games

The Paris 2024 Olympic and Paralympic Games was an exciting time, and the Group's commitment to its "Team Partnaire" is something we remember with pride. By becoming a sponsor of six disabled athletes, a process facilitated by the Performance Pact and the Partnaire Foundation, the Group provided concrete support to these champions in their preparations and their aspirations to win "at home".

The Group's deep-rooted commitment to disability issues found exceptional resonance at the Paralympic Games held on our soil. The support given to "our" disabled athletes was an unforgettable highlight, offering our permanent and temporary staff, as well as our customers, an immense source of joy and intense shared energy. Enthusiasm for our Paralympic champions reached a peak during their events, when banners bearing their names were proudly waved. Our employees were swept up in this vibrant outpouring of support, which created powerful and inspiring collective memories. In all, nearly 150 employees (permanent and temporary) and customers had the privilege of attending a day of Paralympic events to

(1) Permanent and temporary staff

support Sandrine Martinet, Rémy Boullé, Héloïse Courvoisier and her guide, Anne Henriët.

Rémy recounted his experience of the Paralympic Games when he came to the head office, and Sandrine shared her silver-medal-winning journey with our employees via video conference.

The October general meeting of our Partnaire Foundation was delighted to welcome Charlotte Feraille, General Delegate of the French Sports Foundation, to give an assessment of the Paralympic Games. She highlighted the success of our team initiative entirely dedicated to parasport, illustrated by the great success of our athletes.

In 2025, the commitment between the Fondation du Sport Français and the Partnaire Foundation will continue. Charlotte Feraille presented different approaches to continuing to support French athletes, ranging from coaching to professional retraining at the end of their careers, not forgetting support for sports clubs.

147

employees⁽¹⁾ and customers attended the Paris 2024 Paralympic Games

A look back at our athletes' performances



SANDRINE MARTINET PARA JUDO

A multi-medal-winning parasport judoka, she won silver at the Paris 2024 Paralympic Games in the under 48 kg category, taking her impressive tally to five Paralympic medals and confirming her place among the world's best. Her expertise extends beyond the tatami, as she shared her knowledge of healthy eating with our employees to everyone's delight!



RÉMY BOULLÉ PARA CANOE

Well known and long supported by the Partenaire Group, Rémy won the bronze medal in the 200m KL1 para canoe event at the Paris 2024 Paralympic Games, repeating his performance at the Tokyo 2020 Games. A former soldier who became paraplegic in an accident almost ten years ago, his medal is a powerful symbol of resilience and determination. He was interviewed by France Bleu Orléans to talk about his Games, Team Partenaire and the development of Paralympism, during which he highlighted the support of the Partenaire Group.



HÉLOÏSE COURVOISIER PARA TRIATHLON

Visually impaired and taking part in her first Paralympic Games with her guide Anne Henriët, Héroïse has made spectacular progress in paratriathlon since 2020. Her event at Paris 2024, marked by capricious weather and an unexpected postponement of the event, was a real test of courage and determination, which she rose to by finishing an amazing 7th in the PTV1 category.



FLORIAN BOUZIANI PARA CYCLING

Although he was not selected for the time trial events at the Paris 2024 Paralympic Games, Florian affirmed his status as a top-level athlete by winning the world time trial champion title in the C3 category for the second time at the 2024 Para-cycling World Championships in Zurich. This dazzling victory is seen as magnificent revenge and a powerful illustration of his determination, rewarding a remarkable sporting career.



LUCIE JARRIGE PARA CLIMBING

Lucie, five-time para-climbing world champion, was unable to take part in the Paris 2024 Paralympic Games, as para-climbing was not recognised as a discipline at these Games. We will have to wait until the Los Angeles Games in 2028 for it to be included in the Paralympic programme. See you in Los Angeles!



MOEZ EL ASSINE PARA FENCING

Moez has a rich and consistent record at international level, marked by world and European titles, as well as Paralympic team medals, making him a respected figure in wheelchair fencing. He has not been selected to take part in the 2024 Paralympic Games. Moez is committed to the development of parasport and is a member of the French Paralympic and Sports Committee (CPSF).

Behind the numbers are the stories: inclusion as told by Partnaire employees

Far from being a taboo subject within the Group, disability helps to shape a genuinely inclusive corporate culture. This is reflected in very concrete ways: on the one hand, by sincere encouragement for permanent employees to take steps to be recognised as disabled workers; on the other hand, for operational employees, by a commitment to do everything possible to facilitate access to employment for temporary employees with disabilities. Enlightening testimonials from our permanent and temporary employees.



“Work is therapeutic”

AMANDINE MATHIEU

Business and recruitment manager

Amandine has been working for the Partnaire Group for twenty years, and she has acquired solid experience in the field of human resources. After starting out as a recruitment officer, she quickly progressed to a sales role, before taking charge of agencies in the north of Maine-et-Loire. After a brief diversion into lean management, she now holds the position of *Business and Recruitment Manager* in the Pays de la Loire region. Amandine is passionate about temporary work and is renowned for her commitment and expertise.

“ Try to find out what you don't have, so you can find out what you do have. ”

In the spring of 2022, Amandine first felt numbness in her arm and a tingling sensation in her left hand. These symptoms do not initially give cause for concern. But the pain intensified and became more frequent, prompting Amandine to consult her doctor between Christmas and New Year. This was the start of a real assault course: an appointment with the neurologist, a battery of tests (MRI, lumbar puncture...), long waits, administrative complications at the university hospital... *“I was discovering the system and learning how it works,”* says Amandine, who put a lot of energy into obtaining a diagnosis. The neurologist had warned her: *“You have to find out what you don't have in order to find out what you do have”*. In June 2023, the verdict was in: multiple sclerosis (MS), an autoimmune disease that attacks the central nervous system.

“I decided it wouldn't be taboo”

says Amandine Mathieu, who says she's *“lucky to work for a family-run human resources company, where she grew up! ”*. At Partnaire, *“we have a genuine disability policy”*, she continues. This support has involved *“adapting her workstation”* and helping her with *“her application for recognition as a disabled person (RQTH)”*. The Group's Diversity Manager, Fabienne da Silva, also assists employees in their efforts to obtain the RQTH. Amandine has chosen to talk openly about her illness to her colleagues and management at Partnaire, where she has been listened to and supported.

Her deepest wish? Working to change the way companies look at invisible diseases such as multiple sclerosis. *“Work is therapeutic!”* she concludes with a big smile. *“When you see Amandine's smile and strength, it changes everything”* says Sébastien Beaujault by way of invitation to watch Amandine's testimonial on the *l'écho des entrepreneurs* YouTube channel. We agree: go for it!



**L'Echo des entrepreneurs
“Amandine, invisible illnesses
in the workplace” presented
by Sébastien Beaujault**

"I like to take an interest in other people"

AUDREY LEFORT

Partnaire Branch Manager in Pays de la Loire

With expertise in human resources and a degree in psychology, Audrey joined Partnaire in 2013, after four years of working in a similar business. Here she shares her vision of truly inclusive recruitment.

"I'm passionate about my job because it gives me a great deal of autonomy, there's no excessive reporting, which means more time for what's important: finding the right skills to meet our customers' needs. And at Partnaire, the human dimension, and particularly inclusion, is a reality.

People are at the heart of my approach. As far as I'm concerned, it's only skills that count, for all candidates. Disability is part of the candidate's experience, no more, no less. It does not have to be the focal point, but requires sincere empathy and a climate of trust from the very first discussion. Some candidates may be

scarred by past experience and can be reluctant to talk about their disability for fear of being judged. In this context, the recruiter's stance is crucial: it is essential to listen sympathetically to their entire career path.

To encourage the employment of disabled people, it is also essential to have a thorough knowledge of our customers' workstations. I'm very keen to understand their needs and to do everything I can to ensure that they are satisfied with the assignments carried out by our temporary workers. That's why it's essential to overcome our apprehensions about disability, and to anticipate any adjustments that may be needed to avoid difficulties for the employee, because that would be a collective failure."



The agency headed by Audrey has a rate of provision of disabled employees that is 2.5 times higher than the Group average.

"Encourage constructive, personalised dialogue from the very first contact"

MARINE MALET

Recruitment officer

With the Partnaire Group since 2007, Marine first gained a wealth of experience in Paris, before joining the Lorient branch in 2018. Marine is committed to our policy of inclusion and has undergone specific training to become a "disability officer". All our branches are committed to the "Parcours TH" (see page 32), demonstrating our desire to support every candidate in their career plans. Marine shares her approach to recruitment, particularly for people with disabilities.

"At the Lorient branch, we work very closely together. We value direct exchanges with candidates, whether they choose to apply at a branch or via our digital platforms. With eighteen years' experience behind me, I have developed an approach based on listening to and recognising each individual. A quality welcome is essential and reflects one of our

group's key values: proximity. With this in mind, it is important to establish a constructive and personalised dialogue from the very first contact. This creates a climate of trust where everyone feels free to talk about their situation, including any disability, without fear of judgement.

In-depth knowledge of our customers' needs and the specific features of each job is also crucial. I remember a deaf candidate who was successfully placed in a food processing company, thanks to identification of the necessary adaptations and collaboration with the team on site. On a day-to-day basis, my role is to create links and open up opportunities for everyone, and that's what I love about my job!"



Pierre-Philippe Bousquet, Amandine Duplessis, Romain Mathieu and Aurélie Noyat

Partnaire and Martinat: a winning duo for Amandine, a disabled construction worker

AMANDINE DUPLESSIS

Amandine had always wanted to work as a builder, but faced with a number of obstacles, she finally opted for an apprenticeship in baking. But that was without counting on her determination, which led her to follow two successive training courses at Afpa in Bourges in 2020 and 2021. She has successfully obtained two professional titles: "builder" and "builder specialising in old buildings". Amandine is also recognised as a disabled worker, as she is deaf.

Thanks to her skills and determination, our temp walked through the door of our Bourges branch for the first time in spring 2024. She left with a job to do at Martinat.

"Our culture of inclusion and proximity to our customers means that we can offer a disabled female bricklayer to a construction company without any taboos," explains Pierre-Philippe Bousquet, branch manager.

Romain Mathieu, manager of Martinat since 2013, explains:

"This is the first time I've welcomed a woman into my teams. Amandine has skills that have become rare and she's motivated, which is essential for me as a business owner. I informed my employees of her arrival and took the opportunity to reduce the weight of the cement bags I usually ordered by 10 kg. Her integration has been very positive, which is why I've decided to take her on as a permanent employee in February, at the end of her year as a temporary worker".



Inclusion beyond intentions, a strength for Partnaire: the example of the Cognac branch

MARIE-JO CANITROT AND ELLORA BRUNET



The Partnaire agency in Cognac is the result of a unique collaboration between Marie-Jo Canitrot, the senior professional who set up the agency, and Ellora Brunet. Their backgrounds are marked by resilience and disability and embody the strength of a company that sees potential beyond traditional profiles, making inclusion a real asset.

TWO LIFE PATHS, ONE SHARED DETERMINATION

Marie-Jo Canitrot has had a varied career, having built up her expertise in the insurance and temporary employment sectors, with experience in both mainland France and Réunion Island. Her resilience was demonstrated in the face of breast cancer diagnosed in 2014; despite the treatment, she demonstrated her determination by quickly returning to work. In 2021, she was recruited by Partnaire as an experienced professional for a daring project: the creation of the Cognac branch. Marie-Jo, who says with conviction *"I like a challenge, I'm not afraid of it"*, took up the challenge with the necessary enthusiasm. Following a training course on disability run by Fabienne da Silva, Diversity and Inclusion Manager at Partnaire, Marie-Jo decided to apply for Recognition of Disabled Worker Status (RQTH), which she obtained in April 2024.

Ellora Brunet, for her part, is retraining to take a vocational qualification in human resources after being declared unfit for her job as a line driver in industry. Her profile was atypical, with no direct experience in the temporary employment sector, but she was highly motivated. She too is disabled (RQTH), due to back and knee problems. Her previous jobs in industry gave her the opportunity to work with employment agencies as a temporary worker. As she says, *"I was very interested in the life of the agencies"*.

AT THE COGNAC BRANCH, INCLUSION IS A REALITY!

It was in Cognac that these two different paths met. Marie-Jo, sensitive to Ellora's determination, gave her a chance after more than seventy rejections. She offered her a two-week period of work experience. After more than ten years as a line driver, it was time to make sure that a branch office job would suit her. This immersion proved conclusive for both of them. With the support of Fabienne da Silva and assistance from Agefiph, specific adjustments have been made to the workstations of the two employees. Ellora has an ergonomic chair, a screen arm and a footrest, while Marie-Jo has an ergonomic mouse adapted to her disability. Ellora started out as a work-study student, but quickly progressed

to the position of full-time recruitment manager on a permanent contract.

This model of integration and development, based on the recognition of potential and tailored support, makes the Cognac branch an example of Partnaire's mission and purpose: *to "make employment more humane"*. Despite the difficult economic climate, the team is looking to the future with optimism, hoping to expand the agency and welcome other talents who share the same human vision of employment.

**In three years,
around thirty
employees have
been helped to gain
recognition as disabled
workers, including a
dozen in 2024.**

Training, career development and innovation

Our Human Resources policies are aimed at both permanent and temporary employees, implying a dual responsibility. We take care to integrate the transformation of the relationship at work and new technological uses, while creating an environment conducive to the fulfilment and well-being of teams, thereby guaranteeing the company's performance.

82%

of new employees who have completed an onboarding programme

8%

of our employees were promoted in 2024

8%

of our permanent employees are work-study students, and more than 8% of them have been taken on

M/F INDEX

Our gender equality index remained unchanged from the previous year, with a score of 90/100

PARTNAIRE'S COMMITMENT TO CAREERS AND TRAINING

Employee development is a priority at Partnaire. Each career path is supported by tailor-made training programmes designed to improve business skills and boost performance.

Partnaire ensures that each new recruit benefits from a personalised induction programme, facilitating a fluid and complete understanding of the company from the very first weeks. Career prospects are at the heart of employee development and company growth. Our internal mobility process offers stimulating geographical and professional opportunities within the Group. Partnaire is actively committed to the younger generation, particularly through work-study programmes. We offer young

people a concrete place in the company, by giving them assignments that significantly enrich their experience in human resources or business.

TEMPORARY EMPLOYEES: SPECIAL ATTENTION TO THEIR PROJECTS

Our temporary employees receive the utmost attention. We place their career plan at the heart of our proposal, taking into account their expectations in terms of assignments, contracts (temporary, permanent temporary, etc.), mobility and personal and professional development. This means offering the same opportunities to all candidates and guaranteeing that their skills will be retained after each assignment. Training and our temporary employment contract solution are key to achieving this.

COMMITMENTS AGAINST CHILD AND FORCED LABOUR

We are a major player in the employment market in France and Western Europe⁽¹⁾. As such, child labour and forced labour are not material considerations for our organisation. However, we make a point of checking the presence of minors among our staff. These elements are checked by our verification organisation, Batt audit. Proof of verification can be found on page 75. In addition to these controls, our ISO 45 001 management system includes an operating procedure that states that it is forbidden to employ minors under the age of 16, and refers to the legal note issued by the Prism'emploi trade union for the specific regulations applicable to young people aged 16 to 18. It should also be noted that it is totally forbidden to keep an identity document for any reason whatsoever. These elements are audited as part of ISO 45 001 certification.

(1) International business is not included in the scope of this report



A remarkable trajectory in which our mission takes on its full meaning

HÉLÉNA MEYER

Market Manager

From her work-linked training certificate to her current role as market manager for retail, distribution and events, Héléna Meyer's career with Partnaire has been one of unfailing determination and a constant desire for new challenges.

Partnaire's career development and training policy is best illustrated by the testimonials of our employees.

FROM FIRST STEPS TO BRANCH MANAGEMENT

Héléna's adventure with Partnaire began in 2013. While looking for a work-study placement for her degree in human resources, she discovered the company at a trade fair in Orléans and quickly joined the Blois team. For two years, she honed her skills there. In fact, the Blois branch has established itself as a veritable "Partnaire academy", a breeding ground for talent where many, like Héléna, have made a lasting commitment to the company.

From September 2015, when she signed her permanent contract as a sales representative in Blois, Héléna made no secret of her desire to "move". Six months later, this desire for change took her to the Rhône-Alpes region. With no specific destination in mind, an opportunity has arisen to follow the Liebot Group, a major customer in the Ain region. Héléna arrived in Lyon and, after successfully filling in for someone at the agency, opened her own structure in Meximieux in January 2017. This experience of setting up an agency, while demanding, continues to nourish her taste for challenges and breaking new ground.

FROM LOCAL MANAGEMENT TO NATIONAL DEVELOPMENT

The Meximieux branch is thriving. Héléna was initially earmarked to head up the future Bron branch, but recruitment problems and the arrival of the health crisis mean that she had to manage both branches simultaneously until spring 2023. This period was rich in managerial learning, and strengthened her desire to devote herself fully to commercial development. Partnaire put its faith in her once again and offered her a job in the sales department. Initially in charge of the Auvergne-Rhône-Alpes and Bourgogne-Franche-Comté regions, her role quickly evolved towards a national dimension, with a specialisation in the retail, distribution and events market - a sector in which Partnaire had little presence at the time. Now Market Manager, Héléna is taking on this new challenge with infectious enthusiasm and a determination that is bearing fruit, posting very encouraging results after just six months, despite the complexity of the market.

What drives Héléna is a shared taste for developing new markets, taking on jobs that didn't exist before, and the satisfaction of seeing the direct results of her work. She is the perfect embodiment of Partnaire's mission and purpose: "To give everyone the chance to succeed, according to their potential and desires." Over the last twelve years, this bubbly and daring thirty-something hasn't experienced a minute of boredom. As she says so well: "I'm happy to have joined Partnaire as soon as I started my work-study programme. This company has given me opportunities and that means I never get bored!". Her loyalty to the Group is rare in her generation and bears witness to the wealth of career paths offered by the company.



Read about Virginie Duranel, Maëlle Kergroas and Nicolas Goglu

Maëlle Kergroas,
Deputy Branch Manager,
Orléans tertiary branch



Nicolas Goglu,
Sales Director
France



Virginie Duranel,
Business and recruitment
manager





Innovation programme, our teams at work

Launched at the beginning of the year, Partnaire's innovation programme marks a key stage in our continuous improvement approach. Designed to last, it mobilises all our employees to co-construct the Partnaire of tomorrow. This programme covers all aspects of the business: uses, best practices, development of offers and services, and customer journey optimisation.

The programme is based on project proposals from the teams, with the possibility of incubation for the initiatives selected. To boost this approach, tools and masterclasses led by experts have been introduced, covering creativity, user experience and responsible innovation.

Three key themes have been chosen to enrich our professional practices.

- Graphic facilitation can be used to simplify complex ideas and visuals can be used to liven up meetings;
- Collective intelligence and facilitation offer tools for leading problem-solving and ideation sessions by harnessing the power of the group;
- Lego Serious Play, used for branch openings, stimulates creativity by breaking out of conventional thinking patterns to build innovative processes.

More than twenty ideas were put forward by employees from all walks of life, then structured and put to the vote to designate the three priorities. The ideas submitted by employees are aimed at digitising and optimising internal processes, particularly via applications, to improve operational efficiency and risk prevention. They are also seeking to enrich the experience of temporary workers by offering them new services, support for mobility and career development, and enhanced communication.



OVER
300

voters to select the
top 3 ideas to put into
practice

Partnaire is actively committed to supporting and ensuring the well-being of its employees, over and above traditional career paths. To this end, the Group provides the "Tout apprendre" platform, offering privileged access to training and culture. At the same time, as a major player in the profession, Partnaire is an essential intermediary for the services of the FASTT (Social action fund for temporary work). This global approach, which combines training and FASTT support, demonstrates Partnaire's desire to provide everyone with the means to develop their skills and overcome obstacles, opening the way to new professional opportunities and a progressive career.

"Tout apprendre": a platform giving employees access to knowledge and culture

In 2022, the Partnaire Group rolled out the "Tout apprendre" platform, offering unlimited and free access to a wide range of content for all employees (permanent and temporary) and their families. This major social, cultural and community project provides a very diverse online library. It includes video courses on 24 themes (homework help, languages, sport, music, cooking, etc.), over 2,500 different press titles, and a digital library with over 100,000 books, comics and podcasts. Online expert services (teachers, psychologists, lawyers) are also available. The aim of this initiative is to support the personal and professional development of our teams by offering them a variety of resources to learn and grow on a daily basis, with new features added throughout the year.

KEY FIGURES FOR 2024

- Connections (> 3 min): 33,495
- Total connection time: 12,090 hours
- Top 3 most popular courses (by duration)
 - Language passport (28%)
 - Homework help & guidance (24%)
 - Driving & Navigation (16%)

FASTT, a response to the social needs of temporary workers

The FASTT (Social action fund for temporary work) is a key player in supporting temporary workers. It provides them with a range of services and practical help to make their daily lives easier: housing, budgeting, health, mobility, not forgetting the social support service. In this way, FASTT helps to secure their career paths and improve their living conditions. As a partner of FASTT, the Group is committed to promoting access to these schemes for its temporary employees.

2024 REVIEW OF SERVICES PROVIDED TO OUR TEMPORARY EMPLOYEES

FASTT provided 2,037 services for our temporary workers, broken down as follows:

- Help finding accommodation: 53%
- Request for credit: 18%
- Vehicle hire: 12%
- Situations dealt with by the social service: 9%
- Childcare: 8%

In terms of emergency services, in 2024 FASTT provided 43 shelters and 31 exceptional assistance packages for our employees.

2,934
days of employment preserved
thanks to FASTT schemes

"À vous la parole" - a game to encourage people to express themselves

The "À vous la parole" game, which has been running for over 12 years, is a major initiative to raise awareness of FASTT among temporary workers. Over 1,350 of our temporary staff took part. Every month, a prize draw is organised, offering the chance to win a €200 shopping voucher, and two of our temps have already been winners.

Health and safety tour

Every year, we take part in several stages of the "À vous la santé et la sécurité" operation organised by the FASTT to promote health and safety for all. In 2024, we were present on twelve stages, enabling us to meet 301 of our temporary workers directly at their place of work.



ENVIRONMENT

Helping to protect the environment is one of the pillars of our corporate social responsibility policy. As a human resources group, we focus on two key issues: greenhouse gas emissions and, more generally, energy efficiency and waste management. We measure our carbon impact and take action to reduce it..



Initiating a transition plan

As part of its environmental strategy, in 2021 Partnaire tackled the issue of its carbon footprint (scopes 1, 2 and 3, including energy-related emissions), and since 2022 has presented its global carbon statement covering all scopes. 2022 will therefore be the reference year. By carrying out these studies, we will be able to make a commitment to the Science Based Target (SBTi) initiative in 2025, enabling it to validate our climate trajectory in line with the Paris Agreements (1.5°C).

Measure

Assumptions have been made for three positions:

- **Purchases of goods and services:** in the absence of suppliers providing their own emission factors, the calculation was made using the Ademe's monetary ratios.
- **Home/work journeys by permanent employees (calculated on the basis of employees' addresses and their usual places of work):** this only includes journeys by employees who do not have company cars (whose journeys are counted under "journeys by company or official vehicle, scope 1") and journeys by public transport (negligible in terms of carbon emissions). The emission factor is that corresponding to an average engine, so it is an approximation, but it illustrates the order of magnitude of this position.
- **Temporary workers' movements (calculated on the basis of temporary workers' addresses and their places of assignment):** The emission factor is that corresponding to an average engine, so it is an approximation, but it illustrates the order of magnitude of this position. The level of granularity does not allow refinement according to how employees travel (green mobility, carpooling, public transport, etc.). It is therefore quite possible that this item is overestimated. In addition, a new method for capping long-distance travel by the temporary workers concerned has been applied. It was estimated that they could not travel more than 100 km per day. The 2022 and 2023 data have therefore been recalculated. 2024 has been calculated in the same way.

SCOPE 1

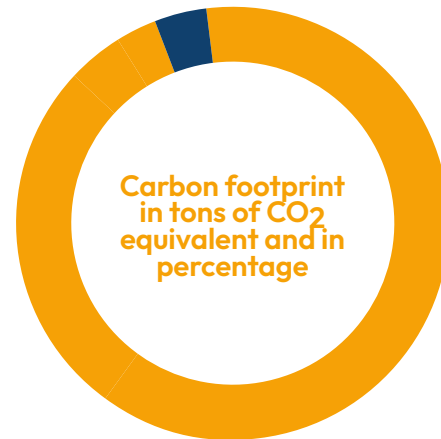
- Fossil fuels: **0%**
- Travel in company cars: **4%**

SCOPE 2

- Electricity purchased: **0%**
- Fugitive emissions: **0%**

SCOPE 3

- Temporary worker home/work travel: **62%**
- Purchases of goods and services: **27%**
- Direct waste: **0%**
- Permanent employee home/work travel: **4%**
- Energy-related emissions not included in scopes 1 and 2: **0%**
- Fixed assets: **3%**



In tonnes of CO ₂ equivalent	2022 (reference year)	2023	2024	2024/2022 Variation
Scope 1	1,156	1,047	1,253	+ 8 %
Scope 2 (market based)	35	2	5	- 86 %
Scope 3 upstream	12,443	9,999	10,791	- 13 %
Scope 3 - downstream	25,234*	20,363*	19,268	-24%
Total for Scopes 1+2+3	38,867*	31,411*	31,317	- 19 %

*Recalculation of data using more reliable estimates of long-distance travel by the temporary workers concerned (capped at 100 km per day).

Reduce

Between 2022 (base year) and 2024, on a like-for-like basis, our carbon emissions fell by 19% for scopes 1, 2 and 3, which seems compatible with a trajectory in line with the Paris Agreements (taking 2022 as the base year). These are the elements that will be shared with SBTi with a view to validating the Near-term Target trajectory.

Scope 3 accounts for 96% of the Group's emissions, and the largest source of emissions is travel to and from work by temporary staff (62%). The second emissions item is more traditionally related to the purchase of products and services (27%). With regard to scopes 1 and 2, the removal of fossil fuels from the buildings' heating systems was completed in 2023, a few leaks of refrigerants were observed and the purchase of green energy resulted in very low "market-based" emissions.

Investment in electric vehicles continued, but the Group's growth led to an 8% increase in this item. The return to in-house management of the vehicle fleet should enable us to improve this result. The action plan calls for total electrification of the vehicle fleet by 2035.

Emissions linked to the travel of temporary workers are decreasing in the same proportions as those linked to the purchase of goods and services.

Carbon intensity will fall from 79 kg CO₂/k€ of sales in 2022 to 60 kg CO₂/k€ in 2024, a reduction of 24%.

Contribute

The Group can expect to be carbon neutral in scopes 1 and 2 by 2029, with recourse to carbon offsetting for any residual emissions. The installation of self-consumption solar panels will also contribute to a more global approach to responsibility.

Transition plan

The transition plan will be defined in the coming months and will be based on our responsible purchasing strategy (recovery of emission factors from suppliers) and on the mobility initiatives initiated for both temporary workers and our employees. Our expansion with the opening of new agencies every year means that we will also be thinking of reduction in terms carbon intensity.

At a time when environmental challenges are intensifying and the transition to a low-carbon economy is becoming imperative, our Group is reaffirming its commitment to a responsible environmental approach. Our environmental strategy is global and targets the reduction of our greenhouse gas (GHG) emissions in scopes 1, 2 and 3. This includes, as the first levers of our decarbonisation, rigorous management of our energy consumption, travel and optimised waste management.

For 2024, our environmental roadmap included key initiatives: we are working to decarbonise our vehicle fleet and are conducting an energy review of our infrastructure. At the same time, we are committed to integrating green energy and to installing solar panels on the roof of our head office. We are also taking action by promoting eco-driving among our temporary staff and introducing car-sharing solutions. Finally, we are taking concrete action to recycle and recover waste.

These targeted initiatives demonstrate our commitment to reducing our environmental footprint and actively contributing to a sustainable transition.

SCOPE 1 DECARBONISATION LEVERS

Car fleet and energy optimisation for buildings

The Group started electrifying its car fleet in 2020, adjusting the engines of its employees' vehicles on the basis of their use and the challenges of climate change.

To support uptake of the electric vehicle, which requires adaptation, drivers are given "smart cables" to facilitate recharging at home, thus ensuring fair compensation for electricity consumption linked to professional use. By 2024, electric and hybrid vehicles will account for 27% of the Group's vehicle fleet.

Since last November, the management of the car fleet has been handled directly by the Group for more effective monitoring.

In 2025, the new tax system, combined with environmental requirements, will guide the review of the company's overall car fleet policy.

ENERGY PERFORMANCE OF SITES

In spring 2023, the support teams moved into the Group's new head office in Olivet, set in wooded surroundings in the heart of the Parc du Moulin and served by the tramway. The building was constructed to very high environmental standards.

With regard to energy performance, eligible sites are declared on the Operat platform, and their consumption trajectories are in line with the regulations of the tertiary sector decree. A regular review of the branches' actual energy consumption is carried out, making it possible to identify and plan the work needed to optimise consumption while maintaining a high-quality working environment.

4% MORE

electric and hybrid vehicles in the fleet
Our vehicle fleet consists of 27% electric and hybrid vehicles, compared with 23% in 2023.



SCOPE 2 DECARBONISATION LEVERS

Green energy for all sites and installation of solar panels at head office

RENEWABLE ENERGY: A CONTRACT FOR ALL OUR SITES

In line with its environmental commitment, the Partnaire Group has opted for a 100% renewable energy supply for its buildings (branches and head office), totalling 1,447,018 kWh of electricity consumption in 2024. Our contract guarantees access to green energy certified by guarantees of origin.

ENERGY TRANSITION: OUR HEAD OFFICE GOES SOLAR

As part of its commitment to the energy transition, at the end of 2024 the Group launched a project to install self-consumption solar panels on the roof of its head office in

Olivet. The aim of this strategic project is to produce green energy, protect the company from fluctuations in electricity prices and strengthen its energy independence.

The installation, with a potential output of 76 kWp, will comprise 166 panels spread over an area of 345 m². Estimated annual production is 83 MWh, for annual consumption of 237 MWh (in 2024). Work is scheduled to start in May 2025, with commissioning expected in the following months. This project, carried out in collaboration with JP Énergie Environnement, reflects the Group's commitment to reducing its carbon footprint while playing an active role in promoting renewable energies.

100%

green energy
Electricity
consumption
of buildings:
1,447,018 kWh

SCOPE 3 DECARBONISATION LEVERS

Optimising mobility and recycling waste

ECO-DRIVING: TRAINING AND REDUCING EMISSIONS FOR OUR TRANSPORT PROFESSIONALS

Eco-driving is not just an option for our temporary transport professionals, it's the norm. Our Group has rolled out a systematic training and awareness programme for every driver. The aim: a measurable reduction in fuel consumption and CO₂ emissions.

STRUCTURING A RESPONSIBLE OFFER

This eco-driving initiative for transport professionals is part of our overall CSR policy, in which the safety and well-being of our temporary workers are a priority. With a demanding and rigorous risk prevention policy, Partnaire has made eco-driving a natural extension of its commitments. The arrival of Stéphane Picart, an industry expert, marked a real turning point for our transport business in 2022. He has structured and developed our offering, enabling innovative projects such as eco-driving to emerge. An initiative strongly supported by our Managing Director, David Herlem, who sees it as a key part of our corporate culture.

ECO-DRIVING TRAINING: HOW IT WORKS

Our one-day eco-driving course relies above all on experienced instructors, road professionals who speak the same language as our trainees. We prefer small groups of no more than four people because nothing beats exchanging and sharing experiences.

The training is divided into two parts: a theoretical part in which the essential concepts are explained, and a practical part in the field. This takes place in two distinct phases. Firstly, each participant drives their usual category of vehicle (bus, HGV, etc.) in a natural way, without applying eco-driving techniques. They then follow the same route, putting the advice they have received into practice. At the end of these two phases, all the parameters measured are compared: fuel consumption, CO₂ emissions, etc. In this way, the trainee can see the real impact of eco-driving on both performance and the environment.

72%

of temporary workers trained in eco-driving were on assignment in 2024



All good driving practices have an impact on fuel consumption and CO₂ emissions. If you want to measure the carbon footprint of your journey, visit the Ademe website.

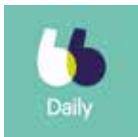


THEY SAY IT BEST: OUR TEMPORARY WORKERS TALK ABOUT THEIR ECO-DRIVING TRAINING

Lauralie is a young woman in her thirties with infectious enthusiasm who always wanted to be an HGV driver. With a background in logistics, she decided to train and obtained her professional qualification as a "road haulage driver". Since then, she has taken on a series of assignments for our Chambéry branch, including transporting glass, collecting medical waste and driving a site truck. When asked about her eco-driving day, Lauralie explains, "I already had a good basis for optimising my driving thanks to my training, but a reminder is always helpful. I enjoy a challenge and am always looking to improve. The idea of making a contribution, however modest, to protecting the environment is close to my heart, and I'm thinking of my nephews and their future".

Jean-Patrick is a fan of temporary work, and has found his place thanks to the Chambéry team, with whom he shares a strong professional bond. A former fire-fighter from Paris who moved to the Alps, he has been working for Partnaire since November 2023. He has excellent memories of the eco-driving training day: a competent trainer, an extremely friendly group of trainees and useful experience sharing. "Before this training," confides Jean-Patrick, "I thought that eco-driving was just about cutting costs for the company by reducing fuel consumption. I've discovered much more: a sense of well-being at work linked to a calmer driving style, a more serene relationship with other road users. Anticipating and controlling the pace considerably reduces my stress and tiredness at the end of the day."

Vincent, a former nightclub events professional, had to reinvent himself after 20 years in the nightclub business following the health crisis. He chose the transport sector and, after an initial experience on a permanent contract, opted for more freedom by becoming a temporary HGV driver. That's how he came to visit our agency in Limoges. Like all our drivers, he has taken our eco-driving training course. "When I was first told about eco-driving training, I was really sceptical," he admits. "I thought I already knew the rules of eco driving, but the trainer impressed me. He has a clear and effective way of conveying good practice. I learnt a lot and I even wish the course had lasted longer! Today, I'm applying his advice and recommendations and correct myself. Frankly, I think this is an excellent initiative on the part of Partnaire!"



👉 BlaBlaCar Daily car-sharing solution: new practices for responsible mobility

In line with our environmental commitments and to offer our employees sustainable mobility solutions tailored to their needs, we have set up a partnership with BlaBlaCar Daily (formerly Klaxit).

The success of this type of initiative depends not only on the tool, but above all on our collective ability to adopt new habits. Car-sharing represents a significant change in the way we travel between home and work, and this requires a real effort in terms of education and support.

Despite our communication efforts for BlaBlaCar Daily, take-up has not yet reached the level we had hoped for. We are aware that information alone is not enough to change firmly-entrenched habits. Changing behaviour takes time and gradual commitment. Our aim remains to demystify car sharing by highlighting its economic, ecological and social benefits. We are continuing to analyse the obstacles and explore personalised approaches to help people embrace this more responsible form of mobility.

510

journeys made

2,470 kg of CO₂
emissions avoided

Reducing, recycling and recovering our waste

Our main waste products include electrical and electronic equipment (WEEE), paper, ink cartridges and batteries. At head office, where our support services are concentrated (around 150 people), our recycling programme is extended to aluminium cans, plastic and organic waste, and cigarette butts.

1.3

tonnes of electronic waste were recycled in 2024. That's 47% less than the previous year.

This is the result of rigorous optimisation of our in-house IT resources.



Our printing consumables are sent to a recognised recycling network

Thanks to our partnership with Ricoh, we send our used ink cartridges to Conibi, a recognised and certified player in the industrial recycling of printing consumables. This collaboration guarantees responsible and traceable management of our waste.



Cigarette butt management: a common waste item, a responsible solution

To complement our waste management, we work with Cy-Clope, a French company specialising in solutions for smoking areas. Thanks to this partnership, we collected and recycled 38,000 cigarette butts (or 9.5 kg) in 2024, the most common form of waste in the workplace.



Elise: our partner for recycling office waste

At head office, the contract with Elise has strengthened our system for sorting and recycling office waste. Using specially adapted processes and containers, Elise takes care of our plastic waste, metal cans, cardboard, paper and envelopes. For example, in 2024, 1078 kg of paper and cardboard were collected and recycled by Elise.



WEEE and archive management: partnership and traceability

Since 2019, we have been working closely with Norip, a local company specialising in the collection and recycling of our Waste Electrical and Electronic Equipment (WEEE). Traceability of waste management is guaranteed by the use of the "Trackdéchets" platform. This relationship of trust also extends to the secure destruction and recovery in France of our sensitive archives, depending on our needs.



Les Cycloposteurs: our SSE solution for bio-waste

To collect and recycle our bio-waste at head office, our largest site, we have opted for Les Cycloposteurs. This organisation, which is part of the Social and Solidarity Economy (SSE), embodies our local commitment by playing an active part in the ecological transition in Orléans Métropole.

646 KG
of bio-waste was collected by Les Cycloposteurs and turned into 215 kg of compost



World Clean Up Day: Partnaire always present!

Every year, the teams at Partnaire get involved in World Clean Up Day, a traditional event which, in addition to collecting rubbish, is an opportunity to share some relaxed and fun moments with colleagues.

As our local actions are part of a global challenge, we are reaffirming our ambition for robust and measurable environmental performance. This is why the Group is preparing to take a major new step by committing to the Science Based target initiative (SBTi) in spring 2025.

This commitment represents much more than a simple declaration; it is a scientifically rigorous and validated roadmap that will enable us to define greenhouse gas emission reduction targets in line with the imperatives of the Paris Agreement. By adopting this science-based approach, we guarantee the relevance and effectiveness of our efforts.

This is a guarantee of transparency and credibility for all our stakeholders. By signing up to this internationally recognised approach, we are making a significant and measurable contribution to the low-carbon transition, confirming our role as a responsible, forward-looking company.



— Our governance

Our governance is the foundation of our commitment, it is rooted in rigorous business ethics and a responsible vision. Our family governance model guarantees a long-term perspective for all our stakeholders.

groupe parnaire

—
STRATÉGIE - ACCOMPAGNEMENT

NOUS SAVONS V'ÊTRE

Rendre l'entreprise plus humaine.

Donner à chacun
le plaisir de travailler.

Être un acteur engagé
dans la performance.



PARTNAIRE GROUP

Family governance for responsible growth

By appointing his eldest daughter, Aurélie Gobinet Gmuender, as Chair of the Executive Board in autumn 2023, Philippe Gobinet, founder of the Partnaire Group, is ensuring the company's continuity as a family business that is synonymous with stability and trust. This handover confirms the long-term vision that guides the Group's actions, in the service of all its stakeholders.

The Supervisory Board

Role: Controls the management of the company.

Composition: family-based. Mr Philippe Gobinet as Chairman, his wife, Mrs Elisabeth Gobinet, and Mrs Delphine Boutens, alongside the other members appointed in accordance with the provisions of the Articles of Association.

Frequency of meetings: quarterly.

The Executive Board

Role: Manages the company and defines its strategic direction, taking account of social and environmental issues.

Composition: Aurélie Gobinet Gmuender (Chair), Edouard Gobinet and David Herlem (Managing Director).

Frequency of meetings: quarterly (minimum).

The CSR Manager reports to the Chair of the Executive Board, given the importance of the subject to the Partnaire Group.

The Management Committee

Role: An operational body that steers projects, monitors the CSR action plan and ensures its implementation.

Composition: Six operational departments: Human Resources, Finance, Sales France and International, Recruitment, Candidate Experience and Transformation, General Secretary.

Frequency of meetings: monthly, attended by the Chair of the Executive Board.

The CSRD Committee

Role: definition of CSR issues, material ESRS and rating of material impacts to inform the dual materiality matrix and finally to monitor the "sustainability report" project.

Composition: Chair of the Executive Board, who chairs the Committee, Managing Director, CFO, HR Director, Director of Candidate Experience and Transformation, Head of CSR.

Frequency of meetings: two meetings in 2024

The Commenterre consultancy contributes to the work of the CSRD committee.

GOVERNANCE STRUCTURE



BREAKDOWN BY GENDER

Supervisory Board



Executive Board



NON-FINANCIAL RISKS

Category	Type of risk	Description of the risk	Risk management
Business impact	Reputation	Building and developing our employer brand in a sustainable way	In order to respond to the emergence of new employee expectations, we rely on our CSR approach, which has been recognised and awarded platinum level by EcoVadis for several years. The development of our territorial coverage and our numerous partnerships with local players contribute to attracting, hiring and retaining new talent. The introduction of skills sponsorship supported by the Partnaire Foundation contributes to the attractiveness of the company.
		Guarantee and preserve the health and safety of all its temporary and permanent employees	An ambitious health and safety policy has been put in place to guarantee safe working conditions for our employees. The “behavioural safety diagnostic” is an effective operational tool for talking temporary employees, customers and permanent staff in our network about risk prevention. ISO 45 001 certification also reflects a successful prevention policy.
	Human resources	Avoid any risk of discrimination and breach of equal opportunities	As a sustainable player in diversity, Partnaire Group implements a policy and resources in favour of diversity and inclusion, particularly for people with disabilities. All recruiters are trained to recruit without discrimination. To detect resistance to discrimination, external tests (testing) are carried out on the network’s recruiters by an authorised body.
		Meet the expectations of its customers in terms of training for temporary workers	Our approach to training seeks to ensure that the skills of our temporary workers are in line with the expectations of their jobs in order to meet customer requirements. The temporary employment contract contributes to this.
		Ensure the skills of employees	Thanks to a well-established employee career path and development plan (systematic annual talent review), the Group’s permanent employees benefit from training adapted to their professional development and to the company’s needs. A new post has been created, the “expert” recruitment manager, to reward and promote this key position in temporary work.
		Anticipate recruitment difficulties for temporary and permanent staff	The Group has a proactive youth policy and takes on a number of students on work-study placements each year. The co-option policy for temporary and permanent staff promotes the recruitment of talent. Proven territorial proximity to employment and training players multiplies recruitment opportunities. Partnaire is committed to developing the intermittent employment contract to retain its temporary employees.
		Information system	Take cybersecurity into account to protect the data of our stakeholders
Regulatory developments	Avoid regulatory non-compliance in all areas (temporary employment, social, tax, sustainability regulations, etc.)		The organisation of regulatory monitoring and membership of professional organisations (Prism’emploi) enables active participation in commissions and working groups dealing with future regulatory developments, ensuring that we keep well ahead of decisions that need to be made. Our commitment to the Global Compact, coupled with contributions to working groups (Prism’emploi’s CSRD working group) and the platinum rating awarded by Ecovadis, are part of a proven path to sustainable transformation.
Legal impact	Regulatory developments	Avoid regulatory non-compliance in all areas (temporary employment, social, tax, sustainability regulations, etc.)	The organisation of regulatory monitoring and membership of professional organisations (Prism’emploi) enables active participation in commissions and working groups dealing with future regulatory developments, ensuring that we keep well ahead of decisions that need to be made. Our commitment to the Global Compact, coupled with contributions to working groups (Prism’emploi’s CSRD working group) and the platinum rating awarded by Ecovadis, are part of a proven path to sustainable transformation.

NON-FINANCIAL RISKS

Category	Type of risk	Description of the risk	Risk management
Environmental impact	Controlling and optimising energy consumption	Incorporate the increasing requirement of environmental regulations on energy consumption	A sobriety plan has been drawn up in accordance with government requirements. A review of the energy consumption of the sites (branches and head office) weighted per m ² is organised at least once a year to determine priorities for renovation or even relocation. The construction of the new headquarters has taken account of the latest regulations, equipment and materials. A project to install solar panels is under way for 2025. We are upgrading our fleet of vehicles as part of an ecological transition (electric vehicles).
	Recycling	Avoid the systematic destruction of all waste	The Group has set up a number of partnerships to recycle its main waste products. This is the case for WEEE with a local service provider who gives eligible products a second life. These products are intended for a people with a disability or who are computer illiterate. In-house recycling of laptops has been introduced. Old furniture is sold or donated to associations. Paper, cartridges, organic waste and cigarette butts are also recycled through appropriate channels.
	Customers	Reduce the impact of increased energy costs for our customers' economic activity	The diversification of our customer base, which is the result of our development strategy, enables us to limit the impact of energy price rises on their economic activity.
Financial impact	Suppliers	Prevent the consequences of any shortages or failures on the part of our suppliers	Partnaire Group organises communication and an analysis of financial and operational risks for all first-tier suppliers. We assess their performance annually, with 25% of their score based on ESG criteria.
	Business ethics	Avoid any risk of corruption or fraud	Partnaire has set up an e-learning course for all employees exposed to the risks described in the Sapin 2 Law. A Code of Ethics and Conduct is in place within the Group and is systematically presented and explained to new recruits. Strict control procedures are also in place.
	Customers	Prevent the consequences of any failures on the part of our customers	Partnaire has customer risk insurance that covers the majority of its customers. Other customers are reviewed on a quarterly basis. The customer risk department guarantees the procedures put in place. A specific analysis is carried out for customers affected by a geopolitical crisis.



OUR ETHICAL COMMITMENTS

Anti-corruption: the ethical framework of our practices

CODE OF ETHICS AND CONDUCT: A FRAME OF REFERENCE FOR OUR PROFESSIONAL PRACTICES

Without waiting to be eligible for the Sapin 2 law, the Partnaire Group has drawn up a code of ethics and conduct as a framework for our professional practices.

The code of ethics is designed to be clear and concise, defining the conduct that is expected. It also encourages managers to create a climate of trust that fosters communication and speaking out.

Our Code of Ethics also includes a Whistle-blowing Procedure for reporting any breaches of the Code or other serious matters. We have purposely created an email address outside the Partnaire domain managed by the Compliance Officer.

A CODE OF ETHICS AND CONDUCT KNOWN TO ALL.

Once written, this code was sent to all employees by the Managing Director. For new recruits, it is presented and explained during the onboarding process.

Since 2023, at the same time as the employment contract is handed over, a certificate is also signed by all new arrivals to ensure that they have read the code of ethics and conduct.

**In 2024,
no alerts
were reported at
conformite.partnaire@gmail.com**

We are resolutely committed to fighting fraud, corruption and unethical business practices that compromise the foundations of our country's social pact. We believe it is our responsibility to contribute to a healthy economic environment that respects everyone. Transparency International's 2024 corruption perceptions Index report reinforces this commitment.



Focus on our code of ethics and conduct

Our commitments

- Compliance with the ten principles of the Global Compact
- Contribution to the Sustainable Development Goals (SDGs)
- Compliance with the laws to which the Group is subject

Guidelines for conduct

- The fight against corruption, influence peddling, the prevention of conflicts of interest, fraud, facilitation payments, gifts and invitations, sponsorship and patronage
- Conducting our business in a fair and competitive manner and building long-term, trusting relationships with our suppliers
- Creating and maintaining trusting relationships with our permanent and temporary employees
- A determined fight against moral and sexual harassment and gender-based violence at work
- Respect for privacy and the proper use of media and social media

Training our employees in all forms of corruption

A PREREQUISITE: MAPPING RISKS

To comply with the Sapin 2 law, and in addition to our Code of Ethics and whistleblowing procedure, we have drawn up a corruption risk map.

A pragmatic analysis was carried out, assessing the level of exposure of each employee based on their interactions with the various stakeholders (customers, suppliers, etc.). A risk index, from 1 to 3 or "not concerned", was assigned on the basis of the "impact x probability" formula.

This assessment has enabled us to prioritise training depending on the level of risk, for all employees, including the Chair and the Management Committee. Training in best practices in the fight against corruption:

- Knowing the anti-corruption rules;
- Being aware of the risks;
- Self-regulation and recognising risk situations;
- Practise responding to typical situations;
- Changing risky behaviour on a daily basis;
- Acquiring good anti-corruption practices.
- In three years, more than 300 employees have been trained in best practice in the fight against corruption.

83

employees trained in 2024

100%

of support services have at least one employee trained in anti-corruption

88%

of operational sites have at least one employee trained in anti-corruption



Travel, gifts and expense policy: structuring and securing the employee spending process

In addition to our Code of Ethics and Conduct, we have a specific policy on gifts and entertainment, setting strict limits. We consider that only gifts and receptions of modest value may be offered by our employees and must not influence or compromise a decision. The processing of expense claims and invoices is computerised, using the Cleemy and Yooz platforms, and is subject to controls at several levels, involving managers and the accounting departments.

As well as complying with the established thresholds, since 2023 every item of expenditure has had to be explained and supported with documentation in a compulsory dedicated area. If the authorised amounts are exceeded, alerts are generated, and double approval from the finance department is required for any bill over €1,000. The travel, gifts, invitations and expense accounts policy will be updated in 2025.

Business ethics within the Partnaire Group is also:

A LONG-STANDING COMMITMENT TO PRISM'EMPLOI

Philippe Gobinet, our founding Chairman, was re-elected Vice-Chairman Treasurer of Prism'emploi at the AGM last June. He has been involved in the profession's representative bodies for over thirty years. Membership of the industry's union involves signing the Code of Ethics, which guarantees that professional practices comply with the ethics and regulations in force. Several members of our organisation also sit on the various committees and working groups. In March 2024, Nathalie Ferreira, head of our Orléans branch specialising in the pharmaceutical and cosmetics industry, was elected regional Chair of Prism'emploi Centre Val de Loire.

prism'emploi
PROFESSIONNELS
DU RECRUTEMENT ET DE L'INTÉRIM

EFFECTIVE CONTROL PROCESSES FOR PAYROLL AND INVOICING

A dedicated department manages temporary staff payrolls and customer invoices. In 2021, a billing process deployment manager was recruited to ensure compliance between customer requirements and their application in the business tools. These checks, which were stepped up in 2023, include new framework agreements and associated developments. Monthly checks are carried out to ensure that billing procedures are being properly applied.

Since 2022, management centres dedicated to payroll and invoicing have been opened to bring the branches closer to the management teams. When payroll and invoicing reports are checked, they can also be cross-checked. Employees who have entered a structure's hours cannot check them themselves.

At the end of the process, the management control department analyses and explains any anomalies identified, if necessary.

Securing information, controlling our operations

The protection of our data and the security of our information systems are key priorities to ensure our stakeholders' trust and our business continuity. Review of our GDPR, cybersecurity and internal audit commitments and procedures.

PERSONAL DATA PROTECTION

The General Data Protection Regulation (GDPR) is a European law that governs the use of personal data within the European Union. It came into force in 2018 and aims to strengthen individuals' rights over their data and harmonise the rules for businesses. In practical terms, the GDPR imposes strict obligations on the collection, storage and use of personal information.

Our GDPR compliance system has been in place since 2019. A dedicated legal expert, working with our Group's Data Protection Officer (DPO), ensures optimum management of the GDPR.

Since spring 2024, our temporary employees have been able to delete their personal data themselves via their personal account. This simplified system means they don't have to go through a more complex process. In addition, an in-depth analysis of personal data processing within the Group has been carried out and will continue in the first half of 2025. The aim is to update our data processing register to ensure optimum compliance.

CYBERSECURITY: TRAINING TO PROTECT

Cyber security is a priority for the Group. To assure our stakeholders, we have set up

a training programme for our employees. This programme covers various aspects of cybersecurity, supplemented by random phishing campaigns tailored to the professional practices of our teams. These simulations, led by our infrastructure support manager, test and reinforce everyone's vigilance. Our aim is to achieve a minimum participation rate of 80% in these training courses for all employees.

AUDITS: A RIGOROUS COMPLIANCE SYSTEM

Our risk assessment system is based on four levels: fully controlled risks, controlled risks, insufficiently controlled risks and major risks. The QSE team has carried out more than 250 audits across the network in three years, including 68 in 2024. When an audit identifies major risks (6% in 2024), the Managing Director is immediately alerted, regardless of the type of risk. Corrective action is then taken and a new audit is carried out within six months.

In addition to risk prevention, the audits also check the compliance of employee declarations to Urssaf (declaration prior to recruitment) and eligibility for transport and/or meal allowances, in particular the validity of supporting documents for non-taxable allowances.

Over
250
audits have
been carried out
across the network
in three years



OUR VALUE CHAIN

Responsible purchasing: a lasting partnership with our suppliers

We are ISO 9 001 and ISO 45 certified and have set up a responsible purchasing process that is an integral part of our organisation. Led by the General Resources and Purchasing department, in collaboration with the Finance department and the CSR manager, this process is audited during each three-year certification cycle.

ENCOURAGING SHELTERED EMPLOYMENT

As part of its purchasing policy, the Group systematically encourages its purchasers to work with social integration structures such as ESATs or adapted companies, for the product or service families concerned. In 2024, for example, more than 70,000 euros were paid to the adapted company DocumentHom for direct mail work, among other things.

COMMITMENT AND TRANSPARENCY: REVISION OF OUR CSR CHARTER AND QUESTIONNAIRE

Of all our purchases, around fifty suppliers have been identified as strategic because of their importance in our supply chain. These privileged partners receive special attention in terms of sustainability. In particular, we ask them to sign our responsible purchasing charter and complete a CSR questionnaire to guarantee their commitment to these issues. In 2024, we revised the content of our charter and questionnaire created in 2019. Each 1st

tier supplier has been invited to sign our new charter and complete our updated questionnaire. Our return rate is over 90%, reflecting the shared commitment of our suppliers to a responsible approach.

RISK MAPPING: A PROACTIVE APPROACH

We have set up a risk map for each of our suppliers in order to control the risks linked to our supply chain. This proactive approach enables us to identify and anticipate financial, contractual, legal, operational, social and environmental risks. Risks are reassessed in the light of changes in the geopolitical or economic situation.

PERFORMANCE EVALUATION: SUSTAINABILITY AT THE HEART OF OUR CRITERIA

Every year, we assess the performance of our suppliers against a range of criteria, 25% of which are directly linked to sustainability. The other criteria relate to the conformity of the product or service, the availability of contacts,

lead times and competitive pricing. This rigorous assessment enables us to select the most effective and committed partners for the long term.

This constant dialogue with our suppliers makes it possible to build a dynamic of continuous improvement and mutual trust, reflecting the principles enshrined in our Code of Ethics and Conduct.

92%
of responsible purchasing
charters signed

94%
of CSR questionnaires
completed

Adherence to the "responsible supplier relations and purchasing" charter

As indicated on the RFAR Charter's eponymous website, "designed in 2010 by the Médiation des entreprises and the Conseil national des achats, the Responsible Supplier Relations and Purchasing Charter aims to encourage companies and public bodies to adopt responsible practices with regard to their suppliers". We signed the "responsible supplier relations and purchasing" charter in January 2024.

The charter is structured around ten principles:

- 1 Ensuring a responsible financial relationship with suppliers
- 2 Maintaining a respectful relationship with all suppliers, nurturing the development of collaborative relationships
- 3 Identifying and managing reciprocal dependencies with suppliers
- 4 Involving signatory organisations in their sector
- 5 Assessing all the costs and impacts of the life cycle
- 6 Integrating environmental and social responsibility issues
- 7 Ensuring that its organisation is territorially responsible
- 8 The professionalism and ethics of the purchasing function
- 9 A purchasing department responsible for the overall management of supplier relations
- 10 A "supplier relations" mediator, responsible for smoothing relations within and outside the company

Charte 
RELATIONS FOURNISSEURS
ET ACHATS RESPONSABLES



Visit the
Charter
website

National Purchasing Council: 4th stage in the Tour de France of responsible purchasing

In December, our general resources and CSR departments took part in the 4th stage of national responsible purchasing tour, which was held at the Loiret Chamber of Commerce and Industry. This meeting brought together private and public players to discuss responsible practices in sustainable procurement. This type of event is always an excellent opportunity to meet our peers and share our experiences. And to top it all off, we had the pleasure of being welcomed by Philippe Gobinet, founder of our Group and Chair of the Loirétaine Chamber of Commerce and Industry!



Meet our supplier Ricoh

A virtuous partnership

As part of our commitment to sustainability, we work with key partners such as Ricoh, whose ESG (Environment, Social, Governance) performance and virtuous approach are aligned with our own values and objectives.

Ricoh equips all our sites, enabling us to optimise management of our consumption and our printer fleet. Ricoh demonstrates a strong commitment to ESG. Their approach is also recognised by Ecovadis, with a Platinum score of 82/100 (March 2025). This award echoes our own results.

A fundamental pillar of our collaboration with Ricoh is our shared social commitment, particularly with regard to the inclusion of people with disabilities. For both our companies, promoting the employment of disabled people is a major priority. We are actively working to create more inclusive working environments.

In addition to these social synergies, our partnership with Ricoh is also environmentally virtuous. The company is reducing its energy consumption through technology and the eco-design of its equipment, with, for example, over 50% recycled plastic in its latest-generation equipment.

In short, this partnership between Ricoh and Partnaire embodies our shared vision of a robust ESG commitment to operational excellence.

3

million pages saved by 2024



Reference area

The EFPR reference area contains additional methodological information to help prepare a report. It contains a concordance table for the various reference systems. This space also presents the many key performance indicators that illustrate our ESG impacts, as well as the report from the audit firm providing an independent opinion on the published information.



Methodological information

SCOPE

This extra-financial performance report (EFPR) concerns an S2F – Société de Formatique et Financière. S2F is a public limited company with an Executive Board and Supervisory Board and share capital of €1,000,000. Our holding company is composed of our entire network of agencies under the Partnaire brand, the Adeva network, ID Search, the Gerland temping agency as well as our support services, and our Antenor and TalentSkills recruitment agencies. It also includes the HR engineering structures: Partnaire formation, Partnaire Onsite and WePort (wage portage). All these structures are located in France. The headquarters of our organisation is located in Olivet. The indicators are 2024 data, and the information in this report covers the 2024 period. Our publications are annual. This EFPR covers 88.8% of the activity of the S2F holding company and 90.6% for the calculation of the carbon footprint (international activity is excluded from this EFPR).

STAKEHOLDER IDENTIFICATION

As a reminder, the stakeholder mapping exercise is being carried out as part of the Group's ISO 45 001 certification. This process reveals that the main ones are: clients, permanent employees, temporary employees, candidates and partners in the employment sector. Their expectations have been identified and are presented on page 16. Those of customers were identified in the process of responding to calls for tender and questionnaires such as the one on the EcoVadis platform. Those of employees and temps are based on surveys to measure their satisfaction (with eNPS (Net Promoter Score) for permanent workers and Vocaza for temporary workers). Moreover, thanks to the Group's involvement in Prism'Emploi, societal expectations are shared.

DUAL MATERIALITY MATRIX

The dual materiality matrix was created in anticipation of the implementation of the CSRD directive (before it was

postponed due to the Omnibus directive). The Group's CSR challenges identified in previous materiality matrix exercises have been cross-referenced with the ESRS (European Sustainability Reporting Standards).

This exercise is based on a dual assessment:

- The materiality of impact, making it possible to assess the effects of the company's activities on its stakeholders, the environment and society in general.
- Financial materiality, which analyses the impact of social and environmental issues on the company's economic performance and financial value. Impacts, risks and opportunities have been identified. The dual materiality analysis was carried out using the following methodology, divided into four stages described below.

It is important to note that this process of identifying and assessing sustainability risks, which complies with the GOV-5 requirement, is integrated into the Group's overall risk management process (see pages 57 & 58).

1. Document analysis: review of internal documents (previous simple materiality analyses, CSR strategy, risk mapping assessment) and external documents (ESRS standards, sector reports and work by the professional sector). The Group took part in the work carried out on this subject by Prism'emploi to ensure that its challenges were consistent with those of the sector. This process is therefore informed by ongoing dialogue with S2F's stakeholders over many years.
2. Identification of impacts, risks and opportunities (IRO)
3. Assessment and rating: a robust rating methodology, based on a quantitative scale, has been applied to assess the materiality of each impact, risk and opportunity.

A materiality threshold of 2.5 on a scale of 5 (for both financial materiality and impact materiality) has been established to identify the most significant issues.

4. Validation and reporting: the final results, including the materiality threshold and the list of material issues, have been validated by the project

governance, i.e. the CSRD Steering Committee, which includes the members of the Executive Committee and the Group Vice President.

EXCLUSIONS

It should be noted that, in view of our activity as a business service provider, not all the headings in the GRI table are relevant, so the table below includes those that enable us to report on our activities.

Given its activities, Partnaire Group has no impact on the fight against food waste, food insecurity or the promotion of responsible, fair and sustainable food. Furthermore, the activities of Partnaire Group do not have a direct impact on animal welfare.

REPORT COMPLIANT WITH GRI STANDARDS (SELF-DECLARATION)

- **requirements 1, 2 and 7:** The Partnaire Group aligns its reporting process with the GRI guidelines. The performance indicators are therefore compared with this reference framework and the concordance table opposite shows the criteria recommended by the GRI for GRI-compliant reporting,
- **requirement 3:** a materiality analysis has been carried out,
- **requirements 4 and 5:** material subjects: policies, action plans, indicators and targets are detailed throughout this document,
- **requirement 6:** The Partnaire Group discloses all information exhaustively,
- **requirement 8:** specified above,
- **requirement 9:** every year, the Partnaire Group report is sent to the GRI.

Concordance table

	Pages	Global Reporting Initiative	Principles of the UN Global Compact	SDG	ESRS*
Organisational profile (and scope of report)					
Name of the organisation	1	G4-102-1			2
Activities, brands, products and services	7	G4-102-2			2
Location of headquarters	76	G4-102-3			2
Location of operations	68	G4-102-4			2
Ownership and legal form	68	G4-102-5			2
Markets served	7	G4-102-6			2
Scale of the organisation	14.15	G4-102-7			2
Information on employees and other workers	20 to 43	G4-102-8 1,2 5,1	1.2	5.1	S1 and S2
Supply chain	63 to 65	G4-102-9	5.6		S2 and G1
Precautionary principle or approach	57.58	G4-102-11			2
External initiatives	26,27,29,33 to 35	G4-102-12	1,2,4	10	2
Membership of associations	12,13, 27,29,33 to 35	G4-102-13	1,2,4	8.1	2
Strategy					
Statement from senior decision-maker	2	G4-102-14		8.17	
Key impacts, risks and opportunities	17	G4-102-15			
Ethics and integrity					
Values, principles, standards and norms of behaviour	10.11	G4-102-16	1,2,4,10	16	G1
Mechanisms for advice and management of ethics	59 to 61	G4-102-17			
Governance					
Governance structure	54 to 56	G4-102-18			2
Delegating authority	56	G4-102-19			
Effectiveness of risk management processes	57.58	G4-102-30			
Stakeholder engagement					
List of stakeholder groups	16	G4-102-40	1 to 4 and 7 to 10	17	2
Collective bargaining agreements	30 to 31	G4-102-41			
Identifying and selecting stakeholders	16	G4-102-42			
Reporting practice					
Reporting period	68	G4-102-50			8
Reporting cycle	68	G4-102-51			
Contact point for questions regarding the report	76	G4-102-53			
GRI content index	69	G4-102-55			
External assurance	73 to 75	G4-102-56			

*European Sustainability Reporting Standards

2024 CSR performance indicators

Indicators	2022	2023	2024	2028 Target	References		
Overview				*	**	***	****
Turnover in millions of euros	495	519.5	523.2		-	201-1	8 G1
Coverage rate	NAv	87%	See page 68		-		G1
Number of customers (siren) at least 1 hour worked	4843	4665	5283		-		8 S4
Temp satisfaction rate (Vocaza)	92.70%	92.50%	92.6%		-		8 S1
Percentage of temps very satisfied	52.50%	54.11%	55.6%	60%	-		8 S1
Customer satisfaction rate (willing to recommend us)	96.30%	96.60%	97.80%	97%	-		8 S4
Number of hours worked in millions	19.9	20.1	19.6		-		8 S1
Number of locations	214	236	258		-		8 G1

Employment

Permanent staff

Full-time equivalent of permanent employees	732	756	784		Art 1-1-a	102-7	8 S1
Breakdown of permanent employees by age	< 18: not significant < 25: 22% Between 25 and 29: 24% Between 30 and 39: 29% Between 40 and 49: 15% ≥ 50: 10%	< 18: 0% < 25: 20% Between 25 and 29: 21% Between 30 and 39: 29% Between 40 and 49: 17% ≥ 50: 12%	< 18: 0 < 25: 15% Between 25 and 29: 22% Between 30 and 39: 31% Between 40 and 49: 19% ≥ 50: 13%		Art 1-1-a	405-1	10 S1
Number of minors under 16 who worked (temporary and permanent staff)	None	None	None		-	-	- S1
Breakdown of permanent employees by category	Executives: 22.8% Supervisors: 47.8% Employees: 14.8% work/ study trainees: 14.6%	Executives: 26% Supervisors: 39% Employees: 23% Apprentices: 12%	Executives: 26% Supervisors: 36% Employees: 30 % work/ study trainees: 8%		-	-	- S1
Breakdown by type of contract	Permanent: 90% Fixed-term: 10%	Permanent: 81% Fixed-term: 19%	Permanent: 85% Fixed-term: 15%		-	102-8	8 S1
Working hours (permanent employees)	full time: 97% part-time: 3%	full time: 97% part-time: 3%	full time: 97% part-time: 3%		-	102-8	8 S1
Average length of service for executives (permanent employees)	7.30	6.67	7.25		Art 1-1-b	102-8	8 S1
Average length of service for non-executives (permanent employees)	3.40	2.68	2.99		Art 1-1-c	402-1	8 S1
Number of agreements signed	1	1	2				S1
% of total workforce represented by elected employees	98%	98%	99%		-		8 S1
% of total workforce covered by collective agreements	100%	100%	100%		-	-	- S1

Temporary workers

Number of temporary workers present in 2024 (at least one hour worked)	59,995	54,817	54,886		Art 1-1-a	102-7	8 S1
Distribution of temporary workers by age	< 18: 63 people < 25: 39% Between 25 and 29: 15.5% Between 30 and 39: 20.4% Between 40 and 49: 14.1% ≥ 50: 11%	< 18: 0.1% < 25: 37.9% Between 25 and 29: 15.2% Between 30 and 39: 20.9% Between 40 and 49: 14.5% ≥ 50: 11.4%	< 18: 0.07% < 25: 37.67% Between 25 and 29: 15.29% Between 30 and 39: 20.69% Between 40 and 49: 14.61% ≥ 50: 11.67%		Art 1-1-a	405-1	10 S1
Number of minors >=16 years and <18 years with details of 16/17 and 17/18 age groups in number and FTEs	< 16: none ≥ 16 and < 17: 12 ≥ 17 and < 18: 51 in FTE: 4.86	< 16: none ≥ 16 and < 17: 8 ≥ 17 and < 18: 41 in FTE: 2.84*	< 16: none ≥ 16 and < 17: 12 ≥ 17 and < 18: 28 in FTE: 2.32		-	102-8	8 S1
Number of temporary employees under contract	573	711	698		-		8 S1

Health & safety

Frequency rate (number of lost-time accidents per million hours worked) for all employees	33.20	29.2	31.68	24	Art 1-1-d	403-9	3 S1
Severity rate (number of days of absence due to accidents per thousand hours worked) for all employees	1.59	0.90	1.00	0.90	Art 1-1-d	403-9	3 S1
% of comprehensive risk assessment documents completed	100%	100%	100%	100%			S1
Number of behavioural safety diagnostics carried out (BSD)	10681	9453	7359		Art 1-1-d	403-9	3 S1
% of workplace accident analyses carried out	46%	49.08%	41.90%	80%			S1
Number of occupational diseases	9	13	8		Art 1-1-d	403-10	3 S1
% Risk management awareness of new recruits (permanent staff)	72%	72.62%	80.17%	100%	Art 1-1-d	403-9	3 S1
Number of audits carried out	69	114	68		Art 1-1-d	403-9	3 S1
Risk control measured by audit (controlled + perfectly controlled)		53%	58%	80%	Art 1-1-d	403-9	3 S1
Number of events carried out with Fastt (Health Truck)	21	19	12		-	-	- S1
Permanent VM updates	NAv	65%	67%	100%	-	-	- S1
Number of people who received help to stop smoking	9	21	8		-	-	17 S1
"United Heroes" app download rate (employee well-being)	71%	78%	89%		Art 1-1-d	403-9	3 S1

Indicators	2022	2023	2024	2028 Target	References	*	**	***	****
Inclusion / disability - diversity									
Number of temporary workers with disabilities	879	803	990		Art 1-1-f	405-1	10	S1	
of which women	332	321	354		Art 1-1-f	405-1	10	S1	
of which men	547	482	636		Art 1-1-f	405-1	10	S1	
Number of hours worked for temporary workers with disabilities	329,891	337,477	367,135		Art 1-1-f	405-1	10	S1	
Delegation rate of temporary workers with disabilities	1.67%	1.64%	1.87%	3%	Art 1-1-f	405-1	10	S1	
Number of customers taking on temporary workers with disabilities	636	665	758		Art 1-1-f	405-1	10	S1	
Number of permanent staff with disabilities and overall obligatory declaration of disabled worker rate	NA	3.59% or 25.88 FTEs	4.06% or 31.80 FTEs		Art 1-1-f	405-1	10	S1	
Number of DuoDay duos formed	44	53	55		Art 1-1-f	405-1	10	S1	
Number of agencies with the Parcours TH label (cumulative)	77	87	151	90%	Art 1-1-f	405-1	10	S1	
Parity (Men/Women) among temporary workers	66% M/34% W	67.5% M/32.5% W	68.36% M/31.64% W		Art 1-1-f	405-1	5	S1	
Parity (Men/Women) among permanent staff	22% M/78% W	24% M/76% W	23% M/77% W		Art 1-1-f	405-1	5	S1	
Parity (Men/Women) in management positions	27% M/73% W	28.5% M/71.5% W	30% M/70% W		Art 1-1-f	405-1	5	S1	
M/F Equality Index	84	90	90	91	Art 1-1-f	405-1	5	S1	
% of women on the Board of Directors	50%	NA (see below)	NA (see below)		Art 1-1-f	405-1	5	G1	
% of women on the Executive Board	NA	33%	33%		Art 1-1-f	405-1	5	G1	
% of women on the Supervisory Board	NA	60%	60%		Art 1-1-f	405-1	5	G1	
Number of participants in the Hope programme	2	1	0		-	-	-	S1	
Number of people in the Hope programme	6	3	0		-	-	-	S1	
% of permanent staff trained in non-discrimination (at 31/12)	62%	80.13%	88.5%	100%	Art 1-1-f	405-1	5	S1	
Number of nationalities among our temporary workers	148	144	145		Art 1-1-f	405-1	5	S1	

Careers & training

Permanent staff

% of annual appraisals carried out	97.04%	98.60%	99.29%	100%	Art 1-1-b	401-1	8	S1	
Return rate of attitude surveys	56%	66%	69%	>70%	Art 1-1-e	404-1	4	S1	
Percentage of new employees who have completed an onboarding programme - permanent contracts (including CSR)*	59%	73%	82%	100%		401-1	4	S1	
Turnover rate (excluding end of trial period, end of fixed-term contract and transfers)	23.56%	21.68%	24.07%		Art 1-1-b	401-1	8	S1	
Absenteeism rate (excluding Covid)	3.97%	3.26%	4.49%		Art 1-1-b	401-1	8	S1	
% of students on work-study placements (apprentices and professional training contracts) hired in current year (2024)	19.60%	13%	8.27%		Art 1-3-b	405-1	10	S1	
Internal promotion rate	8.86%	6%	8%		-	-	-	S1	
Number of people trained	829	861	872		Art 1-1-e	404-1	4	S1	
Number of hours of training	13,615	15,205	15,592		Art 1-1-e	404-1	4	S1	
Average number of training hours/beneficiary	16.5	17.65	17.88		Art 1-1-e	404-1	4	S1	

Temporary workers

Number of temporary workers who have attended at least one training course	4235	4340	6032		Art 1-1-e	404-1	4	S1	
Number of hours of training for temporary workers (as provided for in training agreements)	140,602	138,975	211,952		Art 1-1-e	404-1	4	S1	
Average number of training hours/beneficiary	33	32.02	35.14		Art 1-1-d-e	403-5	4 3	S1	
% of safety-related training	86%	63%	69%		Art 1-1-d-e	403-5	4 3	S1	

Fastt

Number of services provided	1417	1520	2037		-		17	S1	
Number of employment days saved	2068	2028	2934		-		17	S1	

Indicators	2022	2023	2024	2028 Target	References	*	**	***	****
ENVIRONMENT									
Number of electric and hybrid vehicles	77	119	139		Art 1-2-d	305-1 and 2	13	E1	
% of electric and hybrid vehicles in the fleet	18%	23%	27%		Art 1-2-d	305-1 and 2	13	E1	
Greenhouse gas emissions: scope 1	1156 tons eq CO ₂	1047 tons eq CO ₂	1253 tons eq CO ₂		Art 1-2-d	305-1 and 2	13	E1	
Greenhouse gas emissions: scope 2	35 tons eq CO ₂	2 tons eq CO ₂	5 tons eq CO ₂		Art 1-2-d	305-1 and 2	13	E1	
Greenhouse gas emissions: scope 3.	37,677 tons eq CO ₂ **	30,362 tons eq CO ₂ **	30,059 tons eq CO ₂		Art 1-2-d	305-1 and 2	13	E1	
Carbon intensity (CO ₂ /K€ of sales)	79 kg**	60 kg**	60 kg**	<100 kg	Art 1-2-d	305-1 and 2	13	E1	
Electricity consumption in kwh (buildings)	1,201,525 kWh	1,321,154 kWh	1,447,018 kWh		Art 1-2-c	302-1	13	E1	
% of green energy	100%	100%	100%	100%					E1
WEEE weight	2.242 tons	2.468 tons	1.3 tons		Art 1-2-c	306-4	15	E5	
Weight of recycled cartridges	18.65 kg	20 kg	NAv		Art 1-2-c	306-4	15	E5	
Recycled paper weight	300 kg	236.3 kg	3.34 Tons		Art 1-2-c	306-4	15	E5	
Total weight of waste recovered.	2.56 tons	2.72 tons	4.64 tons		Art 1-2-c	306-4	15	E5	
Digitalisation rate of temp worker pay slips	88.94%	92.21%	92.2%	≥ 90%	Art 1-2-d	305-1 and 2	13	E5	
Digitalisation rate of temp worker contracts	84.23%	86.57%	86.90%	≥ 90%	Art 1-2-d	305-1 and 2	13	E5	
Digitalisation rate of customer invoices	68.81%	78.60%	59.9%	≥ 80%	Art 1-2-d	305-1 and 2	13	E5	

VALUE CHAIN

% of responsible purchasing charters signed	100%	92%	92%	100%	Art 1-3-c	204-1	8	G1
% of CSR questionnaires completed	100%	92%	94%	100%	Art 1-3-c	204-1	8	G1
% of performance assessments carried out (strategic suppliers)	86%	100%	100%	100%	Art 1-3-c	204-1	8	G1
% of CSR criteria for supplier assessment	25%	25%	25%		Art 1-3-c	204	8	G1
% of risk analyses carried out	100%	100%	100%	100%	Art 1-3-c	204	8	G1
Number of suppliers audited	1	1	0		Art 1-3-c	204	8	G1
Number of contracts with environmental and human rights clauses (combined)	7	7	NAv					G1
Number of buyers trained in CSR issues	100%	100%	100%	100%	Art 1-3-c	204	8	G1

Business ethics

Number of people trained in anti-corruption measures	146	79	83	-		205-2	16	G1
% of trained people exposed to risk 1	90.3%	84%	91%	100%	-	205-2	16	G1
% of trained people exposed to risks 1, 2 and 3	77.4%	79%	83%	100%	-	205-2	16	G1
% of operational sites with at least one employee trained in anti-corruption	88.5%	81.76%	88.1%	100%	-	205-2	16	G1
% of support departments with at least one employee trained in anti-corruption	100%	100%	100%	100%	-	205-2	16	G1
Number of alerts (including incidents of corruption)	0	0	0		Art 1-3-c	204	8	G1
Number of requests registered for right to be forgotten (cf. 68)	308	312	NA		Art 1-3-d	419	16	G1
Number of data breach declarations made to the CNIL	0	0	0	-		419	16	G1

References

- * Article 225
- ** GRI (Global Reporting Initiative)
- *** SDGs (Sustainable Development Goals)
- **** ESRS European sustainability reporting standards

* new calculation method - indicator monitored over a sliding month

** Recalculation of the data using more reliable estimates of long-distance travel by the temporary workers concerned (capped at 100 km per day).

NA: not applicable

NAv: not available at time of publication

Statutory auditor's report on the Extra-Financial Performance Declaration Financial year ending 31 December 2024

To the shareholders,

Following the request made to us by SOCIETE DE FORMATIQUE ET FINANCIERE SA – GROUPE PARTNAIRE (hereinafter referred to as the 'entity') in our capacity as statutory auditors registered on List II referred to in Article L.821-13 of the French Commercial Code, we have carried out our tasks to formulate an opinion expressing a conclusion of a moderate level of assurance on the historic information (observed or extrapolated) in the extra-financial performance report, prepared according to the entity's procedures (hereinafter the "Criteria") for the year ended 31 December 2024 (hereinafter the "Information" and the "Report"), presented in the Group's management report in accordance with the provisions of Articles L.225-102-1, R.225-105 and R.225-105-1 of the French Commercial Code applicable until 31/12/2024.

Conclusion

Based on the procedures we used as described in the section "Nature and scope of our work" and the elements we collected, nothing has come to our attention that causes us to believe that the extra-financial performance report is not in compliance with the applicable regulations and that the information, taken as a whole, is presented truthfully in accordance with the Criteria.

Preparation of the extra-financial performance report

The absence of a generally accepted and commonly used reference framework or established practices on which to base the assessment and measurement of Information means that different, but acceptable, measurement techniques can be used, which may affect comparability between the entities over time.

Consequently, the Information must be read and understood with reference to the Criteria whose significant elements are presented in the Report.

Limits inherent in the preparation of the Information

As indicated in the Report, in the paragraph "Initiating a transition plan", the Information may be subject to uncertainty inherent in the state of scientific or economic knowledge and in the quality of the external data used. Certain information is sensitive to the methodological choices, assumptions and/or estimates used in its preparation and presented in the Report.

Responsibility of the Entity

The Executive Board is responsible for:

- Selecting or establishing appropriate criteria for the preparation of information;
- Preparing a Report that complies with the legal and regulatory provisions, including a presentation of the business model, a description of the main non-financial risks, a presentation of the policies applied in relation to these risks and the results of these policies, including key performance indicators and information provided for by article 8 of (EU) regulation 2020/852 (green taxonomy);
- And implementing such internal control procedures as it determines necessary to enable the preparation of information that is free from material misstatement, whether due to fraud or error.

The Report has been prepared by applying the entity's Criteria as mentioned above.

Statutory auditor's liability

It is our responsibility, based on our work, to express a reasoned opinion with a moderate level of assurance on:

- The compliance of the Report with the provisions of Article R.225-105 of the French Commercial Code;
- The accuracy of the historic information (observed or extrapolated) provided pursuant to point 3 of paragraphs I and II of Article R.225-105 of the French

Commercial Code, namely the results of policies, including key performance indicators and actions relating to the main risks.

As it is our responsibility to form an independent conclusion on the Information as prepared by management, we are not authorised to be involved in the preparation of this Information, as this could compromise our independence.

It is not for us to comment on:

- The entity's compliance with other applicable legal and regulatory provisions, (in particular information provided for in article 8 of (EU) regulation 2020/852 (green taxonomy), with regard to duty of care and the fight against corruption and tax evasion);
- The accuracy of the information provided for in Article 8 of (EU) regulation 2020/852 (green taxonomy);
- The compliance of products and services with applicable regulations.

Regulatory provisions and applicable professional doctrine

We conducted the work described below in accordance with the provisions of articles A. 225-1 et seq. of the French Commercial Code, the professional standards issued by the Compagnie Nationale des Commissaires aux Comptes (CNCC) relating to this work in lieu of an audit programme and international standard ISAE 3000 (revised).

Independence and quality control

Our independence is defined by the provisions of Article L.822-11-3 of the French Commercial Code and the Auditing Profession's Code of Ethics. In addition, we have implemented a quality control system that includes documented policies and procedures to ensure compliance with legal texts and applicable regulations, ethical rules and the Auditing Profession's doctrine.

Means and resources

Our work involved the skills of 2 people and took place between 2 April 2025 and 9 April 2025 both in person and remotely over a total intervention period of 8 days.

To support us in carrying out our work, we called on our specialists in sustainable development and corporate social responsibility. We conducted 11 interviews with the people responsible for preparing the Report, representing in particular the general management, administration and finance, risk management, compliance, human resources, health and safety, environment and purchasing departments.

We also used the audit procedures performed as part of our audit of the annual and consolidated financial statements, in particular our knowledge of the information system used to produce the financial statements, which is involved in the process of collecting most of the non-financial performance indicators.

Nature and scope of the work

We planned and performed our work taking into account the risks of material misstatement of the Information.

We believe that the procedures we have performed in the exercise of our professional judgement enable us to provide a moderate level of assurance:

- We have reviewed the activities of all entities included in the scope of consolidation and the description of the main risks;
- We assessed the appropriateness of the Criteria in terms of their relevance, completeness, reliability, neutrality and understandability, taking into account, where appropriate, good industry practice;
- We verified that the Report covers each category of information provided for in section III of Article L. 225-102-1 relating to social and environmental matters;
- We verified that the Report presents the information provided for in section II of Article R. 225-105 when it is relevant

to the principal risks and includes, where appropriate, an explanation of the reasons for the absence of the information required by paragraph 2 of section III of Article L. 225-102-1;

- We verified that the Report presents the business model and a description of principal risks of all entities included in the consolidation scope, including, where relevant and proportionate, the risks created by its business relationships, products or services, and policies, actions and results, including key performance indicators;
- We consulted documentary sources and conducted interviews to:
 - assess the process used to select and validate the main risks, and the consistency of the results, including the key performance indicators used, with the main risks and policies presented, and
 - corroborate the qualitative information (actions and results) that we considered to be the most important, presented in Appendix 1. Our work was carried out at the head office of the consolidating entity;
- We verified that the Report covers the consolidated scope, namely all the entities included in the consolidation scope in accordance with Article L.233-16 with the limits specified in the Report;
- We familiarised ourselves with the internal control and risk management procedures implemented by the Entity and assessed the data collection process aimed at ensuring the completeness and accuracy of the information;
- For the key performance indicators and other quantitative results that we considered most important, presented in the Appendix 1, we implemented:
 - analytical procedures consisting of verifying the correct consolidation of the data collected as well as the consistency of any changes;
 - detailed testing on a sample basis and with other means of selection, consisting of checking the correct application of definitions and procedures and reconciling the data with data from supporting documents. This work was carried out at the Entity headquarters

and covers between 20% and 100% of the consolidated data selected for these tests;

- We assessed the overall consistency of the Report with our knowledge of all the entities included in the consolidation scope.

The procedures performed as part of a moderate assurance engagement are less extensive than those required for a reasonable assurance engagement performed in accordance with the professional doctrine of the Compagnie Nationale des Commissaires aux Comptes; a higher level of assurance would have required more extensive verification work.

Nancy, 3 July 2025



BATT AUDIT
Isabelle SAGOT
Statutory Auditor

Appendix 1

List of key performance indicators and other quantitative results that the statutory auditor considered most important

CHALLENGES	SELECTED KEY PERFORMANCE INDICATORS
Social information	<p>Employment indicators</p> <ul style="list-style-type: none"> • Full-time equivalent of permanent employees • Distribution of permanent employees by age • Number of minors under 16 who worked (temporary and permanent staff) • Breakdown of permanent staff by category (managers, supervisors, employees, alternates) • Breakdown by type of contract (permanent employees) • Working hours (permanent employees) • Number of agreements signed • Average length of service for executives (permanent employees) • Average length of service for non-executives (permanent employees) • Number of temporary workers present (at least one hour worked) • Distribution of temporary workers by age • Number of temporary employees under contract <p>Commitment to diversity and inclusion</p> <ul style="list-style-type: none"> • Number of temporary workers with disabilities (with number of men and women) - Process verification • Number of hours worked by temporary workers with disabilities • Rate of delegation for disabled workers (temporary workers) - Process verification • Number of permanent employees with disabilities • Number of customers taking on temporary workers with disabilities - Process verification • Parity (Men/Women) among permanent staff • Parity (Men/Women) in management positions • Parity (Men/Women) among temporary workers • Number of nationalities among temporary workers • % of women on the Executive Board • % of women on the Supervisory Board • % of permanent staff trained in non-discrimination <p>Promoting talent and boosting careers</p> <ul style="list-style-type: none"> • Turnover rate (excluding end of trial period, end of fixed-term contract and transfers) • Absenteeism rate - verification of process • % of students on work-study placements (apprentices and professional training contracts) hired in 2024 • Internal promotion rate • Average number of hours of training (permanent employees) • Average number of hours of training per beneficiary (permanent employees) - Process verification • Average number of hours of training per temporary worker beneficiary - Process verification • Number of hours of training for temporary workers (as provided for in training agreements) (temporary employees) <p>Health and safety at work</p> <ul style="list-style-type: none"> • Frequency rate / Severity rate (number of lost-time accidents per million hours worked) for all employees • Number of audits carried out - process verification • Number of events with Fastt (Health Truck) <p>Supporting temporary workers through various social actions (FASTT)</p> <ul style="list-style-type: none"> • Number of services provided • Number of employment days saved
Environmental information	<ul style="list-style-type: none"> • Number of electric and hybrid vehicles • % of electric and hybrid vehicles in the car fleet • Greenhouse gas emissions: Scopes 1, 2 and 3 • WEEE weight • Weight of recycled paper • Total weight of waste recovered • Power consumption • % of green energy
Corporate information	<ul style="list-style-type: none"> • % of responsible purchasing charters signed • % of CSR questionnaires completed • Number of people trained in anti-corruption measures
Economic themes	EFPR's share of S2F's business coverage

Acknowledgements

We would like to thank our permanent and temporary staff, our customers and suppliers who have contributed to the production of this report, in particular those whose photos illustrate it.

**groupe
partnaire**

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