

Impacting
business,
empowering
people.

A hand is shown on the right side of the frame, pointing towards a central digital globe. The globe is composed of a grid of dots and lines, with a blue and purple color scheme. The background is dark with some light effects.

act[™] CSR Report 2025

PUBLIC DOCUMENT



Summary



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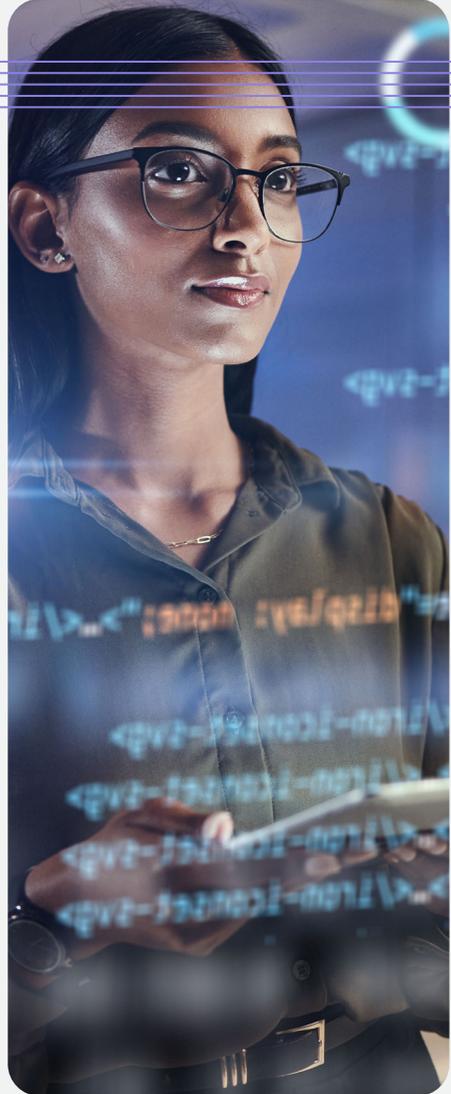


Our mission

At act digital, our mission is to empower businesses and people through technology with an AI-first mindset, delivering innovative, secure, and sustainable digital solutions anywhere in the world.

We combine deep consulting expertise in IT and cybersecurity with advanced artificial intelligence capabilities to help our clients address today's challenges and shape tomorrow's opportunities. Our teams are united by a single purpose: to create measurable impact for organizations and positive transformation for society, while fostering an environment where our Impactors — our people — thrive, grow, and bring their best to the world.

As a global technology group, we believe that sustainable growth and responsible digital transformation go hand in hand. That's why we work every day to align business innovation with ethical technology adoption, invest in people's well-being and development, and minimize our environmental footprint, building a future where progress and responsibility move together.





Our values

Our culture and business strategy are built on five essential values that guide every decision and unite our global team of Impactors:



Passion

We are driven by curiosity and a genuine desire to make technology an enabler of positive impact.



Make it Happen

We act with determination and accountability, turning ideas into results.



Agility

We adapt, innovate, and respond quickly to change to create value in dynamic environments.



Team Success

We collaborate, share knowledge, and celebrate achievements together, empowering each other to go further.



Ethics

We act with integrity, respect, and responsibility, ensuring fairness and building trust with all stakeholders.





Our strategy

Building Long-Term, AI-Driven Impact

Our strategy is to combine global scale with local agility, ensuring that each client receives the perfect team and expertise to accelerate transformation and deliver real impact.

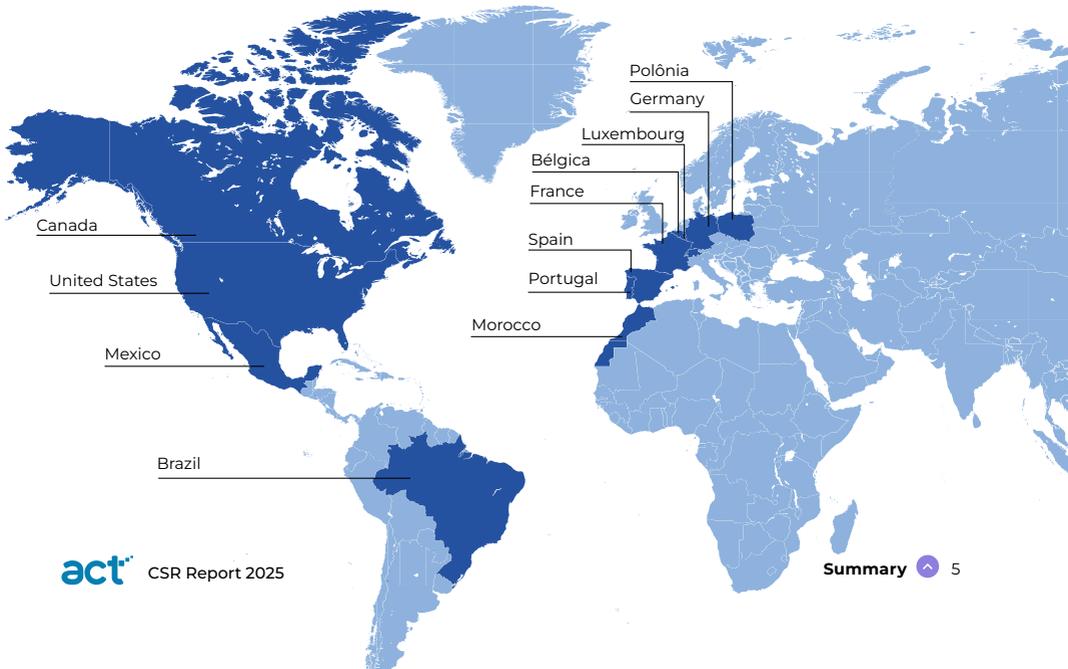
We co-create customized solutions, always guided by an AI-first mindset and a deep understanding of our clients' needs, enabling innovation that is practical, secure, and sustainable.

By integrating and accelerating projects with Big Tech partners, we bring cutting-edge technologies to life, creating competitive advantage and speed to market. Our long-term relationships — with many clients partnering with us for over a decade — are a testament to the trust and value we build together.

As a multinational group, we combine strategic vision and robust delivery capabilities with the flexibility to adapt locally, ensuring solutions that are relevant, responsible, and impactful wherever we operate.

Our key figures and locations

Act digital is present in 12 countries, with offices in Europe, America and Africa:





Our organizational chart

In 2024, 47,37 % of our directors were women, instead of 44% the previous year. Discover our Group Directors below:

Group Level

Thibaut CHARMEIL Group Partner and Global CEO

Paulo QUITES Group Partner and COO Global

Frédéric MARTINEAU Group Partner and CTO Global

Samuel MOLEIRO Group Partner and CEO Brazil

Mathieu PRULHIÈRE Regional Partner (Poland, France, Morocco, Germany, Belgium and Canada)

Regional Level

Belgium: **Laurent BYÉ** Managing Director Belgium and CEO Kalytech Consulting

Brazil: **Samuel MOLEIRO** Group Partner and CEO Brazil

Canada: **Nabil DIAB** Managing Director

France: **Aurélien GARDES** Operation Director

Germany: **Johannes KRAUSE** Head of Business Development

Mexico: **Omar DIAZ** Regional Partner and CEO Mexico

Poland: **Marta MARKIEL** Regional Partner and Managing Director

Portugal: **Andre SALGADO** Regional Partner and CEO Portugal

Spain: **Cristina VALLES** Regional Partner and CEO PSS

United States: **Cintya MARUR** Head of Operations



Our financial performance

Turn-over per country	2023	2024
Act digital Benelux	8.5 M€	7,9 M€
Act digital Deutschland	9.5 M€	8,3 M€
Act digital España	0.2 M€	0,5 M€
Act digital France	15.6 M€	14,4 M€
Act digital Morocco	0.3 M€	1 M€
Act digital Polska	3.7 M€	8,5 M€
Act digital Canada	NA	0,2 M€
Act digital Portugal	24.7 M€	21,7 M€
TOTAL GROUP	59.3 M€	59,3 M€



Europe CSR KPI

In addition to financial indicators, it is important to monitor our extra-financial performance. This is why we have defined three ESG (Environmental, social, and governance) key indicators at act digital for 2024:

	Results	Objectives
Social	% of women	30%
	% of trained people	15%
	Rate of women trained	30%
	Work-related accident rate	0%
	No. of ethical alerts raised	2 (maximum)
	Gender index	85
	Overall perception (GPTW)	80%
	Trust index (GPTW)	80%

Environmental		Results	Objectives
	Carbon footprint (tons of eCO2/M€)	8,71	9
	Water consumption (m3/M€)	7,09	(maximum)
Gender	Electricity consumption (kWh/M€)	1401	8 (maximum)
Gender		Results	Objectives
	% of women in management positions	48%	9
	% of alerts related to corruption	0	(maximum)

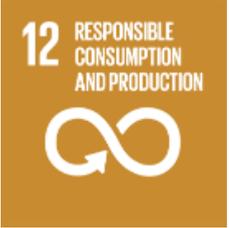


Europe CSR initiatives and donations

In 2024, we continued to develop social and environmental initiatives with associations and local partners.

CSR initiatives within the group

Subsidiary	initiative description	SDG
 act digital Deutschland	Mental health program: Contract with an external therapist for monthly sessions with employees, entirely confidential and paid by the German subsidiary. Monthly internal newsletter with different mental health subjects. HR Department has an additional training as "Mental Health First aid". Every employee can reach them out for a conversation.	
	Partnership: Establishment of "green" electricity in all office locations	

Subsidiary	iniative description	SDG
 act digital France	<p>Donations: Participation in the Green Santa Claus with Secours Populaire, at the end of 2024. Thanks to this initiative, we collected toys for children. Continuing this partnership and still working with Secours Populaire, we donated 17 computers to help reduce digital inequality among families in need.</p>	
	<p>Partnership: Partnership with Berlingotte, which creates newborn gifts with an ESAT (Etablissements ou Services d'Aide par le Travail), located in France. Partnership with CEDRE, which is our waste management partner, employing disabled people who cannot access the labour market.</p>	

Subsidiary	iniative description	SDG
 act digital Portugal	<p>Donations: Participation in the Green Santa Claus with Secours Populaire, at the end of 2024. Thanks to this initiative, we collected toys for children. Continuing this partnership and still working with Secours Populaire, we donated 17 computers to help reduce digital inequality among families in need.</p>	
	<p>Partnership: Partnership with Berlingotte, which creates newborn gifts with an ESAT (Etablissements ou Services d'Aide par le Travail), located in France. Partnership with CEDRE, which is our waste management partner, employing disabled people who cannot access the labour market.</p>	

Subsidiary	Initiative description	SDG
 <p>act digital France</p>	<p>Donations: Participation in the Green Santa Claus with Secours Populaire, at the end of 2024. Thanks to this initiative, we collected toys for children. Continuing this partnership and still working with Secours Populaire, we donated 17 computers to help reduce digital inequality among families in need.</p> <p>Partnership: Partnership with Berlingotte, which creates newborn gifts with an ESAT (Etablissements ou Services d'Aide par le Travail), located in France. Partnership with CEDRE, which is our waste management partner, employing disabled people who cannot access the labour market.</p>	 
 <p>act digital Portugal</p>	<p>Donations: Team buildings: In January 2024, our Back-Office teams from Lisbon and Porto took part in a joint event combining a business kick-off with a social-impact teambuilding activity. The day was organized in collaboration with Associação Padel Sem Barreiras, a nonprofit that promotes the social inclusion of people with disabilities through adapted padel practice. After a morning dedicated to reviewing the past year's results and setting objectives for the year ahead, we shared lunch with the young participants from the association, followed by an afternoon of inclusive padel on court together. The event strengthened internal team cohesion while raising awareness on diversity and inclusion, showing how our teambuilding initiatives can be combined with meaningful social engagement.</p>	

Subsidiary	Initiative description	SDG
 <p>act digital Portugal</p>	<p>Partnership: As a continuation of this collaboration, we donated 11 laptops and 11 mobile phones to Associação Padel Sem Barreiras, supporting their ongoing work to foster inclusion through sport..</p>	
 <p>act digital Polska</p>	<p>Charity: We participated in the 7th edition of #WszyscyDoWiosel, a sports and charity event organized by the Legia Foundation and Fundacja Kochasz Dopilnuj, held at the Legia Warszawa stadium. The 2024 edition focused on cancer prevention, aiming to raise both awareness and funds for this important cause. Teams of four competed in 10-minute rowing sessions on ergometers, combining physical effort with a spirit of solidarity.</p>	
 <p>act digital Benelux</p>	<p>Partnership: To promote sustainable mobility, we introduced a bike leasing program in partnership with Ubike. Employees can choose any type of bike (city, electric, cargo, etc.) with full insurance, maintenance, and roadside assistance included. The leasing plan runs for 36 months, after which employees become the bike's owner at a reduced cost. The program supports eco-friendly commuting, improves employee well-being, and contributes to reducing CO₂ emissions linked to daily travel.</p>	

2 Our social commitment Europe

Social challenges faced by companies are various: discrimination, equity, ethics, wellness, disability, among others. At Act digital, we focused our actions on wellness and equity, while continuing to work on ethics, disability at work and non-discrimination.

To tackle these challenges, we included all our stakeholders. Therefore, we have identified 3 categories of stakeholders: our employees, our suppliers, local partners and associations. In this paragraph, we will describe social initiatives made in 2024 with our different stakeholders.



With our employees

Great Place To Work® certification

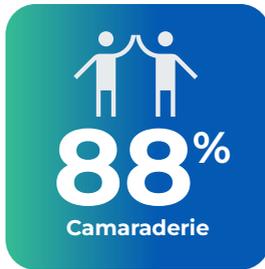
In 2024, we worked with Great Place To Work®, which is a certification recognizing employers who create an outstanding employee experience.

We are very proud to achieve this GPTW certification in November 2023 for Act digital Benelux, Act digital Deutschland, Act digital France, and Act digital Portugal for the 2nd time, and Act digital Polska for the 1st time. This certification valid until November 2024 brings out the great work which has been done by all Act digital' subsidiaries to create the best work conditions for our employees.



Through this survey, we have measured 5 values. Each values is made of categories, and each categorie gets a percentage according to 4-5 questions asked.

We have also measured our Global Perception, which is a rate of people who agree to say: "globally, Act digital is a good company to work for".



Compared to 2023, we are pride to have increased all our rates as we can see below.

Act digital España and Act digital Maroc did not have enough employees at the time to be able to enter the survey.

	2024	2023
Total respondents	502 ↑	441
Overall Perception	86% ↑	80%
Credibility	84% ↑	79%
Respect	84% ↑	79%
Fairness	82% ↑	79%
Pride	81% ↑	76%
Camaraderie	88% ↑	83%

Awareness and training

At Act digital, we are really concerned about professional equality between women and men, and we are convinced that we can make a difference through awareness raising and training.

At Group level, we are strongly committed to fostering diversity, inclusion, and gender equality across all our entities. We believe that gender balance is not only a matter of fairness but also a driver of performance, innovation, and social cohesion.

Our 2024 Gender Equality Action Plan reflects this commitment and is structured around five main development axes:



Equal Pay

We uphold the principle of “equal pay for equal work” by ensuring transparent salary grids, monitoring pay gaps annually, and applying corrective measures whenever needed.



Recruitment & Representation

We actively work to increase the number of women in our workforce, with targeted partnerships with schools and universities, inclusive job descriptions, and a systematic follow-up of recruitment indicators.



Access to Training

We guarantee equal access to training and certification for both men and women, ensuring that career development opportunities are equally available and systematically monitored.



Career Management

We promote balanced career progression, with a particular focus on supporting women’s access to management and leadership positions, encouraging parental leave for both parents, and raising awareness among managers.



Work-Life Balance

We implement concrete measures to improve quality of life at work, including flexible working hours, teleworking, support after maternity or parental leave, and initiatives to foster a healthy balance between professional and personal life.

This plan is reviewed annually through a dedicated parity committee and supported by clear indicators, ensuring accountability and continuous improvement.

Through these actions, the Group reaffirms its broader CSR commitment: to guarantee equal opportunities for all employees, create an inclusive workplace culture, and contribute positively to society.



With our suppliers

All the suppliers selected at a group level are listed below. From the group, only one supplier does not have CSR commitments.

Suppliers	Type	CSR Commitments (Y/N)	Local (Y/N)
HISCOX	Insurance	Y	Y
BOONDMANAGER	ERP	Y	Y
HUBSPOT	Sales	Y	N
LINKEDIN	Recruitment	Y	N
MICROSOFT	IT	Y	N
SMARTRECRUITERS	Recruitment	Y	N
SPENDESK	Expenses	Y	Y

Impact Program

In 2024, we were delighted to continue our volunteering program dedicated to Act digital 'employees. The launch started in July 2023 with France and continued in 2024 for the rest of the group.

We are all committed to getting involved in causes that affect us. Thanks to the Alter Impact program, it is possible to do this as much as they want during their inter-contract periods. It could be:



A helping hand, by carrying out one-off field actions.



Skills sponsorship, by bringing your personal or professional expertise to an association.



Sponsorship, supporting middle school students, high school students, people looking for work, in their professional career.



Collection, by contributing to material donation campaigns.



CSR initiatives, by participating in internal actions such as welcoming a 3rd grade intern, making a business presentation to an engineering school, etc.

Donations

By the end of 2024, our donation had been divided in two parts:

- 1 One part had been donated to Secours Populaire, an organization that fights poverty and social exclusion in France and abroad, by providing access to food, healthcare, education, culture, and solidarity programs for vulnerable communities.
- 2 The other part had been divided to support Associação Padel Sem Barreiras, a Portuguese nonprofit organization that improves the quality of life and fosters the social inclusion of people with disabilities by adapting padel practice through specific equipment, training methods, and rules, while raising awareness and creating opportunities for empowerment through sport.

3 Our environmental commitment Europe

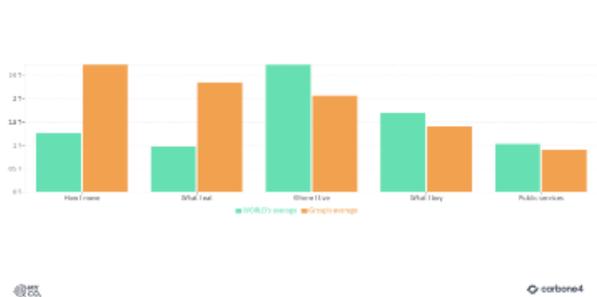
Our commitment to the environment is not new. For many years, we have been making our employees aware of the optimization of resources, the reduction and recovery of waste. Our environmental policy resumes these elements.



Green IT

Like every year, Act digital took part in Digital Cleanup Week. Like in 2023, in 2024 the entire group got involved. So, after a week, all subsidiaries were able to delete 750 GB of useless data while at the same time raising employee awareness of responsible digital practices.

My carbon footprint broken down by consumption category

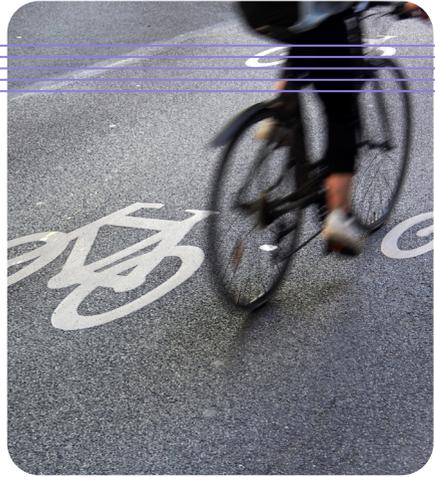




Green Mobility

Act digital Benelux has launched a new initiative, in collaboration with Ubike, that allows all Act digital Benelux's employees to lease an electric bike and deduct it on their gross salary. Additionally, the bike can become your propriety after 36 months with a limited cost.

Cherry on the cake: Act digital Benelux refunds for the kilometres they do on their commute to work and back!



Conclusion

2024 was a great year to consolidate our CSR strategy and keep moving on social and environmental actions. Indeed, at Act digital, we are convinced that all actions have impact at all levels of the company, that is why we encourage all to take part to our CSR strategy.



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