

Talan Group's Carbon Footprint Reduction Trajectory

Embarking on our digital transformation, supporting the ecological transition, and developing a genuine culture of social and environmental responsibility are key drivers for Talan, our customers and all those who wish to contribute to passing on a sustainable society to future generations.

It is our individual and collective responsibility to meet these challenges. As a committed player, the Talan Group wishes to contribute to sustainable growth by taking into account various environmental challenges, while preserving our values and guaranteeing operational excellence for our customers.

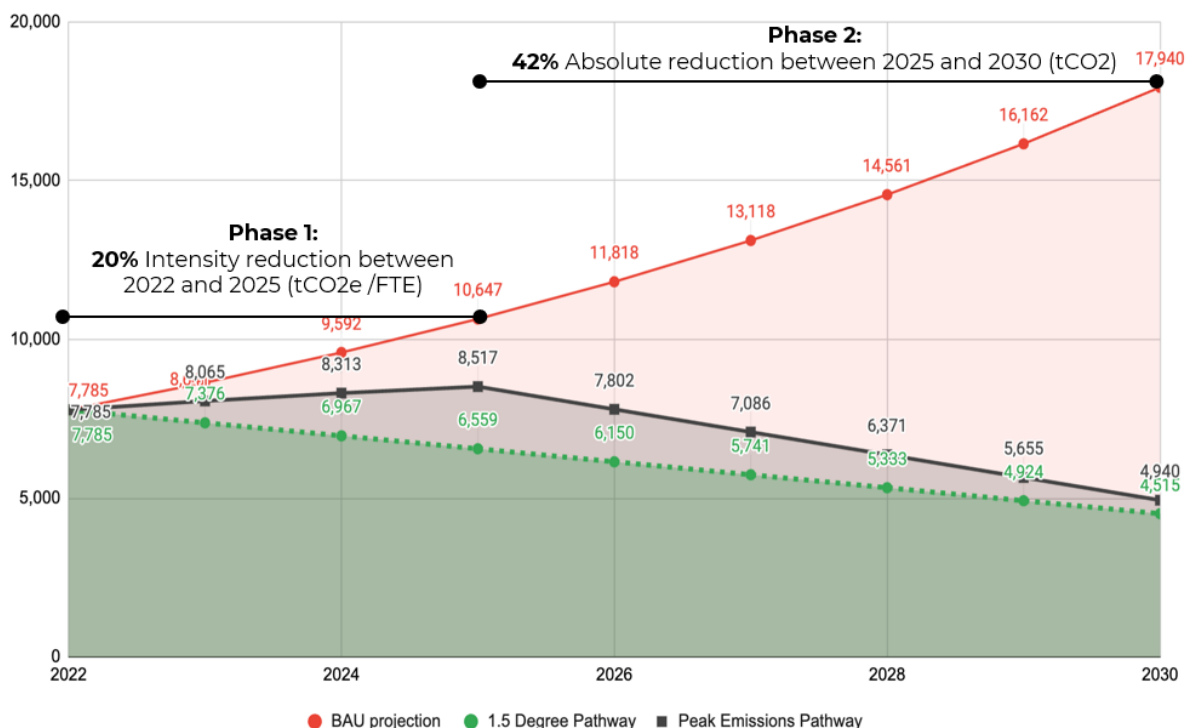
Talan has set up a dedicated Steering Committee to ensure the progress of this Group project.

Trajectory:

On the basis of its environmental commitment, Talan carried out its full carbon assessment in 2023 for the year 2022, based on the GHG Protocol calculation methodology. This carbon footprint covers the 3 emission Scopes and a Group perimeter (nearly 4,000 employees spread over 8 countries and 16 sites). Talan was thus able to define the trajectory for reducing its greenhouse gas emissions by 2030, drawing on the expertise of a specialized service provider. This reduction trajectory aims to limit global warming to 1.5°C (the target set out in the Paris Agreement).

The objectives have been defined in 2 stages:

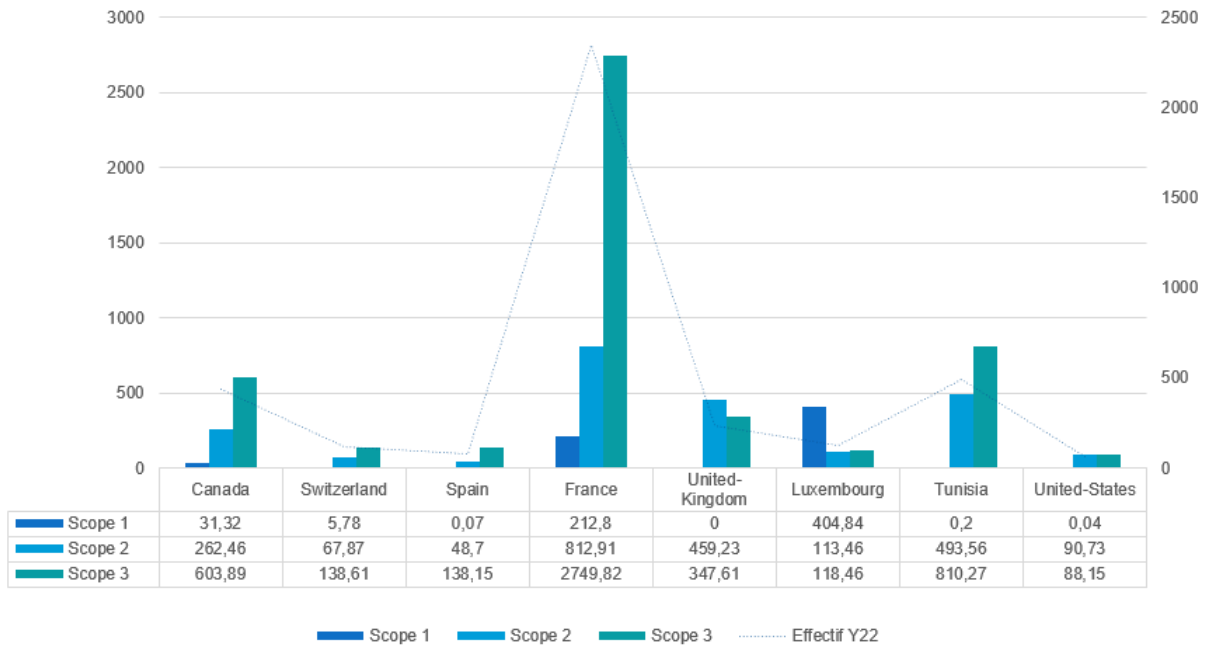
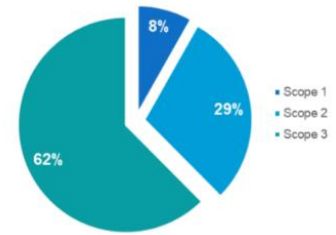
- › An initial intermediate anchor point of 20% intensity reduction per employee by 2025. This is an essential step towards our commitment to 2030.
- › A second target of reducing our absolute greenhouse gas emissions by 42% (scopes 1, 2 and 3) by 2030.



Talan's GHG emissions and commitments:

The completion of our carbon footprint assessment has enabled us to identify our main sources of emissions, particularly for scopes 2 and 3.

The 2022 carbon footprint covers the whole Group, which represents 3902 employees in 8 countries and 16 sites.



Breakdown of our main emissions:

Mobility (commuting, Talan's vehicle fleet and business travel): 37%

Buildings and facilities (energy, heating, air conditioning, electricity): 32%

Purchases (office equipment, furniture, consumables, and IT purchases): 22%

Our reduction effort is therefore focusing primarily on these three main sources of emissions:

- Adapting our Group Mobility policy
- Optimizing the use of our facilities
- Strengthening our Responsible Purchasing policy
- Developing employee skills

Our aim is to pursue our Group-wide decarbonization strategy, by focusing on our main sources of emissions.

Talan is committed to incorporating the proposals of our decarbonization expert service provider, as well as suggestions made internally. This approach aims to involve all our stakeholders in reducing our emissions, and suggestions will be evaluated by our internal and external experts.

To find out more, please read the [Talan Group's 2022 extra-financial performance report](#).