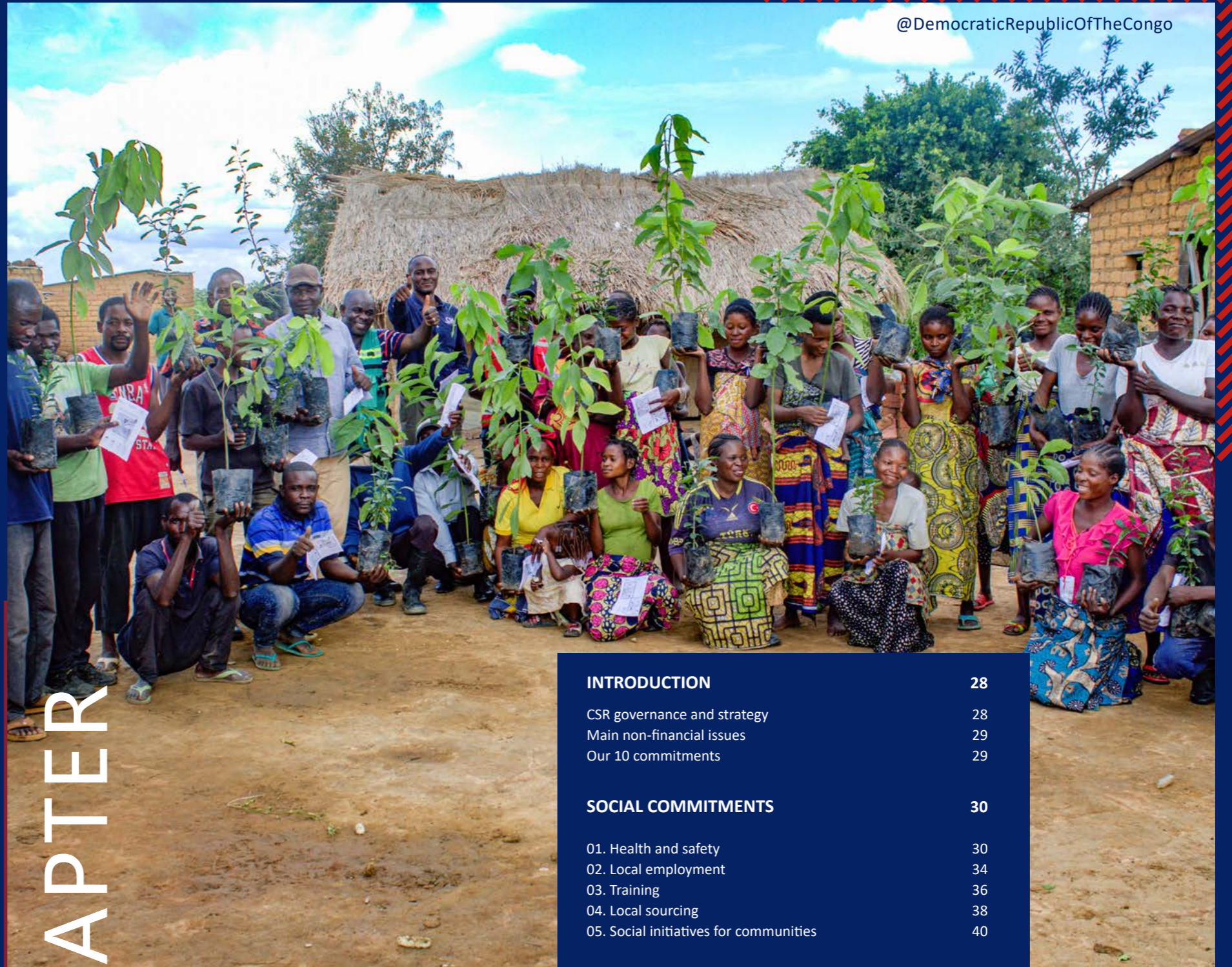


IMPACT REPORT

2025

3

CHAPTER



@DemocraticRepublicOfTheCongo

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INTRODUCTION

CSR GOVERNANCE AND STRATEGY

Yannick Morillon

CEO of CIS Group



“ CIS Group is deeply involved in the economic and social development of the regions where it operates. Today we emphasise the tremendous importance of our commitment to protecting the environment and adopt a sustainable and responsible approach with determination.

CIS Group’s Sustainable Development Policy is built on the sound, universal principles of human rights as well as strong and inspiring values that drive our teams to innovate and limit our impact on the environment.

The Group-wide, collaborative approach of our sustainability policy encompasses all functions and countries through the Group CSR Committee.

Since 2023, our Head of CSR & Sustainable Development has been working closely with the Executive Management to coordinate this policy. The Audit, Risk and CSR Committee oversees the assessment of the Group’s major non-financial risks and opportunities.

In 2025, we achieved several milestones in our progress towards strengthening our commitment to sustainability: emissions monitoring and commitment to reduce our carbon footprint, support for our subsidiaries through action plans, training for Board members and awareness themes for key managers.

"We make people, excellence and sustainability the central focus of our strategy."

By making people, excellence and sustainability the central focus of our strategy, we confirm our goal to build a fairer, more responsible future that is more respectful of our employees, our partners, and the local communities and customers that we serve. ”

MAIN NON-FINANCIAL ISSUES

AN OVERALL RISK MANAGEMENT FRAMEWORK

The overall risk management framework at CIS Group is structured into a process involving identification, assessment and prioritisation of major events that could have consequences affecting the Group’s human, environmental, material, financial and reputational capital. The Executive Management has defined a risk scale adapted to the Group. An action plan is defined for each major priority risk and supervised by the Group’s Internal Control department.

CIS Group implements mitigation measures to prevent, manage and control non-financial risks relating to Environmental, Social and Governance issues. This process is jointly reviewed every year by the Group departments involved and is overseen by the Internal Control department.

The Group’s risk map was last updated in November 2025.

MATERIALITY ANALYSIS

The materiality analysis initiated in 2023 was used to map the importance of the Group’s major non-financial issues for its different stakeholders. Based on this work, we could confirm our strategic decisions pertaining to sustainability and focus our efforts on issues deemed material.

The Group is now working on a double materiality assessment, in line with the Corporate Sustainability Reporting Directive (CSRD), to assess the impact of its activities on the environment and on society as well as the influence of sustainability issues on its financial performance.

REPORTING FRAMEWORK

CIS has made the choice to publish a voluntary impact report on the 2025 financial year. This report is based on the Non-Financial Statement and aims to ensure the transparency of our progress and our commitments.

OUR 10 COMMITMENTS

OUR SOCIAL COMMITMENTS



Safety

CERTIFICATIONS AND MANAGEMENT SYSTEM

Compliance with ISO guidelines is the cornerstone of our management methods, including for subsidiaries that have not yet initiated a certification process, through operational excellence in management, quality and safety of food products and supplies, working conditions, and the work environment. All our employees are required to adhere to our charters and processes. In addition, our Integrated Excellence Management System (IEMS) is designed to provide a structured framework and standardise Group processes. Each CIS subsidiary has QHSE representatives to ensure that the quality management system is implemented efficiently.

ISO

- 9001:** Algeria, Brazil, Chad, France, Kazakhstan, Mauritania, Mozambique
- 14001:** Algeria, Chad
- 22000:** Algeria, Brazil, Mozambique
- 27001:** France
- 45001:** Algeria, Brazil, Chad, Kazakhstan, Mauritania

FOOD SAFETY & RISK MANAGEMENT

Our food safety policy defines the international standards for producing and delivering quality products that meet our customers' requirements. CIS Group guarantees the supply of safe, suitable food for consumption on its sites through Hazard Analysis and Critical Control Points (HACCP) and reference documents.

Guidelines for food safety and for investigations into foodborne illnesses are used as specific internal standards for the implementation of food safety practices within the Group and for the identification and investigation of collective foodborne illness in various contexts. Given the unique context at each site, every CIS subsidiary implements a specific and adapted food safety procedure.

In 2025, almost 70 million meals were served across all our sites, with no collective food poisoning.

100%

Microbiological compliance rate of dishes in 2025

ZERO ACCIDENT TARGET & PREVENTION

Under our occupational health and safety policy, we pledge to provide our staff with safe and healthy working conditions. Each employee has a duty to actively participate in improving occupational safety to prevent any accidents or material damage. In this way, the Group encourages prevention through the QHSE training and toolbox, along with near-miss reporting, which transparently shows our staff's commitment to report incidents to avoid accidents.

For occupational accidents, the causes are systematically identified and analysed. On that basis, improvements are made to protect the site, develop staff training and strengthen preventive actions. At the Group head office, it is the Works Council's mission to ensure the health and safety of CIS France employees.

In 2025, 13 Group subsidiaries reported no Lost Time Injuries (LTI). There were no accidents, even minor ones, to report in 2025 at seven Group subsidiaries: DRC, Eritrea, Guinea, CIS Kashagan, Mali, Mozambique and Niger.

13

13 Group subsidiaries reported no Lost Time Injuries (LTI) in 2025

The Group's QHSE department plays a key role in checking and assessing quality, health, safety and environment standards at sites across the world. Its yearly inspections aim to guarantee regulatory compliance and the continuous improvement of performance on the ground.

KEY PERFORMANCE INDICATORS

0.56

Total Recordable Injury Rate (TRIR) in 2025

0.21

Lost Time Injury Rate (LTIR) in 2025

95.9%

Overall resident satisfaction rate for all services combined over the course of 2025

Find all our policies online via our Ethics page at www.cis-integratedservices.com.

Health

HEALTH AND WELL-BEING POLICY

Through its Health and Well-being policy, CIS Group promotes a healthy workplace. That includes awareness actions and the introduction of initiatives around health, a balanced diet, an active lifestyle and team building.

COMBATING FOOD INSECURITY

Through our activity, we provide a large population from local communities (employees and residents) with access to a balanced diet throughout their working lives.

Menus are developed by qualified teams, reviewed by our nutritionists and approved by our customers. Meals for our employees working on site are paid for by the company.

For safety reasons, no food is allowed to leave the sites. However, our subsidiaries organise regular donations of basic foodstuffs (rice, sugar, flour) to local charities and orphanages to help the poorest populations.

"HEALTH4YOU" PROGRAMME, FOR A HEALTHY DIET

HEALTH 4 YOU

Your plate, your power !

With nearly 70 million meals served in 2025, this nutrition programme helps to prevent cardiovascular disease and obesity in residents. The vast majority of our staff work in an operational setting. That means they can benefit in the same way as residents from the Health4you programme implemented at our catering sites.

The programme focuses on three areas:

- Colour code system: In some canteens at our operating sites (14 canteens in total located in Algeria (1), Brazil (5), Mauritania (4), Eurasia (1) and Chad (3)), dishes and beverages have been divided into three categories based on their nutritional value – Green, Gold and Red – to steer users towards healthier food choices:

Go mostly for green Select carefully Limit red products

- Nutritional advice: Every month, the Nutrition & Health Topics, initiated by the Group's QHSE department, cover nutrition issues (choosing the right proteins, benefits of soups, reducing salt intake, physical activity at work, glycaemic index, etc.).

These monthly awareness sessions are deployed at all subsidiaries. Nutritionists are also available at some Group subsidiaries, whom residents and employees can contact for advice.

- A balanced diet: in 2025, CIS Group launched the Your plate, your power campaign, promoting balanced recipes and the little known benefits of plant-based proteins. The consumption of salt, oil and sugar are indicators measured monthly at all Group canteens.



Democratic Republic of the Congo

Find all our policies online via our Ethics page at www.cis-integratedservices.com.

PROMOTING HEALTH AT THE WORKPLACE

CIS Group takes advantage of United Nations international days to promote health-related events. In 2025, awareness initiatives were implemented in our countries of operation for World Blood Donor Day, World Food Day, Pink October and Movember.

Each event presents the opportunity to remind our employees of the importance of these issues.



Kazakhstan

QLWC

QUALITY OF LIFE AND WORKING CONDITIONS

Quality of Life and Working Conditions (QLWC) is as essential for employees as it is for employers. An effective QLWC policy can significantly reduce occupational risks affecting both physical and mental health. It can also enhance employee fulfilment and encourage career development, therefore contributing to a calmer work environment and greater well-being within the staff.

HEALTH AND WELL-BEING VIA PHYSICAL ACTIVITY

Most of our operating sites have sports facilities or a fitness centre offering a space for well-being available to both residents and our employees. In line with our contractual commitments, we provide a range of sports and entertainment activities with the aim of creating a friendly atmosphere, improving quality of life and actively contributing to health for all.

In fact, throughout the year, our subsidiaries participate in local sporting events, including races and team sports such as football, volleyball and petanque.

In 2025, eight employees from our subsidiary in Kazakhstan took part in the Almaty marathon, the biggest sporting event in Central Asia, which donates funds to charitable projects that support children. This international race brought together more than 15,000 runners and raised over €250,000.



Kazakhstan

Through sport, CIS cultivates engagement, solidarity and self-determination among its employees from the four corners of the world.

The Group head office features an in-house fitness centre with some 30 members. Challenges are organised regularly, and boxing, krav maga and yoga classes are available from outside teachers. The company also supports professional athletes, such as the professional boxer Emma Gongora and a rising star in windsurfing, Charlotte Philip.

In addition, the Group has long supported the Porquerolles Race (an emblematic international regatta that takes place in the south of France). Sailing is considered to embody a unique combination of advanced technology and environmental responsibility.

SOCIAL DIALOGUE

Each Group subsidiary may, as an entity, come under a collective labour agreement and, in this respect, engage in required negotiations and sign collective bargaining agreements. This practice is observed at our subsidiaries in Brazil, Guinea, Kazakhstan (CIS Kashagan), Mauritania, the DRC and Chad.

These agreements are the result of constructive social dialogue between the employer and employee representatives. They set out the rules for employer/employee relations, rights and obligations of workers and employers, working conditions, remuneration, bonuses and allowances, end-of-career arrangements and discipline. Collective bargaining agreements guarantee a work environment that is tailored to each country and protects employees in line with industry requirements.

In 2025, the CIS France head office created a Social and Economic Committee (Comité Social et Economique), as is mandatory for French companies with more than 50 employees. This Committee is made up of a chair, who represents the employer, and a delegation elected by staff members. It takes action in the areas of health, safety and well-being and implements social and cultural activities for employees of CIS France. Diverse initiatives were available to employees in 2025.



02 LOCAL EMPLOYMENT

@Brazil

COMMUNITY ENGAGEMENT

Community engagement through local hiring has always been a key objective for each CIS Group entity.

We recruit our staff from among the local population, i.e. people near our operating sites, as a way of driving local economic and social development.

The Group's local employment rate remains stable. In 2025, 99% of Group employees were local, with an average of 194 expatriates over the year.

16,600

Employees at CIS Group (2025 average)

STRUCTURED INTEGRATION PATH

We ensure that each new hire benefits from a structured integration path to facilitate the onboarding process and help new employees settle into their roles. This includes a welcome pack and a presentation of the various departments and roles, for a clearer idea of the company structure and operating environment.

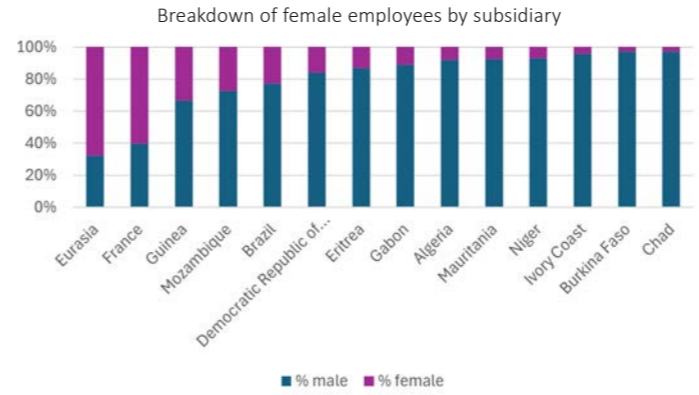
For key positions, a mentoring programme covers the first few months, to guide the new hire in understanding their environment and to facilitate their integration.

The performance review at the end of each trial period marks the end of the integration path.

DIVERSITY AND INCLUSION

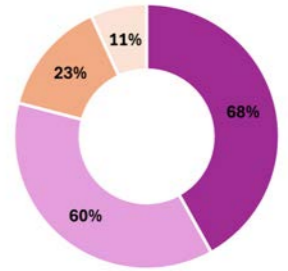
CIS Group employs people of 53 nationalities.

In 2025, the Group had an average of 62.5% male employees and 37.5% female employees, up 3.5 percentage points from 2024. Due to the nature of our activities in hostile environments and the cultural and social employment practices in our countries of operation, there is a de facto structural gender imbalance.



The gender equality index for CIS France is available on the website www.egapro.travail.gouv.fr.

Breakdown of female employees by geography



Legend: Eurasia, France, Latin America, Africa

The reported percentage of people with a disability in the Group is 0.54%. In 2024, the Group head office introduced an annual awareness campaign on invisible disabilities, to promote understanding of disability issues. The head office appointed a disability representative in 2025.

CAREER MANAGEMENT AND INTERNAL PROMOTION

Career management and development for key CIS Group managers is a collective and individual process that takes into account the professional skills and career aspirations of employees in line with the company's overall strategy and needs.

All annual performance reviews for head office employees and key positions were uploaded to the MyCIS platform in 2025, expanding the profile history.

Furthermore, CIS Group reported monthly staff turnover rate of 3.83% in 2025, an improvement of 0.47 percentage points from 2024, thanks to staff retention measures taken amid a constantly evolving operational environment.

In 2025, more than 20% of employees, 63% of whom were women, were offered an internal promotion opportunity within the Group (advancement to a higher hierarchical or pay level), demonstrating our commitment to developing internal talent.

At the end of 2025, 31% of the Group's leadership positions (manager and/or department head) were occupied by women.

31%

of leadership positions were occupied by women in 2025

KEY PERFORMANCE INDICATORS

99%
Group local employment rate in 2025

3.83%
Monthly turnover rate in 2025

OUR SOCIAL COMMITMENTS



@France

As a service company, where people are at the very core of performance, skills development is essential for supporting growth and guaranteeing operational excellence.

DEVELOPING SKILLS

CIS Group strongly believes in the importance of training, promoting employee growth and development while meeting the company's strategic needs.

Employees are provided with training (including degree programmes), while subsidiaries are committed to encouraging the transfer of skills from expatriate employees to local employees, therefore offering valuable career opportunities.

Internal and external QHSE training courses teach workers how to better anticipate and control risks. In 2025, CIS Group delivered more than 230,000 hours of training (mainly on food safety and QHSE).

VIRTUAL REALITY AS A TRAINING TOOL

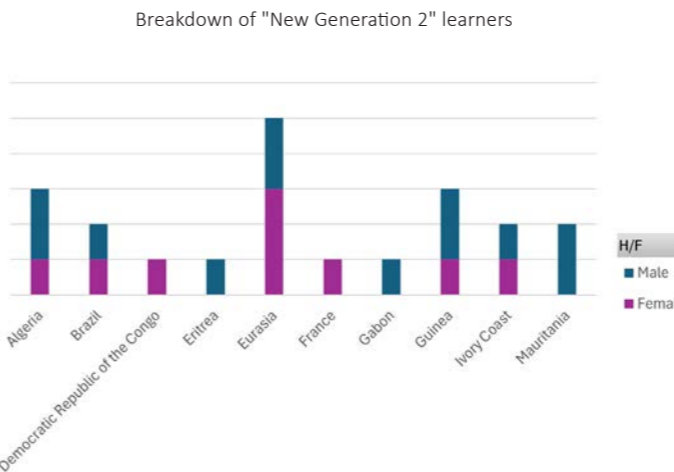
CIS Group has developed its own virtual reality training modules on QHSE and food safety, which are available in several languages. This fun, immersive method enables staff to learn in a safe, interactive environment. In 2025, employees in Guinea participated in their first virtual reality training sessions, following the example of teams in Chad and Kazakhstan.

"NEW GENERATION 2" : KNOWLEDGE TRANSFER PROGRAMME

Through training, CIS Group is planning ahead to meet the challenges of knowledge transfer and guarantee the continuity of strategic expertise.

Building on the previous training initiatives designed to support the managers of tomorrow and pass on expertise, CIS Group launched the New Generation 2 programme at the end of 2025.

"New Generation 2" is a training programme designed to ensure the transfer of knowledge and hard and soft skills, promote Group standards, and build a team that can lead new projects, anticipate needs and ensure operational continuity.



The class of 2026 included 21 Group employees working in operations or support functions, from age 26 to 44. The cohort was selected based on the following criteria:

- Advancement potential in the Group
- Mobility
- Performance
- Adherence to Group values
- At least one year of service

Every week, the 21 learners meet via videoconference for one hour of training focused on one of the three main areas: Management, International or Technical expertise.

In 2026, a total of at least 50 hours of training are planned over eight months, with an assessment of knowledge acquisition throughout the learning process.

PARTNERSHIPS WITH HOSPITALITY SCHOOLS IN FRANCE AND MAURITANIA

CIS Group has been developing partnerships with local vocational schools in the hospitality sector for several years. This initiative aligns with our commitment to provide continuing education for our operational staff and training for the next generations in our service professions.

In Mauritania, CNA Mauritania and the Nouakchott School of Hospitality and Tourism established their first-ever collaboration in 2025: a nine-month work-based training programme with 20 apprenticeship contracts signed. The 20 students divide their time between classroom learning and practical experience at the Tasiast remote site. This initiative aims to train young local people and create real career opportunities.

In France, the Group head office has partnered with the Lycée Hôtelier in Marseille since 2023. In 2025, 15 chefs and six site managers operating in Africa took a week-long certification training course at the vocational school of hospitality in Marseille.

Participants studied key topics in depth such as service management, operational management, QHSE best practices and digital performance optimisation tools. Under the guidance of a qualified teacher, the cooks were trained in changing culinary techniques, world cuisines, food safety and leadership, and were introduced to plant-based cooking.

These training courses are a powerful vector for building loyalty, as participants go on to act as ambassadors within their local teams.

KEY PERFORMANCE INDICATOR

230,533

Total hours of internal and external training delivered in the Group in 2025



04 LOCAL SOURCING

Since its inception, CIS Group has consistently played an active role in the economic and social development of its countries of operation, by promoting local employment and local sourcing and by making a positive contribution to local communities. Our logistics expertise and the diversity of our supplier network enable us to safeguard our supply chain.

A ROBUST PROCUREMENT POLICY

CIS Group anchors its procurement policy in a sustainable and responsible approach, by incorporating social, environmental and ethical factors into its practices.

With sustainable development principles embedded at the core of our procurement policy, we actively contribute to the development of local communities. CIS promotes engagement with the local region and short supply chains whenever possible.

The Group is committed to assessing the CSR performance of its main partners, improving supply chain traceability and prohibits the use of endangered species.

We carry out regular visits to assess the practices and compliance of our main suppliers.

DEVELOPING THE LOCAL ECONOMIC FABRIC



Mozambique

CIS Group works closely with a network of suppliers located in its regions of operation, representing a stable rate of local Group purchases* of 94%.

We encourage local economic development in the countries where we operate, opting for short supply chains whenever possible:

- Prioritising the purchase of local and seasonal products near our operating sites contributes to reducing the carbon footprint of freight transport.

- Forging partnerships with local agricultural cooperatives and supporting producers in improving their practices helps to boost their economic growth.

ENCOURAGING SHORT SUPPLY CHAINS VIA LOCAL PRODUCERS

Over one year ago, the Group initiated a supplier qualification process to identify and support the development of local producers (production facilities located within 300 km of its operational sites) and national producers (production facilities located within the Group's operational region).

Several local agricultural projects were launched in 2025:

- In Guinea, Welhy-CIS set up a farm in partnership with the local communities around Mafindou. A borehole was drilled to supply water for irrigation, washing produce and cleaning farming equipment. The first harvest of celtuce took place at the end of 2025. Through partnerships with local producers, the site was also able to supply local rice (1.5 tonnes per month) and local broiler chicken (5 tonnes per month) as well as cover 100% of its egg consumption. In total, 47% of the food consumed in 2025 came from the country's produce.
- In the DRC, PAEPAC, a community programme to support the sale of agricultural products, was launched in the concession area of our customer TFM. The initiative promotes the sale of agricultural products from local producers, to teach farmers how to manage deliveries and store produce in accordance with current standards, as well as improve production quality. A partnership was officially signed in late 2025 with two local organisations, representing a purchase volume of 40 tonnes.

Meanwhile, in Algeria, 100% of meat (beef, lamb, chicken), eggs and flour, along with 96% of fresh fruit and vegetables are sourced within the country. In all, more than 16,000 tonnes of food is produced nationally.

In Chad, 72% of the subsidiary's purchases in volume come from local producers (most fresh fruit and vegetables, ovine meat, and dry goods).

In Kazakhstan, most of the meat consumed (beef, horse, lamb) is produced within the country.

KEY PERFORMANCE INDICATOR

94%

Rate of Group local purchases* in 2025
(* Suppliers located in the country of operation)



05 SOCIAL INITIATIVES FOR COMMUNITIES

By rolling out voluntary initiatives to support local communities in the countries where we operate, we enhance our relations with local stakeholders, contribute to creating value in the region and promote a positive local impact. This commitment reflects CIS Group's identity and core values since its foundation.

CREATING A POSITIVE LOCAL IMPACT

CIS Group has been a member of the United Nations Global Compact since 2005, a unique initiative to guide companies in their sustainable transformation.

The 17 Sustainable Development Goals provide a framework for our actions on the ground. Each subsidiary contributes to local projects adapted to the specific needs and considerations of the region where it operates.

In 2025, CIS Group ramped up its commitment through a series of social initiatives worldwide:

- Literacy programme
- Women's empowerment
- Youth job training and placement
- Health and nutrition
- Support for orphanages, seniors or communities in need



Democratic Republic of the Congo

EDUCATION

LITERACY PROGRAMME

In Chad and the Democratic Republic of the Congo, the Group supports local initiatives that aim to improve access to literacy programmes for people who are outside the education system, especially women in rural areas.

In 2025, our teams in the DRC launched a programme to teach reading, writing and basic arithmetic in the villages within our operating regions of TFM and KCC. In all, 200 children from Baraka Primary School and 45 women from the communities of Kaluba and in Kolwezi benefited from this programme.

WOMEN'S EMPOWERMENT

In line with its women's empowerment programme in Chad, a training course on textile dyeing and the manufacture of household products was organised in partnership with AFECDES (a women's association founded by a CIS Chad employee). A total of 21 participants, mainly from rural areas and who had previously benefited from literacy programmes, participated in this seven-day programme.

The goal is to teach them basic technical skills that they can use to develop activities that generate income at a local level.

YOUTH JOB TRAINING AND PLACEMENT

In 2025, the first work-based training programme was launched between our subsidiary CNA Mauritania and the Nouakchott School of Hospitality and Tourism. Thanks to this pioneering programme, 20 apprenticeship contracts were signed, offering young Mauritians the opportunity to develop theoretical and practical skills on the ground.

In France, the CIS Corporate Foundation continued its work in 2025 to support young adults in finding employment. Over the course of the year, 24 youths aged between 18 and 25, from disadvantaged backgrounds in the Provence-Alpes-Côte d'Azur (PACA) region, benefited from this support. Since its creation in 2008, the Foundation has worked with nearly 180 young people on their path to employment.

HEALTH AND NUTRITION FOR COMMUNITIES

The Group has upheld its commitment to health, nutrition and solidarity for several years.

In the Democratic Republic of the Congo, an awareness day was held in 2025 to encourage young people to undergo voluntary screening in an effort to fight more effectively against HIV. In Eritrea, a health screening campaign for staff members was organised in partnership with an on-site physician.

In the area of nutrition, CIS supported various local organisations in Algeria, Chad, Mauritania, Mozambique, Kazakhstan, France and Brazil to provide meals and essential items to children in schools, orphanages and the homeless.

The Group's World Food Day campaign helped to raise the awareness of our employees and residents on sites to the importance of a healthy, balanced diet.



Sustainability Awards

Every year, the Group spotlights community initiatives implemented at its subsidiaries in the Sustainability Awards.

In 2025, our subsidiary in the DRC was awarded first prize for its commitment to local communities through various social and environmental projects. Five other subsidiaries (Algeria, Chad, Eritrea, Guinea and Mauritania) received an award of special recognition for their hard work.

OUR ENVIRONMENTAL COMMITMENTS

06 REDUCING THE ENVIRONMENTAL FOOTPRINT OF OUR ACTIVITIES

@Guinea

Fully aware of today's social and environmental challenges, CIS has made carbon footprint reduction the central focus of its non-financial performance strategy. As an international service provider taking part in major strategic projects, we offer practical and innovative solutions across our operations to minimise our impact while meeting the expectations of our stakeholders.

MEASURING OUR CO₂ EMISSIONS

Since 2023, the Group has completed a carbon footprint assessment every year. This process identifies areas where efforts are needed to reduce its greenhouse emissions. The integration of a carbon module into the internal management tools enables the Group to determine with considerable accuracy the CO₂ emissions generated by more than 80% of its activity (raw material purchases, transport and catering). This carbon module is based on Agribalyse data from the French Agency for Ecological Transition (ADEME).

In 2025, CIS Group set a target to lower its carbon intensity: 3% reduction in CO₂ emissions per million euros of revenue.

- In 2025, the Group's carbon intensity ratio was 1,327 tonnes of CO₂ per million euros of revenue (tCO₂/€m), representing an 8.3% reduction in emissions relative to revenue on a like-for-like basis compared with 2024, meaning the target was met.
- For 2025, direct GHG emissions (Scope 1) represented 8,100 tonnes of CO₂ equivalent (tCO₂e), while indirect emissions associated with energy (Scope 2) represented 140,300 tCO₂e (21.3% of the carbon footprint). Indirect emissions from transport (Scope 3) totalled 121,600 tCO₂e (18.5% of the Group's carbon footprint).

The consumption of animal protein, especially red meat, energy use and travel are the three main sources of emissions where the Group needs to focus its efforts to reduce its carbon footprint.

PROMOTING LOW-CARBON MENUS

A system that monitors the quarterly weight in kilos of CO₂ emissions per meal was introduced for major subsidiaries, as a way of targeting the biggest source of emissions: consumption of animal proteins.

- Algeria and Chad reduced CO₂ emissions per meal by 9% and 3% respectively, reflecting their efforts to offer menus with a lower carbon impact.

An awareness campaign, Health4you, your plate your power, was implemented in 2025, and two plant-based recipes from the CIS recipe book were promoted throughout the Group. The goal was to teach our residents about the importance of diversifying sources of protein.

Lastly, at the annual internal conference held for key functions from our subsidiaries, employees from various countries took part in a Nutrition & CO₂ workshop to raise their awareness about the carbon impact of ingredients and menus. The recipes developed during the workshop will be rolled out across our operations in 2026.

OFFERING ALTERNATIVE SOLUTIONS

CIS Group is testing and implementing new technical solutions to provide operational alternatives that are more environmentally friendly.

In Guinea and Burkina Faso, CIS has rolled out technology to manufacture cleaning products in situ through salt electrolysis. Using this solution, more eco-friendly cleaning products can be manufactured as needed, which reduces both packaging waste and emissions from logistics.

On an island site, CIS is investing in technology to produce water from air moisture. This would eventually replace the need to import single-use water bottles and in turn cut plastic waste.

Thanks to this successful initial trial, the Group can now provide more environmentally friendly drinking water solutions, tailored to different operational situations.

In Mauritania, CIS is deploying its eco-friendly cleaning range (dry steam, NanoSilver technology): highly effective techniques that drastically reduce environmental impact.

REDUCING ENERGY CONSUMPTION

At our operating sites, we are restricted by the local energy mix and the availability of infrastructure installed by our customers to deliver our services.

As a service integrator, we are committed working with our customers to co-build sustainable remote sites. In our calls for tender, we regularly integrate solutions that minimise the impact of our activities on the environment.

On site, residents learn how to use resources (energy and water) responsibly through posters in rooms and common areas.

Solar solutions are being explored in Algeria and Eritrea to reduce the Scope 1 emissions of its subsidiaries. However, these solutions remain costly.

In Côte d'Ivoire, a smart control system has been installed in offices to automate and optimise the use of air conditioning units.

In France, CIS's head office replaced energy-intensive heating systems with low-energy heating systems at the end of 2025 to reduce energy consumption. CIS France also promotes non-motorised transport. At the end of 2025, 24% of head office staff benefit from the transport allowance and have pledged to come to work using soft mobility.

KEY PERFORMANCE INDICATOR

-8,3% tCO₂e/€m of revenue

Reduction in the Group's carbon footprint in 2025 (revenue covered: €489.2 million)

Protect and restore

INTERNAL CARBON TAX

In January 2024, CIS introduced an internal carbon tax to raise employee awareness about the environmental impact of business trips, especially air travel.

The CO2 emissions from travel monitored by the head office (air and train travel) are calculated every month and taxed €85 per tonne of CO2.

The funds raised each year go towards investments in environmental projects within the Group designed to reduce the carbon footprint, combat climate change or promote biodiversity.

REFORESTATION CAMPAIGN

In 2025, CSS, CIS Group's subsidiary in the DRC, continued its ambitious reforestation programme in partnership with its customer Tenke Fungurume Mining. More than 1,300 saplings were planted near eight villages, three primary schools within the vicinity of the Fungurume concession, and the Jason Sendwe General Hospital in Lubumbashi.

The purpose of this initiative is to raise the awareness of local populations on ecology and about preventing soil erosion, sequestering carbon, fighting climate change and providing quality food for local communities.



Democratic Republic of the Congo

In Chad, the CIS subsidiary celebrated Arbor Day in October 2025 at Mainani Official School in Komé, highlighting a year of growth for the 100 trees planted the previous year. The ceremony attracted more than 500 students, parents and village dignitaries, who came together to celebrate the success of this eco-friendly and educational project. Several donations made around the event went to benefit the pupils and the school.



In Algeria and Mauritania, CIS teams collaborate with customer staff on site greening initiatives.

PROMOTING BIODIVERSITY



Mauritania

On the Dahlak Islands in Eritrea, a wetland was created and 150 trees planted around a 30-square-metre water basin as a habitat for migratory gazelles and birds.



Eritrea

At the head office, CIS France sponsors 10 beehives at A.D.A.P. (Association de Défense de l'Abeille en Provence), a honeybee conservation organisation located in Gémenos, about 30 km from Marseille. Through this sponsorship, CIS receives a portion of the local honey production featuring the company's logo and raises awareness about the importance of safeguarding biodiversity.



France

For International Day for Biological Diversity in May, the Group organised sessions to raise awareness about environmental education through QHSE toolbox meetings. These sessions addressed key topics such as ecosystem services, biodiversity loss, soil degradation and ecosystem resilience to natural disasters, providing the opportunity to highlight the ways the company can take action.

SUPPORTING FARMERS IN THEIR TRANSITION

Agriculture accounts for around 20% of global greenhouse gas emissions. That is why supporting farmers in transitioning their practices has become crucial, to reduce their emissions and store more carbon in farmlands.

In 2025, CIS France finalised its partnership with Agoterra and, as of 2026, will fund the agroecological transition of two French farms (growing sugar beet, wheat, rapeseed, maize, mixed crops, barley, potatoes and sunflowers in Normandy and in Nesle, in northern France).

This three-year support programme aims to reduce and sequester 277 tonnes of CO2 equivalent, offering several environmental co-benefits (biodiversity, water, air).

These projects feature low-carbon labels and are rigorously monitored.



Nesle Farm (France)

In Mozambique, CIS has helped two local farmers in Balama to develop their skills in sustainable farming techniques, which also contributes to the creation of resilient local supply chains.



Mozambique

OUR ENVIRONMENTAL COMMITMENTS



@DemocraticRepublicOfTheCongo

Reducing waste is a top priority for CIS, whose core business is catering. The company pledges to optimise the management of its resources, sort waste generated by its operations and urge its employees and partners to promote responsible practices. Promoting the circular economy has become fundamental for the Group in helping customers to minimise their on-site environmental impact.

COMBATING FOOD WASTE

Measuring is the first step in setting reduction targets. Food waste generated in the kitchen and at the end of service is estimated by extrapolation, by taking into account residents' eating habits in each geography. For 2025, this ratio averaged 192 grams of organic waste per meal.

With operations spanning the globe, residents' eating habits should be taken into consideration in determining the best ways to minimise waste.

The company takes action at every stage of the supply chain to reduce waste: optimising storage and production, training staff on best management and service practices, and raising residents' awareness about responsible consumption.

INSPIRING COLLECTIVE CHANGE

Every year, our teams run awareness campaigns on food waste. In September 2025, an international campaign was organised for International Day of Awareness of Food Loss and Waste to educate staff and residents about food waste: Bringing staff on board and educating residents are key to reducing waste.

RECOVERING ORGANIC WASTE

CIS Group is partnering with experts to develop a range of complementary services to turn organic waste into fertiliser or energy. These alternatives, such as biogas production and anaerobic digestion, limit incineration and reduce CO2 emissions.

- Eritrea: In 2025, 100% of the organic waste (13 tonnes) was turned into compost for the project's revegetation areas.
- DRC: the biodigester installed in Muanda in November 2025 was used to recycle 700 kg of waste in one month.
- Mauritania: The biogas production unit at the main site was used to recycle 13 tonnes over the year.



Eritrea

On most of our sites, our customers oversee the collection of used cooking oil. In 2025, 44,000 litres of oil was recovered at a local soap manufacturing facility in Tizi Ouzou, Algeria. In fact, the Group is also studying several oil recycling projects with women's saponification cooperatives.

In connection with its environmental policy, CIS has improved its process for collecting data on waste management, which has in turn enhanced its reliability. This will boost transparency and be useful in identifying relevant waste recovery projects.

WATER: INNOVATING TO FIGHT PLASTIC POLLUTION

Our operations are located on sites located far from large cities, in countries where water is often unsafe to drink and where waste recovery systems are unavailable. This reality forces us to cover basic needs using bottled water, to guarantee its quality. These bottles account for most of the single-use plastic used at our sites.

In 2025, the Group launched a pilot project to collect and recover plastic bottles at its Algerian subsidiary:

- Waste sorting at more than 78 sites
- Plastic bottle collection points introduced at our partner sites
- Sorting and shredding facility installed at our logistics base in Hassi Messaoud

Over 600 kg of plastic has been collected in just a few months, leading to believe that HDPE and PET could eventually be recycled locally.

Following on from this pilot project, the Group is addressing the issue of plastic and exploring options to limit the impact of bottled water:

- Projects to recycle plastic bottles locally (e.g. Mauritania, the DRC and Chad)
- Bottling plants to promote the circular economy
- Generation of drinking water from air moisture to reduce reliance on bottles

Cooperation with our customers and local partners is essential to the success of these innovative projects.

CIVIC ACTIVISM AGAINST POLLUTION

Worldwide, our teams are taking action through headline events to build civic engagement and raise awareness at a local level.

Each year, World Cleanup Day provides an opportunity to take part in clean-up campaigns across the Group.

In the DRC, the CIS subsidiary launched a unique urban sanitation programme in partnership with the Haut-Katanga Scouts association. In 2025, more than 450 people participated in four clean-up operations in urban areas. This initiative was commended by the local authorities.

KEY PERFORMANCE INDICATOR

192 g per meal

Average organic waste per meal in 2025

OUR ETHICAL COMMITMENTS



@DemocraticRepublicOfTheCongo

Against a backdrop of economic, social and environmental transitions, change management has become a key vector for integrating social responsibility issues within the organisation by engaging all stakeholders.

EMBODYING CHANGE

In terms of defining clear environmental, social and governance targets, CIS Group sets the standard. Its Sustainable Development Policy was strengthened in 2025, covering five key pillars on which the Group pledges to progress:

- Ethics and transparency
- Human rights
- Local economic and social development
- Environment
- Governance

Translating all these principles into day-to-day operations requires ongoing work with teams on the ground.



Chad

STRENGTHENING OUR COLLECTIVE COMMITMENT

Building a corporate culture focused on sustainability takes commitment on the part of everyone. Training and awareness of member of the Executive Committee, Board of Directors and employees plays a crucial role to:

- Provide a holistic perspective on the social, environmental and economic challenges facing the company;
- Identify opportunities for sustainable innovation;
- Make informed decisions that foster both profitability and a positive impact on society and the environment.

EMPLOYEE AWARENESS

In 2025, two awareness initiatives focusing on issues specific to CIS were available for head office employees:

- **Carbon footprint:** To gain a more accurate understanding of the Group's carbon footprint and the operational changes that could impact CIS.
- **Water:** To understand the water-related challenges across CIS's value chain, addressing issues such as water stress and access to water, water quality and consumption at our operations, as well as pollution caused by plastic bottles.

Developed in-house, these awareness initiatives supplement the four sessions that took place in 2024 (Benefits of plant-based proteins; Biodiversity; Circular economy; The water footprint of our food) and form a solid knowledge base to bring about change among our internal stakeholders.

TRANSFORMING CHALLENGES INTO OPPORTUNITIES

As guarantors that CSR issues are incorporated into the company's strategy and operations, the members of CIS's Board of Directors play a crucial role in developing the Group's strategy.

CIS organised an external training course in October 2025 to facilitate directors' integration of sustainability issues into their strategic considerations. Six Board members, including the entire Audit, Risk and CSR Committee, attended the session.

The programme provided the opportunity to clarify the Board's responsibilities regarding sustainability issues, review CSRD regulations and revisit the basic principles of double materiality assessments in determining strategy.

The Group's Chief Executive Officer also attended a training course with Middlednext (an independent organisation representing small and mid cap companies listed in France) covering the regulatory fundamentals of corporate social responsibility to take these concerns on board in Group strategy.



Guinea

CSR TARGETS ON COMPENSATION

Since 2024, to support the implementation of CSR policy within the company, a CSR performance target has been an objective used to determine the variable annual compensation of head office employees and the directors of Group subsidiaries. This target includes a reduction in the Group's greenhouse gas emissions.

All of these actions contribute to driving change. In doing so, they help to embed social responsibility into the company's overall long-term strategy.

KEY PERFORMANCE INDICATOR

100%
of the Audit, Risk and CSR Committee

Trained in strategic sustainability issues in 2025

OUR ETHICAL COMMITMENTS

09

BUSINESS ETHICS & ANTI-CORRUPTION

CIS Group gives transparency and integrity a central role in its operations, adopting strict standards of ethics to prevent risks of corruption, fraud and influence-peddling. The duty of care and privacy protection are an integral part of our processes to ensure that our values are upheld across all our subsidiaries worldwide.

Business ethics

ETHICS & COMPLIANCE AT THE HEART OF OUR ORGANISATION

The Compliance function is the responsibility of the Group's Internal Control, Audit, Performance and Compliance department and Legal Affairs department, which both report to the Group's Chief Executive Officer. Our internal structure is designed to centralise compliance management, thus guaranteeing the careful and consistent application of policy at all levels of the Group's organisational structure and subsidiaries.

All documents describing CIS's commitments apply to all CIS Group staff. They are available in French and English internally on the Group's intranet and externally on its website, as well as on the notice boards at CIS Group companies. These documents can also be requested from site managers.

This practice underscores the concerted efforts towards continuous improvement that drives change at the company. Ethics and compliance are essential factors in guaranteeing the sustainability of the Group's business operations and also promote value creation.

REFERENCE DOCUMENTS ON ETHICS

The internal control guidebook defines the rules that apply to all Group subsidiaries and branch offices relating to crisis and alert management, information systems management, human resources management, sourcing management, administrative management, finance and accounting management, cash management, operational management and anti-corruption.

Since 2004, CIS has incorporated its Business Ethics Charter into its management system. This document defines and highlights the ethical, moral and professional rules of conduct to be applied to its business practices and relations with third parties (customers, suppliers, partners, authorities, shareholders, etc.).

The 16 policies in effect throughout the Group reflect the ethical values that it upholds:

- Quality and a commitment to excellence, health, workplace safety and well-being
- Risk management, information security and privacy protection
- Transparency with suppliers, partners and external stakeholders
- Human rights and environmental responsibility.

All of these documents are deployed and apply to both Group managers and employees alike.

Furthermore, consumer health and safety are guaranteed by compliance with ISO guidelines within Group subsidiaries.

ETHICS & OUR STAKEHOLDERS

EMPLOYEES

CIS Group pledges to guarantee that its recruitment and promotion processes remain based exclusively on skills and are free of all forms of discrimination, whether related to gender, age, ethnic origin, physical condition, resident location, political opinion or religious belief.

In accordance with its ethical principles, CIS defends the fundamental right whereby no worker should pay to get a job. This means that the recruitment, travel and administrative costs for expatriate workers, from their home communities to their place of work, are fully covered by CIS Group.

The Group's Business Ethics Charter guarantees that all promotion processes comply with the ILO core conventions, namely the freedom of association, non-discrimination, the abolition of forced labour and the elimination of child labour.

SUPPLIERS

CIS Group's purchasing practices are based on strict principles of ethics, anti-corruption, transparency and dialogue with its suppliers.

CIS works with suppliers who comply with international labour standards and adhere to the Group's compliance programme. To make sure that suppliers honour these commitments, regular inspections are carried out at key supplier sites to assess their practices and their compliance with the Group's requirements.

BOARD OF DIRECTORS

The Board of Directors plays a key role in the Group's ethical governance, ensuring implementation of ethical commitments, transparency in decision-making processes and integration of social, environmental and ethical values into the company's overall strategy.

CIS ensures gender parity within its Board of Directors, in accordance with French law No. 2011-103 of 27 January 2011.

WHISTLEBLOWING SYSTEM

The Group has an ethics reporting system that allows any employee to confidentially report any behaviour that goes against the Group's commitments and values.

Reports, particularly regarding incidents of discrimination, harassment or corruption, can be sent by email to the dedicated email address below or by any other means of communication.

cis.ethics@laposte.net

This procedure is designed to prevent situations that could jeopardise the company's integrity or employees' physical and mental health.

All reports are reviewed and handled internally by our ethics committee to guarantee whistleblower protection under all circumstances and respect for the rights of all involved.

DUTY OF CARE

In 2017, the Group adopted a duty of care plan to identify risks and prevent serious violations of human rights, and fundamental freedoms or harm to the health and safety of individuals and the environment resulting from the activities of CIS and its subsidiaries, subcontractors and suppliers with which it maintains an established business relationship. These initiatives fall under the scope of the new French law imposing a corporate duty of care on parent companies and instructing companies.

CIS's Duty of Care Plan covers the activities of CIS and its subsidiaries with an approach adapted to the cultural and regulatory environment in each country where we operate to guarantee compliance accordingly with local legislation and international standards.

To fine-tune the main environmental and social risks associated with CIS's corporate duty of care, a map has been developed covering all Group activities based on the Group's map of global risks.

The Duty of Care plan and its monitoring indicators are available for consultation in the Group's 2025 Management Report.



Democratic Republic of the Congo

Anti-corruption

CODE OF CONDUCT

Since 2019, CIS Group has focused on the corruption risk prevention system, in line with the application of France's Sapin II law. This system is to be used at all Group companies.

Our commitments mainly consist in preventing money laundering, fighting corruption, complying with the rules of fair trade and confidentiality, and avoiding conflicts of interest.

The Middenext anti-corruption code is an integral part of the company's rules of procedure and is available in several languages (French, English, Arabic, Russian, Spanish and Portuguese). It is distributed to all our subsidiaries and presents our commitments and values in the fight against all forms of corruption.

In addition, the Gifts and Invitations policy and principles set out the rules and conditions surrounding whether employees can accept or offer gifts and invitations from or to customers, suppliers and third parties. These principles can be adapted by each subsidiary to take into consideration local culture, customs and regulations.

The Audit Committee regularly updates the Audit, Risk and CSR Committee on the advancement of the deployment of the entire anti-corruption system.

PREVENTION AND REPORTING

The Group has a duty to prevent all forms of corruption by implementing effective measures and educating employees about ethical conduct.

The Group's whistleblowing system allows any suspicious situation to be reported while guaranteeing whistleblower protection and respect for the rights of all involved.

TRAINING EMPLOYEES MOST AT RISK

An anti-corruption training campaign is deployed every year for employees with an Office 365 license. Our goal is to train, each year, as many employees and managers as possible Group-wide, who are most at risk.

In 2025, an average of 74% of key Group employees* took the anti-corruption training during the 2025 campaign.



Group Director of Internal Control

"Operating in some 20 countries worldwide and coordinating a complex supply chain, CIS Group is committed to conducting its business responsibly, transparently and with integrity.

The Group's code of conduct, staff training, and regular audits are just some of the measures used to achieve this."

KEY PERFORMANCE INDICATOR

74%

Average of key Group employees* who took the anti-corruption training during the 2025 campaign

* All head office staff, experts assigned to our countries of operation on SAGE contracts (supported), managers in our countries of operation on local contracts who hold the following key functions and have completed their trial period: Regional Manager, Country Manager, Administrative and Financial Officer, Director of HR, Director of Sales, Director of Sourcing, Director of Operations (and Project Manager), QHSE Director, IT Director and Maintenance Director.

OUR ETHICAL COMMITMENTS



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CYBERSECURITY

Information is an essential asset to CIS Group’s activities, which makes it a potential target for cyberattacks. CIS Group therefore views cybersecurity as a strategic priority.

The purpose of the Information System Security Policy is to guarantee business continuity, prevent leaks of sensitive information, and enhance stakeholder trust in the use of tools and systems available to them.

ISO/IEC 27001:2022 CERTIFICATION

The ISO/IEC 27001:2022 standard defines the requirements for implementing an information security management system (ISMS) that incorporates the principles of cybersecurity and privacy protection. It involves identifying risks, implementing appropriate security measures, and defining formal management and control procedures.

It also requires governance, audits and continuous improvement to guarantee the confidentiality, integrity, availability and traceability of information.

In 2023, CIS Group’s head office embarked on an ISO 27001 certification process covering the head office information system and hosting services provided for Group subsidiaries.

CIS’s head office obtained ISO/IEC 27001:2022 certification in 2024, embarking the Group on a continuous improvement process in eight major operating areas:

- Security of the ecosystem and suppliers
- Integration of security into CIS projects
- Access management and strong authentication
- Traceability of activities carried out by the information system
- Security of storage and backup
- IT hygiene and security
- Reinforcement of CIS asset security
- Reinforcement of physical security.

PROVIDING FIRST-RATE INFORMATION SECURITY FOR OUR STAKEHOLDERS

CIS’s ISO 27001 certification demonstrates its competence in meeting the security requirements of its customers and key accounts, which have an advanced level of security maturity.

CIS processes personal data and therefore has a duty to comply with applicable laws, in particular the EU’s General Data Protection Regulation (GDPR). The Group undertakes to do everything in its power to guarantee the confidentiality and integrity of this data, in accordance with regulatory requirements.

Management has made a strong commitment to involve staff in the operation of the ISMS and to make it a tool for boosting the security performance of the information system. The implementation of this system is perceived as a model for the continuous improvement of the security process.

Lastly, ISO/IEC 27001:2022 certification aims to provide stakeholders with excellent information security and to establish trust in the quality of data processing by CIS.

RAISING EMPLOYEE AWARENESS ABOUT CYBERSECURITY

CIS Group attaches vital importance to teaching its employees about the risks of cyberattacks and about best practices designed to protect the organisation.

In 2025, the Information Systems Department organised information security awareness sessions, in accordance with ISO 27001 criteria: All head office employees were trained to develop their skills and promote best practices within the company.



Group VP Information Systems

“As they have been audited since 2018 as part of the Information System Security Policy project, CIS subsidiaries now benefit from the ISO/IEC 27001:2022 platform implemented at the CIS Group head office.

This platform is the foundation of a system designed to align practices, reinforce cyber risk management and provide consistent data protection, especially for personal data, across the entire CIS Group.”

KEY PERFORMANCE INDICATOR

1 entity certified ISO 27001

Covering the information system of the CIS France head office and services hosted for Group subsidiaries

Find all our policies online via our Ethics page at www.cis-integratedservices.com.

SUMMARY OF KEY PERFORMANCE INDICATORS

ESG criteria	Issue	Key Performance Indicator (KPI)	Pages
Social	Health and safety	Total Recordable Injury Rate (TRIR) in 2025 = 0.56 (target: < 1.5) Formula: (number of recordable incidents x 1,000,000) / number of hours worked per year Note: Recordable incidents: Fatality (FAT) + Lost Time Injury (LTI) + Restricted Work Case (RWC) + Medical Treatment Case (MTC) Scope: Group	Page 31
Social	Health and safety	Lost Time Injury Rate (LTIR) in 2025 = 0.21 (target: < 1) Formula: (number of lost time injuries x 1,000,000) / number of hours worked per year Scope: Group	Page 31
Social	Health and safety	Rate of residents satisfied with their meals in 2025 (target: > 60%) = 95.9% Formula: ("Satisfied" + "very satisfied" answers / Total votes) to the question "Did you like your meal?" Scope: Algeria, Brazil, Ivory Coast, DRC, Gabon, Guinea, Kazakhstan, Mauritania, Eurasia, Chad (not applicable in Eritrea, Burkina Faso, Mali, Niger, Mozambique, or the CIS France head office).	Page 31
Social	Local employment	Average local employment by the Group in 2025 = 99% (Number of national employees / Total number of employees) x 100 Scope: Group	Page 35
Social	Local employment	Average monthly staff turnover in 2025 = 3.83% [(No. of employees IN for the month + No. of employees OUT for the month / 2) / Total number of employees on the first day of the month] x 100 Scope: Group	Page 35
Social	Training	Total hours of training delivered within the Group in 2025 = 230,533 Number of training hours delivered by external entities: 50,249 hours (Total hours of specific and technical training, upskilling provided per year) Scope: Group	Page 37
Social	Local sourcing	Local sourcing in 2025 (suppliers located in the country of operation) = 94% Formula: (Amount of local purchases / total amount of purchases) x 100 Scope: Group	Page 39
Environment	Reducing the environmental footprint of our activities	Reduction in the Group's carbon footprint in 2025 = 8.3% tCO₂e / €m of revenue (like for like) (Revenue covered: €489.2 million – Uncertainty factor: 12%) Scope 1: 8,100 tCO ₂ e Scope 2: 140,300 tCO ₂ e Scope 3 from transport: 121,600 tCO ₂ e Scope: Group	Page 43
Environment	Reducing and recovering waste	Average organic waste / meal in 2025 = 192 grams / meal Formula: (Total kg of average organic waste / total number of meals) x 1 000 Scope: Group	Page 47
Governance	Driving change	100% of CIS Group's Audit, Risk and CSR Committee received training on strategic sustainability issues in 2025	Page 49
Governance	Ethics and compliance	Key Group employees who took the anti-corruption training during the 2025 campaign = 74% Scope: All head office staff, experts assigned to our countries of operation on SAGE contracts (supported), managers in our countries of operation on local contracts who hold the following key functions and have completed their trial period: Regional Manager, Country Manager, Administrative and Financial Officer, Director of HR, Director of Sales, Director of Sourcing, Director of Operations (and Project Manager), QHSE Director, IT Director and Maintenance Director. List available upon request from Corporate HR.	Page 53
Governance	Cybersecurity	ISO 27001 certified entity = 1 Scope: Head office information system and hosted services provided for Group subsidiaries	Page 55

Reporting period: the reporting period runs from 1 January to 31 December 2025.

Basis of consolidation : All subsidiaries that were part of CIS Group over the 2025 reporting period are covered in this impact report.

Headcount: employees on an employment contract with the Group during the reporting year are included in the headcount, regardless of the type of contract (permanent, fixed-term, work-based or temporary). Interns are not taken into account.

Health and safety: injuries resulting in lost work time are taken into account in calculating frequency and severity rates.

Training: all categories of training are taken into account, including regulatory training, workstation adjustments, or employee upskilling.

CIS
Everywhere, we care!

