



2 0 2 3
CSR
REPORT



Olivier Novasque
Chairman and CEO
@Sidetrade

A

At Sidetrade, innovation isn't just a word, it's a passion. Since our inception, our teams have transformed work, fostered collaboration, accelerated processes, and ensured economic security through the solutions they create.

Imagine a future where cutting-edge technology reduces payment delays and drives cash flow generation at an astonishing speed. This vision is our reality. Reducing inefficiency. Eliminating uncertainty. Simplifying the complexity of large organizations. Our mission is to make our clients' daily operations easier. We combine innovation and human expertise to open up unprecedented opportunities.

Productivity. Performance. Immediacy. Predictability... Today, the challenges of the economic world have taken on a new dimension for our teams and our clients. These issues must be addressed within a global dynamic that aligns with social and environmental responsibility. **We embody this new responsibility.** We are committed to creating a sustainable environment where business success aligns with societal well-being and the preservation of our planet.

Together with our teams, partners, and clients, we are shaping a future where everyone matters, turning every business into a force for positive change. As pioneers of tomorrow's world, high-tech companies like Sidetrade bear this special responsibility. We must help align our industry with the ambitious goals of the Paris Agreement and the European Union to achieve carbon neutrality by 2050. That's why we participate in the United Nations Global Compact and align our initiatives with the Sustainable Development Goals. Together, everything is possible.

As you read these lines, we hope you will be as inspired as we are by the opportunities before us to become actors of sustainable change. **Our CSR report, based on ESG criteria, marks a new step in our commitment to the environment, society, and governance.** After 24 years, we are driven by a new ambition fueled by enthusiasm and determination. This commitment is fundamental, and deeply embedded in Sidetrade's DNA.

Act. Invent.
Welcome to Sidetrade's sustainable future.

Welcome to our world at Sidetrade

- 4 About Sidetrade
- 7 24 years of Order-to-Cash innovation
- 8 Our guiding principles

Sidetrade's CSR approach

- 10 Our CSR strategy
- 11 Our CSR priorities
- 12 Sidetrade's contribution to the Sustainable Development Goals (SDGs)
- 13 The recognition of our CSR engagement

Our social commitment

Acting in the interest of our teams' success

- 22 Investing in talent diversity
- 24 Promoting gender equality
- 26 Ensuring a smooth onboarding
- 27 Fostering innovation and fulfillment
- 30 Building workplace well-being

Developing efficient AI

- 33 Simplifying our clients' daily operations

TABLE OF CONTENTS

Our environmental commitment

Control our carbon footprint and foster sustainability

- 15 Measuring our carbon footprint
- 17 Committing to low-impact IT efficiency
- 18 Encouraging sustainable mobility

19 Using water responsibly

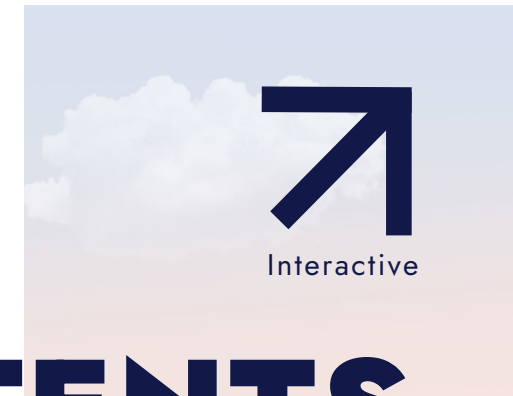
20 Excel in the 3Rs (Reduce, Reuse and Recycle)

Our commitment to effective governance

Lead with trust and maintain ethical business practices

- 36 Ensuring data protection and limiting cybersecurity risks
- 38 Building sustainable, ethical and transparent relationships
- 39 Purchasing responsibly

Sidetrade's voice of commitment



Welcome to our world at Sidetrade



With its global reach, Sidetrade is the preferred partner of multinationals seeking to secure and accelerate cash flow generation. Its continuous innovation and the remarkable expertise of its teams, both local and international, make Sidetrade a key player in the field of Order-to-Cash (O2C).

About Sidetrade

At Sidetrade, a fast-growing international company, we are redefining the standards of customer financial management, with a focus on O2C, a process from purchase order to customer invoice settlement. We are positioned as a Leader in the Gartner® Magic Quadrant (2022, 2023, 2024) for Invoice-to-Cash applications, a worldwide distinction that attests to our ongoing commitment to investing in innovation and creating value for our customers.



Our mission

Securing cash flow, accelerating impact.

We provide finance, sales and customer service departments with an optimized working environment in which advanced technologies act as powerful catalysts for performance and efficiency.

Our approach aims to inject agility, combining human intelligence with artificial intelligence at every stage along the path to automating and digitizing O2C processes, including client interactions. Our mission is to **support companies in securing their growth, by maximizing the value of customer relationships to unleash their full potential.**

Providing AI-powered Order-to-Cash management solutions.

Thanks to **Aimie**, our artificial intelligence (AI), we are revolutionizing the O2C cycle. Using our technology, companies optimize their working capital requirements (WCR). Their profitability increases with immediate productivity gains, and their cash flow generation accelerates.

The development of our solutions is guided by **an impact-based approach, seeking to permanently minimize negative externalities on society and the environment, while maximizing positive effects for our customers.**





Our vision

Sidetrade's vision is based on the three pillars of the Fusion100 strategic plan.

Innovation

Innovation is rooted in our identity. We were pioneers in SaaS (Software as a Service) in France, and then we were the first to automate O2C processes, integrate AI, invest in Big Data and build a Data Lake.

Since our creation, we have always stood out with our technological edge. Our devotion to innovation remains constant. In a rapidly changing world, we aim to always be at the forefront of our field and respond to new digital usages. Forever first in innovation!

Expansion

Sidetrade, first founded in France with an expansion to **the UK in 2011**, has consolidated its European activities through six acquisitions over the years. **In 2021, Sidetrade crossed the Atlantic** via the acquisition of a company that generated 90% of revenue in the United States.

Growth

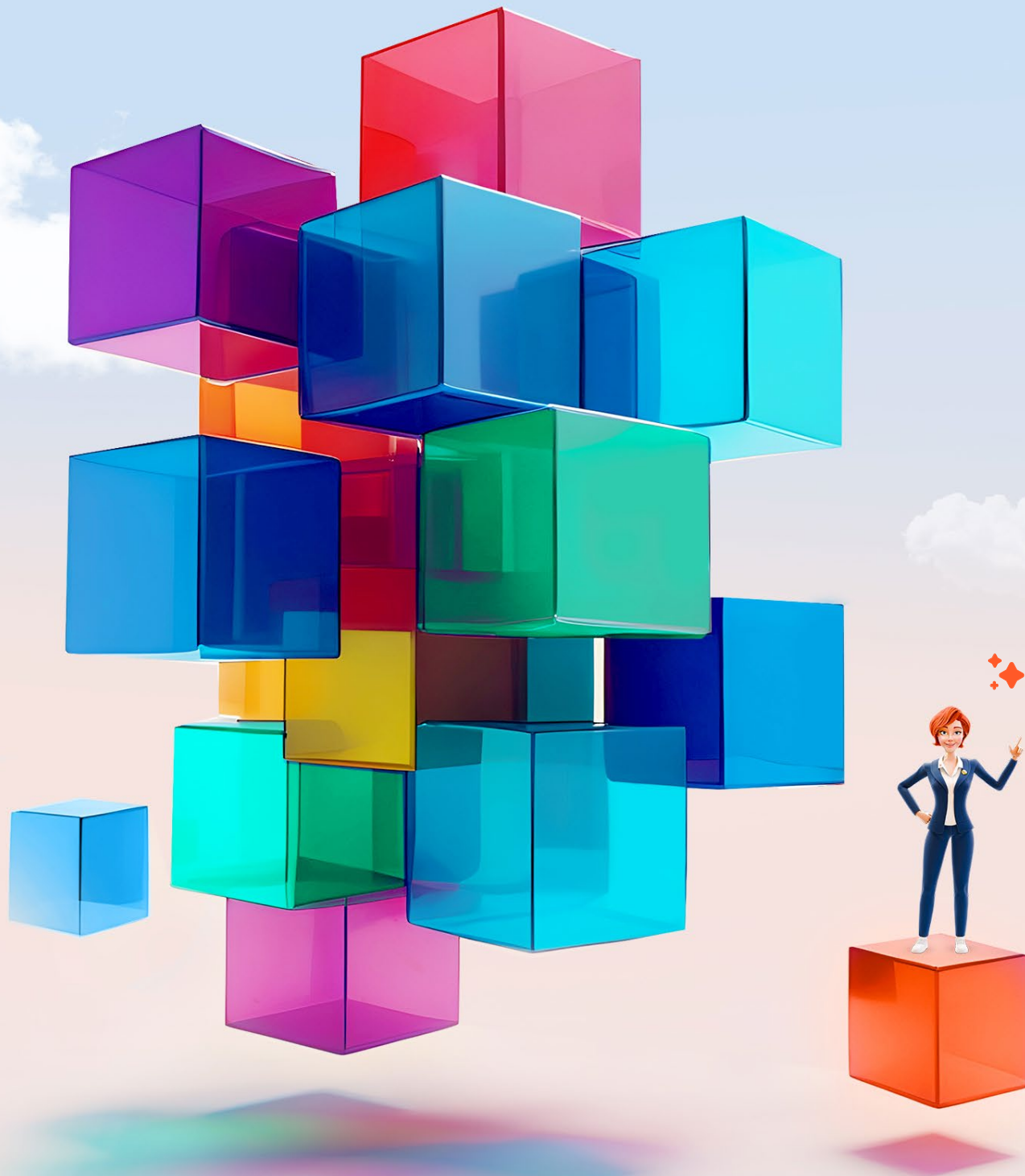
Sidetrade's bookings reached €11.2 million in new Annual Contract Value signed to December 31, 2023. Revenue grew by an impressive 20% at constant exchange rates, to €43.7 million, driven by a 23% increase in SaaS subscriptions. Financial performance in 2023 was excellent: net income amounted to €5.6 million, with a profitability ratio of 13% of revenue. For the coming year, **we intend to pursue this double-digit growth dynamic, while maintaining profitability.** Growth factors include promising trends in an untapped market, integration of new features and risk management activities, application of new electronic invoicing regulatory requirements in Europe, and external growth opportunities, such as strategic acquisitions which are likely to increase revenue.

In 2023, Sidetrade showed a solid financial position, ranking among the top SaaS players in terms of gross margin. We implemented rigorous budgetary controls to ensure profitable growth, providing security for our employees, customers and investors. It is worth noting that Sidetrade's shareholder structure has remained stable since its creation, testifying to the company's solidity.

Sidetrade's ambition benefits all its stakeholders: customers, employees, partners, shareholders, and the Group as a whole. By aligning ourselves with our purpose, which is to unlock companies' cash flow potential, we seek to combine economic, social and environmental performance in a harmonious way. This reflects our determination to act as a responsible corporate citizen, mindful of current and future challenges.

To reach \$100 million in annual recurring revenue by 2025, while integrating a socially and environmentally responsible approach.

In 2023, another acquisition strengthened its presence on the North American continent. This expansion proved to be a success, surpassing ambitions and becoming a pillar of Sidetrade's growth (28% of revenue in 2023).



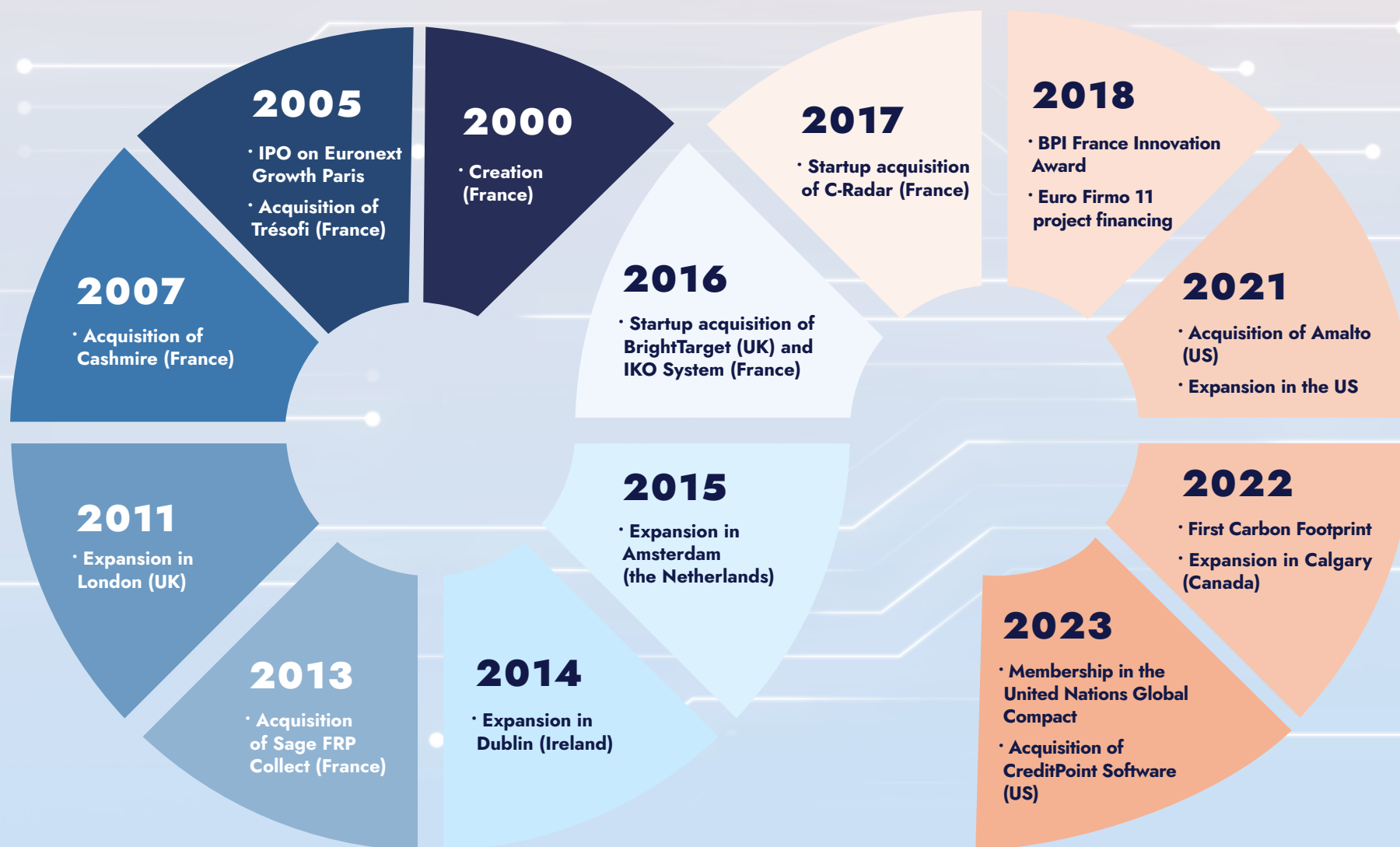
Sidetrade's highlights in 2023

- 315** employees
- 32** % women
- 27** nationalities
- 24** % over 45 years old
- €43.7** million in revenue
- 90** % recurring revenue
- 1.1** billion invoices processed
- \$6.1** billion inter-company credit managed
- 38.2** million companies' payment behavior analyzed
- 2,170** tCO₂eq

Sidetrade is an international company with operations in the **United Kingdom** (Birmingham, London), **Canada** (Calgary), the **United States** (Houston, Tulsa), **France** (Boulogne-Billancourt) and **Ireland** (Dublin).

24 years of Order-to-Cash innovation

— Sidetrade: the story so far



Our guiding principles

— Beyond innovation, Sidetrade is guided by...

A **customer-centric**
approach



Business
simplification



Knowledge
sharing



A **results-driven**
culture



Exploration
of all possibilities





**Sidetrade's CSR
approach:**
tomorrow's
world depends
on today's
decisions

The aim is to give meaning to our business by making a positive contribution to society.

Although we are not currently required to publish a non-financial performance statement, we chose to proactively commit to the path of corporate social responsibility (CSR) at the end of 2022. This decision stems from our growing awareness of the impact of our activities on the world around us.

In fact, we had already integrated CSR into our activities, thus making our contribution to a sustainable future more streamlined. Moreover, in preparation for the Corporate Sustainability Reporting Directive (CSRD), Sidetrade will comply with its requirements in 2026 for the 2025 financial year.

Our CSR strategy

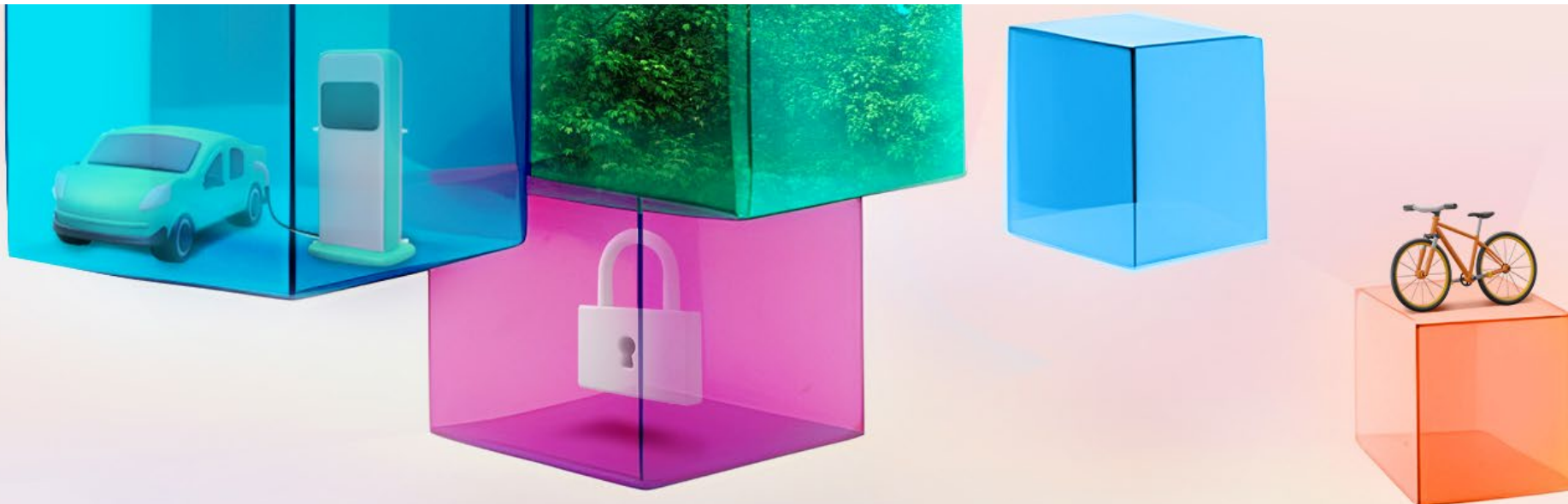
Sidetrade's CSR strategy is shaped around **four commitments**:

- **Control our carbon footprint and foster sustainability**
- **Drive innovation and invest in talent**
- **Ensure digital responsibility**
- **Lead with trust and maintain ethical business practices**

These commitments guide our daily decisions and actions, in a continuous improvement process on which we regularly communicate. We have implemented a dashboard with quantitative indicators and specific objectives. **This allows us to steer our CSR efforts and concretely measure our progress.**

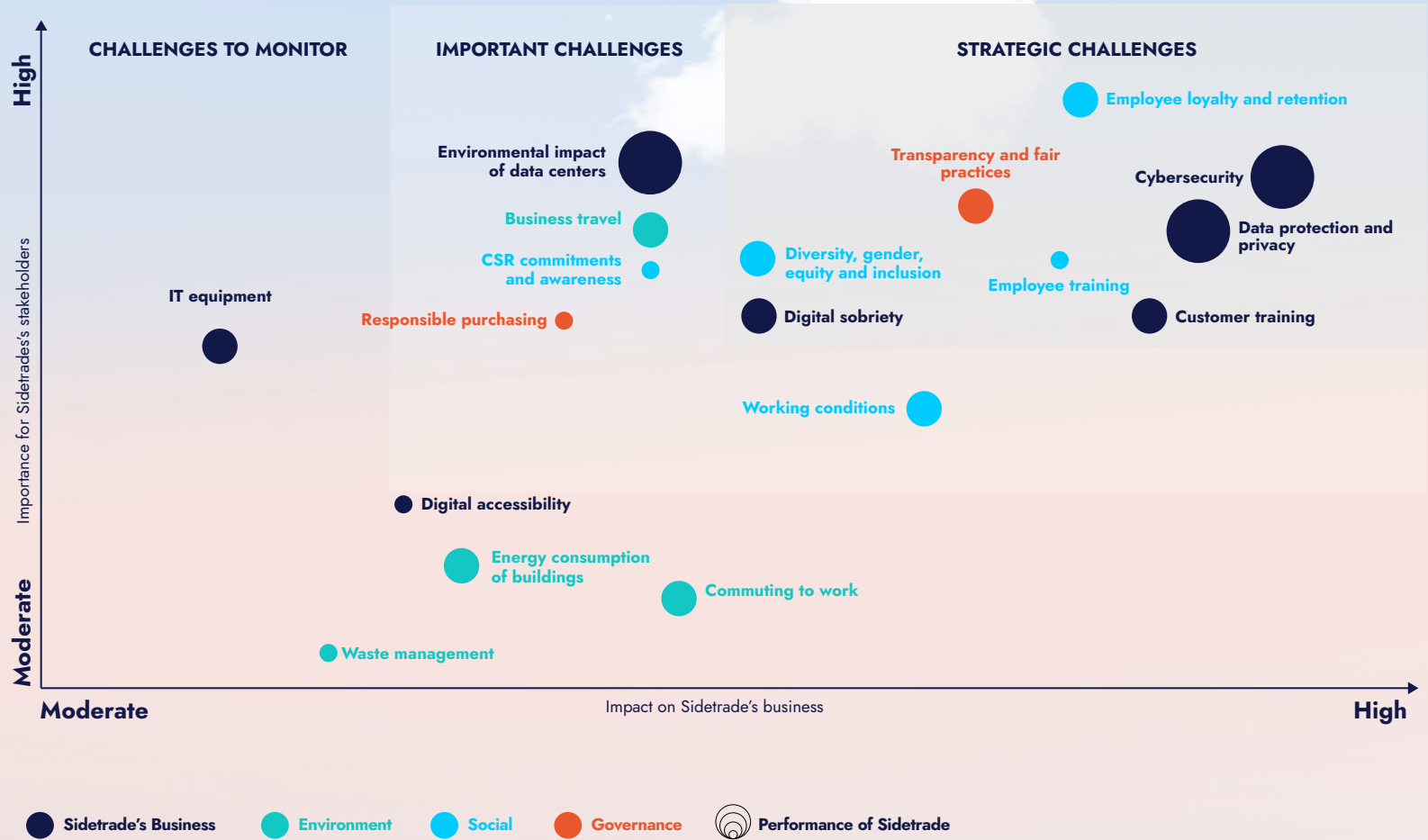
Sidetrade's CSR Committee, which oversees our CSR strategy, is made up of six members. Three of them are members of the Sidetrade Executive Committee: the Chief Financial Officer, the Chief People Officer and the Chief Communications Officer (who is also a representative of the Sidetrade Board of Directors). The Committee meets quarterly for strategic planning, objective reviews, action monitoring, indicator analysis, and policy reviews.

At the same time, **our environmental policy, integrated into our CSR strategy, is approved and supported by Sidetrade's Board of Directors.**



Our CSR priorities

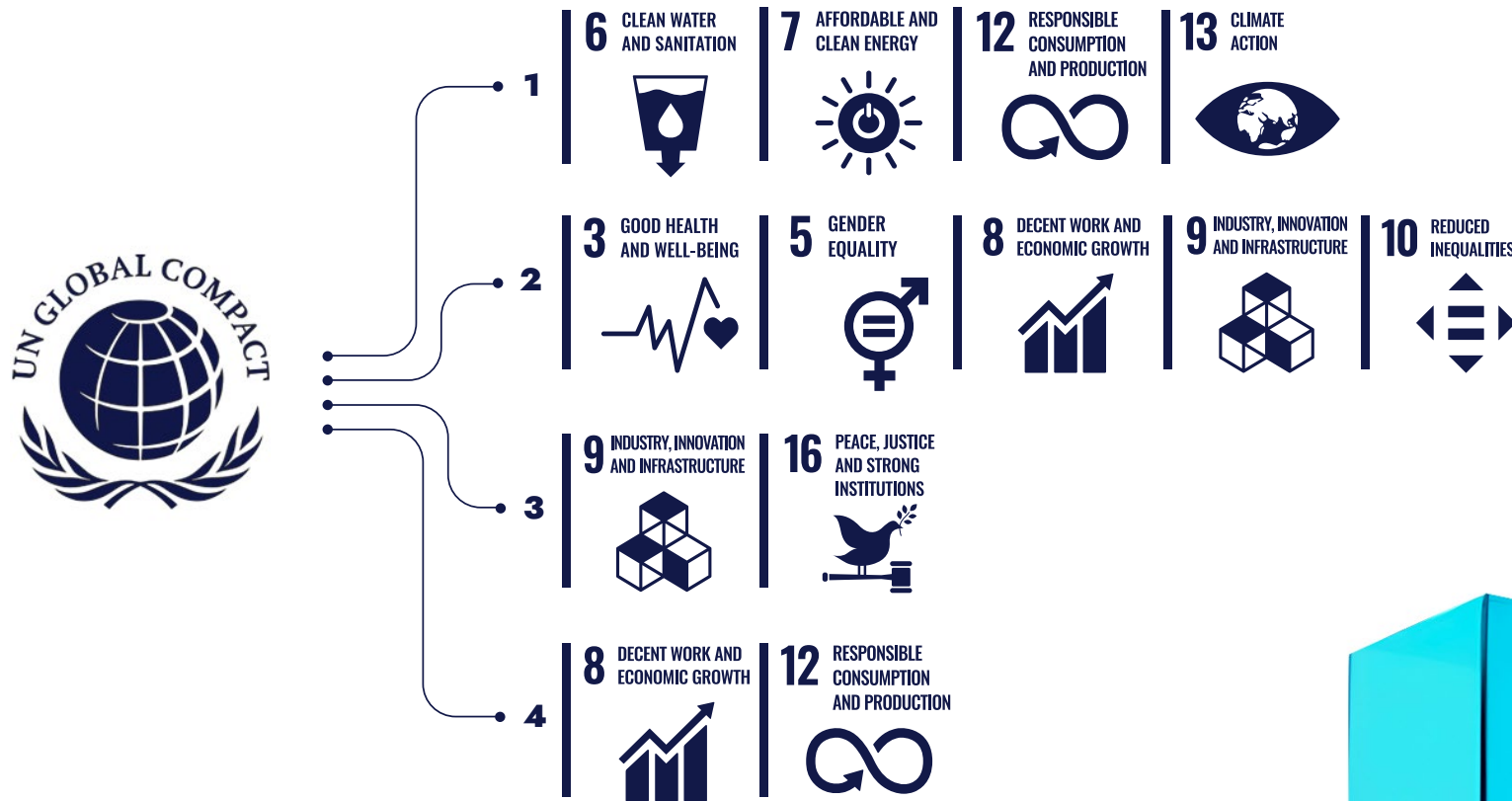
Our CSR approach is based on the identification and prioritization of our key challenges through a materiality matrix. This analysis, conducted in consultation with our main internal stakeholders, has determined the priorities to be integrated into our CSR strategy.



Sidetrade's contribution to the Sustainable Development Goals (SDGs)

Sidetrade has been a member of the United Nations Global Compact (UNGC) since January 2023, thereby demonstrating its commitment to aligning its actions with the UN Sustainable Development Goals (SDGs). We actively contribute to 11 of them:

Sidetrade's contribution to the SDGs



Sidetrade's CSR commitments

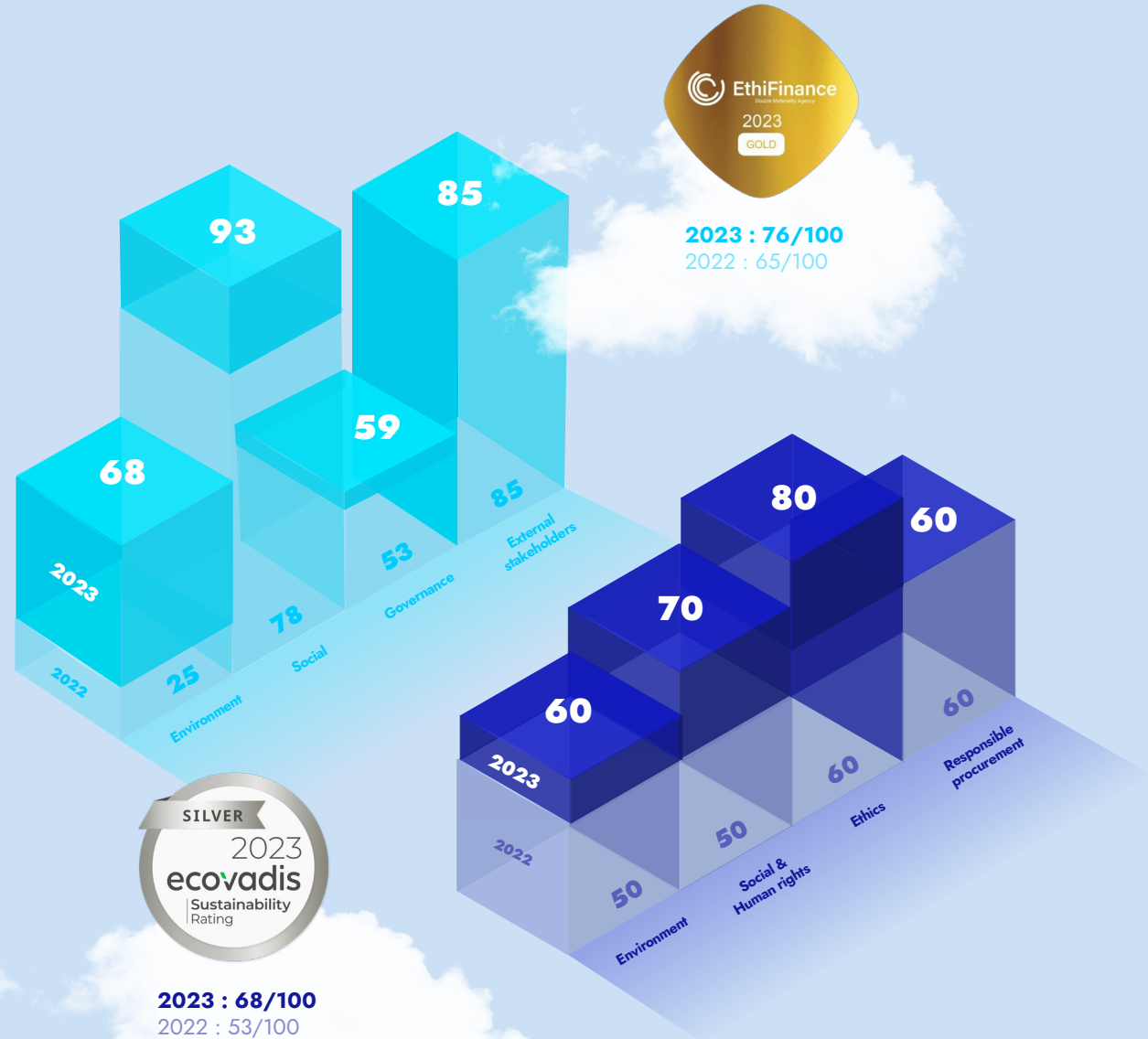
- 1 Control our **carbon footprint** and foster sustainability
- 2 Drive **innovation** and invest in talent
- 3 Ensure **digital responsibility**
- 4 Lead with **trust** and maintain **ethical business practices**

The recognition of our CSR engagement

We enlisted renowned global CSR rating agencies to evaluate our performance. **We are proud to have received a Gold Medal from Ethifinance and a Silver Medal from EcoVadis in 2023.** These awards recognize our progress and continuous improvement in environmental and social performance, and affirm our commitment to CSR.

Our aim is to continue improving our EcoVadis scores and ESG ratings by Ethifinance. This ongoing improvement process positively impacts society, the environment and our market reputation.

Ratings from Ethifinance and EcoVadis



Among the top 25%
(all evaluated sectors and companies)

Our environmental commitment: Sidetrade's journey towards sustainability

Today, the digital sector accounts for between 2% and 4% of global greenhouse gas emissions (**source: Eco-responsible digital interdepartmental mission, 2023**). As a **player in the digital sector, Sidetrade is committed to reducing its carbon footprint, conscious of its responsibility towards environmental sustainability.**

#MyGreenSide





Control our carbon footprint and foster sustainability

Sidetrade's carbon intensity in 2023

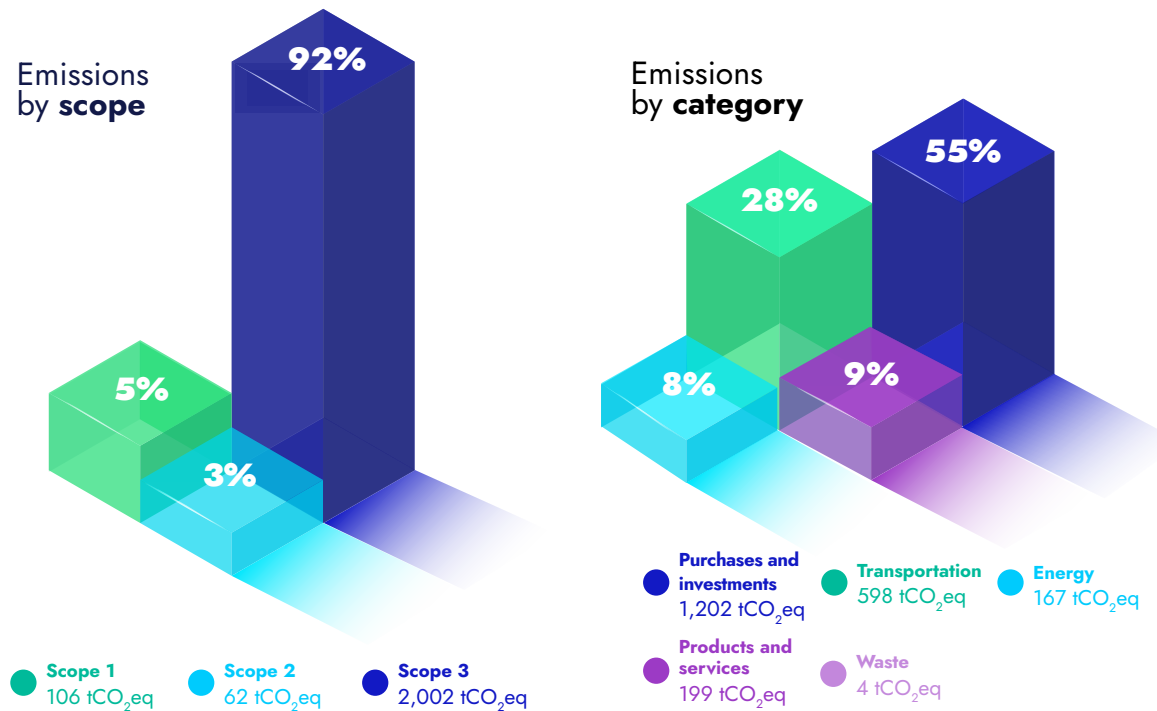
- 2,170** tCO₂eq
- 50** kgCO₂eq per €k of revenue (-19% versus 2022)
- 9** gCO₂eq per invoice processed (-21% versus 2022)
- 6.8** tCO₂eq per employee (-11% versus 2022)

Measuring our carbon footprint

Sidetrade embarked on the path to sustainability by assessing its climate impact. **This journey began in 2022 with the completion of its first carbon footprint assessment, encompassing scopes 1, 2 and 3, to accurately quantify greenhouse gas (GHG) emissions.** Since then, our assessments have been certified, measuring all direct and indirect emissions from Sidetrade's activities across all countries where employees are present. This enables us to track the main sources of GHG emissions throughout the value chain.

Sidetrade's carbon footprint in 2023 has decreased by 5% on the previous year, while revenue over the same period has shown a double-digit growth of 20%. This positive contrast illustrates the success of the energy measures implemented to reduce our carbon footprint.

Sidetrade's Carbon Footprint in 2023





During data collection in 2023, we identified an underestimation in the calculation of emissions from our technology platform in 2022: 2,282 tCO₂eq compared to the initially recorded 2,106 tCO₂eq. Incorporating this adjustment, Sidetrade's corrected emissions progress in 2023 shows a 5% reduction in overall emissions. This significant improvement, particularly notable in the services purchasing category, is attributed to enhanced data quality collected between 2022 and 2023. Specifically, **57% of our 2023 carbon footprint is based on physical, real, or extrapolated data**, up from 38% in 2022, reflecting our increased commitment to accurately and rigorously assess our environmental impact.

In 2023, we intensified our efforts to reduce our carbon footprint across scopes 1, 2, and 3. The result? A significant optimization of our IT infrastructure management and energy consumption of our servers (2,002 tCO₂eq) and streamlining of commuting (92.9 tCO₂eq).

In view of our outstanding performance registered in 2023, we have set priorities for 2024 by maintaining our focus on scope 3. This not only meets the ecological expectations of our stakeholders, but also reaffirms our commitment to environmental sustainability.

In the Information Technology sector, Sidetrade maintains a carbon intensity performance aligned with the sector average (Source: Comparative study of 2023 carbon emissions, based on data from Ethifinance and Eiffel Investment Group).

2023 KPIs

- > Emissions linked to electricity consumption: 66 tCO₂eq (0.45 GWh)
- > Emissions generated by servers: 23.9 tCO₂eq
- > Emissions generated by IT equipment: 74 tCO₂eq
- > Emissions generated by buildings: 75 tCO₂eq

Our roadmap for achieving our carbon emission control targets, as defined in our 2023 Carbon Footprint action plan, is based on responsible procurement, sensible use of digital technology, sustainable internal initiatives and environmentally friendly mobility.

For the upcoming year, Sidetrade will continue its initiative to encourage suppliers to assess and share their GHG emissions. This transparency consistently enhances the quality of data collected for our carbon footprint, strengthening our CSR strategy and allowing the identification of opportunities to reduce emissions.

In parallel, since 2020, we have been turning our employees into planters thanks to a partnership with **Tree-Nation**. In 2023, this initiative contributed to **the planting of more than 1,480 trees, offsetting 72.4 tons of CO₂eq, or 68% of our direct emissions for the year.**

2023 KPIs

- > PUE (Power Usage Effectiveness) at one of the main data centers (Colt): 1.23
- > Maximum usage duration of servers: 7 years on average
- > Server renewal: 10% storage capacity freed up each year

Committing to low-impact IT efficiency

According to a **2023 study by the French Ecological Transition Agency (ADEME) and the French Regulatory Authority for Communications and Press Distribution (ARCEP)**, the digital industry's carbon footprint primarily stems from equipment and their manufacturing (nearly 80%), while servers account for 16%, and networks 5%. As a result, **Sidetrade places significant importance on reducing its environmental impact associated with the use of digital technologies and information systems.** We are therefore continually improving our practices and implementing innovative solutions to reduce our environmental footprint while maintaining optimum technological performance.

Our main data center in Europe is powered by 100% renewable energy.

However, we face a real challenge: to combine high technological performance with sobriety. It is essential for us to provide our IT, R&D and

Product teams with high-performance equipment and servers capable of processing data efficiently, while guaranteeing the availability of our platform for our customers. We also understand the need to strike a balance across our entire information system, considering emissions throughout the lifecycle of our products and systems, and not just energy consumption during use.

As proof of our maturity on the subject, since its inception, **Sidetrade has chosen to host its own private cloud, which today offers a significant environmental advantage.** This decision results in optimized energy consumption and efficient resource management, thereby contributing to sustainability and environmental preservation.

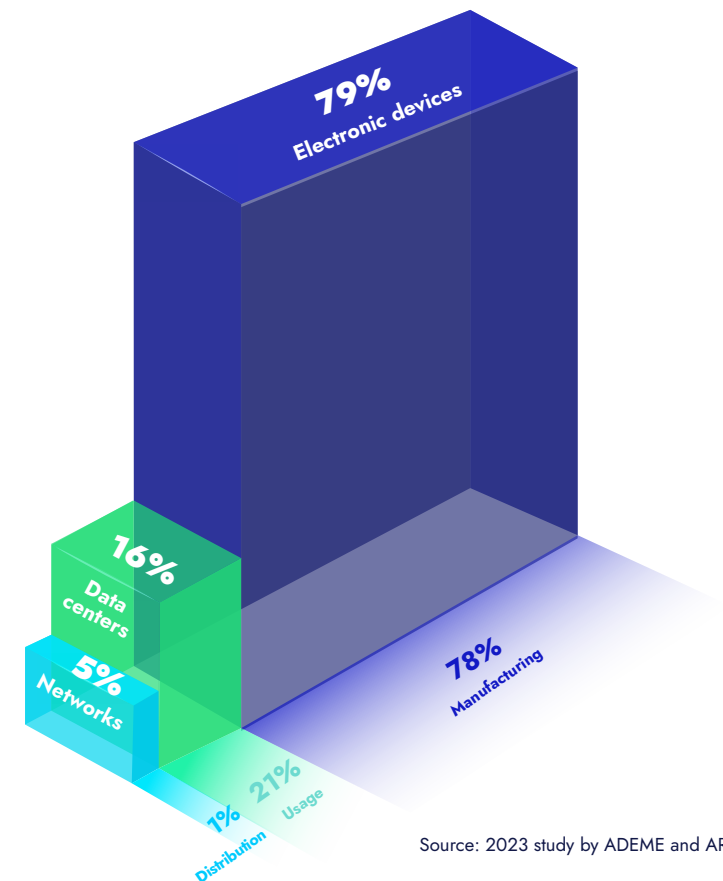
Policy

Promoting IT efficiency to encourage frugality, resource economy, recyclability and sustainability has long been a priority for Sidetrade. The majority of our servers are located in France, where the energy mix emits low levels of carbon (32 gCO₂eq/kWh), ensuring both reduced energy consumption and the security of personal data.

In 2023, Sidetrade adopted the transition to Solid State Drives (SSDs) to reduce server space, improve energy efficiency and maximize performance. Now the standard at Sidetrade, this initiative will continue to be implemented to reinforce our commitment to greener, more efficient IT.

Our IT teams are fully committed to digital frugality, adopting a **“sustainability by design” approach** that includes minimizing the energy consumption of servers (80% of their carbon impact) right from the design phase. When processing customer requests on our platform, this translates into reduced computing time, more efficient algorithms and optimized display times. This approach has a dual benefit: it improves business efficiency and working comfort for our customers, while saving energy resources.

Digital carbon footprint



Source: 2023 study by ADEME and ARCEP



Initiatives

- **Formalization of a FinOps approach in 2023** to analyze by 2024 the actual use of all infrastructure (internal and production) for green IT (optimizing and reducing the footprint of financial, technical and environmental resources)
- **Continuous evaluation of IT performance** (data calculation, algorithm processing) to improve time, energy and cost efficiency
- **Focusing on the calculation of financial indicators**, one of the most resource-intensive phases: a threefold reduction in computing time for our largest customer (saving two hours of processing time per day for equivalent data volumes), savings of over 200 hours of processing time per week for all our customers by 2023
- **Virtualization of 90.2% of servers** on a single physical server, optimizing IT system management and machine utilization
- **Establishment of a new data center in Canada** (96% powered by renewable energy and ISO 14001, ISO 50001 and ISO 45001 certified, guaranteeing best practices in environmental management and safety), fully operational in 2024
- **Requirement of data center suppliers PUE** to select the most energy-efficient data centers
- **Migration of head office IT infrastructure to our local data centers** to take advantage of their low environmental impact
- **Transition to Solid State Drives**
- **Inventory of servers** to maximize their lifespan, facilitate reuse and ensure end-of-life recycling

Encouraging sustainable mobility

Business travel contributes significantly to Sidetrade's carbon footprint. **As a fast-growing company with operations around the world, Sidetrade has taken the decision to identify non-essential travel and strengthen its travel policy to reduce its dependence on fossil fuels and cut GHG emissions.** A mobility diagnostic, carried out as part of our Carbon Footprint 2023 project, assessed the main sources of emissions linked to our employees' commutes. It revealed opportunities for the adoption of electric mobility and environmentally friendly modes of transport.

Policy

Every business trip at Sidetrade is optimized via the new business travel platform, active since July 2023. This platform automates the management of our travel policy rules and measures CO2 emissions for each journey. Travel choices are then validated by the line manager, with a strong incentive to prioritize public transport and the train in place of air travel for short journeys.

At the same time, **Sidetrade promotes environmentally friendly commuting with attractive programs such as "Bike to Work" in Ireland and "Cycle to Work" in the UK.** These initiatives enable employees to purchase a bike (mechanical or electric) with tax benefits, repayable by monthly deductions from their salaries. In this way, Sidetraders can opt for sustainable means of transport and save money at the same time.





Using water responsibly

2023 KPIs

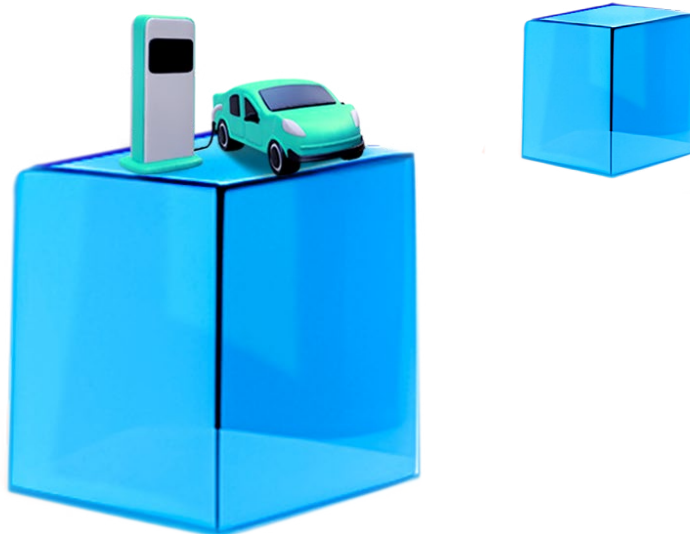
- > 22.6% of CO2 emissions linked to business travel (490 tCO₂eq), up 40% on 2022 due to the expansion of our workforce and the increase in the number of in-house seminars, reflecting our growth and commitment to professional development
- > 4.3% of CO2 emissions linked to daily travel (92.9 tCO₂eq) down 42% compared to 2022

2023 KPIs

- > Water consumption for all offices: 1,948 m³
- > Tons of pollutants discharged into water: 0

Initiatives

- **Meetings via Microsoft Teams** for all, with automatic Wi-Fi from Sidetrade in all countries
- **Formalizing a partnership with a taxi company** using electric or hybrid vehicles for implementation by 2026
- **Consideration of extending the “Bike to Work” program** in France by June 2024 and in Canada by the end of 2024
- **100% adoption of electric or hybrid vehicles** for Sidetrade employees since November 2023
- **Availability of two free charging stations in the head office** parking lot since November 2023, with additional stations to be installed by 2025



Sidetrade has carried out an in-depth impact study on its offices to assess water-related climate risks over the period 2021-2040. This analysis aims to understand the vulnerabilities of our sites to water and climate issues. Here are the main results:

- **Low exposure to water stress:** Sites in France, Birmingham (UK) and Ireland
- **Moderately high exposure to water stress:** Sites in London (UK) and Canada
- **Risk of heavy precipitation:** All sites show slightly low exposure
- **No flood risk identified:** All Sidetrade sites are protected against flooding

In addition, **Sidetrade measures water consumption on its premises and encourages its employees to adopt responsible practices on a daily basis.** We take care to meet real needs and prevent any wastage. Water consumption by servers, however, remains a hard-to-access data point, which Sidetrade is currently unable to assess.

Policy

Sidetrade is committed to continuing to optimize water management at all its sites, and to taking appropriate measures for each level of risk identified to ensure sustainable and responsible use of water resources.

Initiatives

- **Limiting water flow** by installing sensor taps in all rooms
- **Encouraging the use of water bottles** by providing water fountains
- **Promotion of water-saving behaviors**, such as using the same glass or cup throughout the day



Excel in the 3Rs (Reduce, Reuse and Recycle)

The ability to implement responsible and efficient resource management is an essential component of a software company's commitment to ensuring the sustainability of its operations. **Sidetrade is committed to optimizing resource consumption, minimizing waste and controlling its environmental footprint.**

For several years now, Sidetrade has been committed to reducing waste and using appropriate sorting and recycling channels, particularly for IT equipment. Long before we calculated our first Carbon Footprint, we had integrated the principle of limiting electronic waste while optimizing costs and guaranteeing the efficient use of resources. These practices are now part of a global approach to sustainability that has evolved into the

unavoidable need to excel in the three Rs to reduce the ecological footprint of our activities.

We favor the purchase of eco-responsible equipment designed to save resources, reduce electricity consumption, and promote durability and repairability. We launch initiatives focused on the re-use of our IT equipment, both internally and externally. Finally, we adopt a responsible approach to Waste Electrical and Electronic Equipment (WEEE), in addition to selective sorting in all our offices.



2023 KPIs

- > Computer lifespan: 3 to 6 years on average
- > Second life for computers: 30% reused internally
- > IT equipment recycling: over 480 kg of WEEE collected
- > Ordinary waste: 5.6 tons at all sites, 48% of which can be recycled
- > Hazardous and radioactive waste: 0 tons discharged

Policy

Although not formalized in a specific policy, **Sidetrade has set up a traceability and logistics organization designed to enhance the value of its IT assets and optimize their use through reuse strategies.** In particular, this involves keeping computers until the signs of end-of-life are obvious and repair is no longer an option. End-of-life management of IT equipment is carried out in partnership with **ATF Gaia** in France and **Kavanagh** in Ireland. This process, which complies with the requirements of the General Data Protection Regulation (GDPR), involves recovering devices unfit for use and destroying their data contents. This approach, requiring specific expertise, is complex.

Sidetrade also has a paperless policy, dematerializing 100% of its documents. This initiative guarantees enhanced confidentiality, optimized traceability and a significant reduction in printing. Contracts (for both customers and employees), pay slips, vacation management, expense reports and travel are all entirely paperless.

Initiatives

- **Automatic sleep mode for all staff computers**
- **Reallocation of IT team** computers to employees using low-resource applications, not requiring latest-generation machines
- **Maximization of IT equipment lifetime** based on diagnosed performance and equipment repairs where feasible
- **Recycling WEEE** through collection and processing by **ATF Gaia** and **Kavanagh**
- **Recognition and celebration of employees' eco-actions** through internal challenges



Our social commitment: cultivating joy and collective success

Talking about joy at work might seem surprising, but it's a more natural concept than one might think. Joy at work is a powerful driver of motivation and productivity. **We are committed to creating an environment where every employee and every customer can flourish, grow and take pride in their achievements.** This shared joy forges strong bonds between our teams and customers who are at the heart of our success!

#PeopleMakeSidetradeUnique



Acting in the interest of our teams' success

Joining Sidetrade means embarking on an exciting adventure. **It's about becoming part of a dynamic, creative community, ready to conquer new horizons while adhering to fundamental principles.** It's about participating in an ambitious, fast-growing venture.

Investing in talent diversity

With offices in Europe and North America, English is our working language, facilitating collaboration and exchange within our global team. For many years, we have placed great importance on diversity, convinced that it stimulates innovation. **We strive to promote multiculturalism, diverse perspectives and varied experiences.** It is this mosaic of talent and vision that makes up our strength and uniqueness.



"We support our teams so they can thrive in an international environment where equal opportunity is not just an ideal but a reality. Here, everyone can reach their full potential and contribute fully to the company's success. Because we believe that collective success is based on individual fulfillment."

Jennifer Bos
Chief People Officer
@Sidetrade

2023 KPIs

- > 100% of Sidetrade recruiters trained in diversity and inclusion
- > 27 nationalities represented (+5 compared to 2022)
- > Average age: 37 years
- > 24% of employees are over 45 years old
- > Sidetrade Code Academy: 3 full-time hires

Policy

Sidetrade's code of conduct defines the ethical standards and core values of the company, including our commitment to CSR. This code guides our actions and relationships with our employees, suppliers, partners and shareholders in every country in which we operate.

Sidetrade is committed to building and maintaining a diverse and inclusive workplace, through initiatives like the Sidetrade Code Academy. This free annual program, launched in 2018, aims to break down barriers to entry-level tech careers. The Sidetrade Code Academy is open to everyone, with no prior IT knowledge required. It offers four weeks of training and full-time job opportunities at Sidetrade. Participants benefit from the mentorship of Sidetrade engineers and data scientists, and acquire practical skills and experience.

Since its inception, the Sidetrade Code Academy has seen impressive growth in applications, including increased participation from women. This initiative doesn't just train coders; it opens doors to tech careers, promoting equal opportunities and welcoming diverse and atypical profiles.

Initiatives

- **Launch of diversity and inclusion training** for recruitment teams
- **Selection of 12 students** from the 215 applications received for the Sidetrade Code Academy 2023

The impact of the Sidetrade Code Academy

H

istorically, the tech industry has been too prescriptive about academic and technical requirements, limiting opportunities for many candidates. With the Sidetrade Code Academy, we are broadening access to tech careers. **Our mission is to make our industry more inclusive, diverse, and accessible to all.**

We focus on practical skills, hands-on experience, and mentoring rather than conventional prerequisites. By breaking down the rigid norms of the past, we are opening doors to untapped talent, propelling the tech industry to new heights.



Mark Sheldon
Chief Technology Officer
@Sidetrade



John Cotton
Leader
@Birmingham City Council

Initiatives like the Sidetrade Code Academy have a transformative impact on our community. By removing barriers to tech careers, Sidetrade not only encourages the emergence of a new generation of skilled tech professionals in Birmingham but also champions inclusivity and equal opportunity. This initiative goes beyond teaching coding; it opens up a world of possibilities, ensuring that everyone, regardless of their background and technical experience, can contribute and thrive within Birmingham's dynamic tech community.

T

he Sidetrade Code Academy is an excellent opportunity for people transitioning to a new career, as was the case for me. We learned a lot in a short amount of time, thanks to the attention and expertise of the Sidetraders involved. What I particularly appreciated was that each participant was responsible for their own results, without pressure from Sidetrade, which was always available to help us. Even if I hadn't found a job at the end of the program, I would still consider this experience valuable and enriching. I am very grateful to work for Sidetrade today alongside the people who opened the doors for me.



Alice Bryer
Graduate Software Engineer
@Sidetrade
2023 Sidetrade
Code Academy graduate

Promoting gender equality

We actively support women in the tech sector, as evidenced by our gender promotion gap favoring women by 1.2% according to the Egapro Index. In 2023, we established a dedicated team to promote gender diversity and professional equality. This team is tasked with proposing, implementing, and monitoring actions aimed at continuous improvement of gender parity within our group.

Policy

Sidetrade is committed to promoting gender equality through concrete policies:

- Increasing the proportion of women in its workforce
- Ensuring equal pay
- Fostering access to promotions for women
- Offering mentoring and professional development programs

Initiatives

- **Regular monitoring of gender equality and pay equity indicators** with the **Egapro Index** and publication on www.sidetrade.com
- **Gender equality training** established in 2023 for all recruiters, managers, and new Sidetraders in partnership with the United Nations Global Compact
- **Launch of the “By Your Side” program**, a 5-month mentoring initiative to support and develop female talent at Sidetrade, with committed mentors
- **Gender parity achieved for the first time in 2023 at the Sidetrade Code Academy**
- **Promotion of digital careers to young women** through workshops at **Epitech** (France) and events with **Women in Tech Birmingham** (UK)

2023 KPIs

- > 32% women, 68% men
- > Professional equality index: 91/100 at the headquarters (+2 points compared to 2022), 93/100 for the group
- > Executive Committee: 33% women
- > Board of Directors: 1 woman out of 5 members
- > Pay gap: 2% (in favor of men)
- > Promotion rate gap: 1.2% (in favor of women)
- > Average promotion time: 1 year and 8 months (across all roles and countries, for comparable working hours)
- > Average promotion time for women: 1 year and 5 months
- > Average promotion time for men: 2 years
- > By Your Side mentorship: 33% female beneficiaries
- > Educational commitment: 6 Sidetrade ambassadors at Epitech, one at Women in Tech Birmingham



The Impact of “By Your Side” Mentoring

“I was paired with a brilliant mentor who gave me excellent advice. It was fantastic: regular meetings, idea exchanges, and developing an action plan for my career goals and skill development!”

Mentee

2023 “By Your Side” program

“The By Your Side program has been fantastic! My mentor gave me valuable insights on skills beyond my specific role, such as self-confidence and public speaking—areas I particularly wanted to improve. And as a bonus, I now have a new friend at Sidetrade I hadn’t worked with before!”

Mentee

2023 “By Your Side” program

“Mentorship is an extremely valuable tool. I’ve been fortunate to have some great mentors throughout my career, but they are not always easy to find, which can be discouraging. That’s why, when Sidetrade offered the By Your Side program, I immediately applied. I loved being a mentor and meeting someone new at Sidetrade. I highly recommend this program!”

Mentor

2023 “By Your Side” program



We are dedicated to advancing gender equality. At Sidetrade, what matters is your personality, motivation, and appetite for new challenges. Because it is your unique talents that drive us towards collective excellence.

Christelle Dhrif
Chief Communications Officer
@Sidetrade

Ensuring a smooth onboarding

Our priority is to guide our new employees towards excellence by providing a seamless experience that fosters their development from day one.

Policy

Even before their arrival, each new hire at Sidetrade receives an onboarding kit. On their first day, they receive a welcome booklet and personalized access to the Sidetrade Academy, a learning platform for developing knowledge and skills tailored to Sidetrade. **The new hire is supported, guided, and trained by their manager and other colleagues, which helps facilitate their integration.** Over three months, they get to know the organization, roles, products, processes and tools, ensuring a comprehensive immersion.

To guarantee a successful transition, HR follow-ups are conducted systematically at 30, 60, and 90 days. Additionally, a buddy is assigned to help them understand Sidetrade's culture and encourage interactions during lunches or coffee breaks, creating informal sharing opportunities.



Initiatives

- Collective welcome program, regardless of country, overseen by HR
- Local onboarding sessions for each new hire, managed by HR

2023 KPIs

- > Onboarding sessions: 12
- > Access to Sidetrade Academy: 100% of Sidetraders

The onboarding program's impact

New Sidetraders share their experiences...

"My onboarding process at Sidetrade was exceptional. I met every member of my department as well as colleagues from other departments. They all welcomed me and provided insights into their specific areas of expertise, giving me different perspectives. The videos and educational content from the Sidetrade Academy were very helpful for deepening my knowledge during the free slots in the onboarding schedule. Everyone I met was helpful and friendly, and I was warmly welcomed into the Sidetrade family."

Sidetrader

Customer Success department

"I was fortunate to participate in the Sidetrade Hackathon a week after I arrived, which was by far the best onboarding experience one could have! It was a unique opportunity to exchange ideas, collaborate with different profiles in innovation, and meet the executive committee for the first time. As a new Sidetrader, it helped me integrate into the group's culture and establish connections with my team members."

Sidetrader

R&D department

"The onboarding program provided an excellent introduction to Sidetrade's culture, vision and mission. The sessions were thorough and comprehensive. I was able to immediately connect with my new colleagues. This experience is invaluable for building a strong foundation for my journey at Sidetrade."

Sidetrader

Marketing department



Fostering innovation and fulfillment

We believe in the importance of informing and training our teams so they can grow with us. We are proud to have created opportunities that promote interaction and strengthen our #OneTeam spirit. These moments of engagement bring inspiration and development opportunities, creating a sense of belonging and motivation to tackle great challenges. Together, we are part of something bigger, ready to conquer new horizons.

Policy

Our centralized HR information system provides efficiency, transparency, and consistency in managing our teams. It includes salary progression, leave management and performance evaluations.

Our managers undergo training to enhance their team management and decision-making skills. This program aims to develop leaders capable of efficiently managing projects, inspiring their teams, and achieving remarkable performances. **By investing in the development of our managers, we cultivate a culture of excellence**, essential for driving our growth and ensuring our continued success.

2023 KPIs

- > Flexibility: 100% of teams equipped with laptops
- > Training: 100% of the workforce (11.3 hours per person)
- > New offerings on the Sidetrade Academy: 11 trainings (totaling 7 hours)
- > Sidehack attendance: 26% of the workforce (82 people)
- > Services Week attendance: 19% of the workforce (60 people)
- > SKO attendance: 21% of the workforce (67 people)
- > Promotion: 11% of the workforce
- > Mobility: 0.3% of the workforce
- > Turnover rate: 20.8%

Initiatives

Every Sidetrade employee benefits from an annual evaluation that includes skill development, setting goals, and defining performance indicators. This approach fosters constructive discussions, and recognizes contributions and successes. Since 2022, every employee has access to a wide range of training programs via the Sidetrade Academy.

We also invest in internal seminars that encourage collaboration, creativity, and excellence. Our events highlight talents and their projects, fostering an environment where human connections stimulate creativity, collaboration and fulfillment.

- Online and personalized training according to profiles
- Managerial support program launched in 2023 via the Sidetrade Academy
- Feedback sessions inaugurated in 2023 for open communication and optimized evaluations
- Annual “Sidehack” hackathon with about ten projects stimulating creativity and cohesion for our R&D and Product teams
- First “Services Week” seminar with professional services and client teams, resulting in 12 major innovations
- Annual “Sales Kick-Off” meeting to share sales goals, strategies, and best practices

Sidehack's impact

H

olding a hackathon is essential for any company. It generates innovative ideas, fosters innovation, and cultivates an entrepreneurial mindset. It's an opportunity to bring together profiles with diverse skills in an environment conducive to creativity.



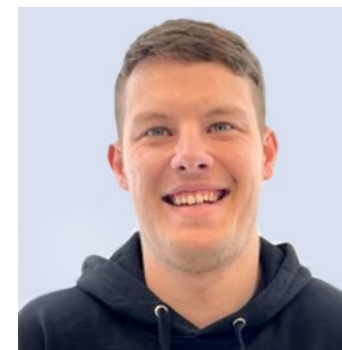
Rob Harvey
Chief Product Officer
@Sidetrade



Olumese Omoaghe
Software Engineer
@Sidetrade

T

he annual Sidetrade hackathon is the most important event in the R&D calendar, with perfect unity between participants and innovation. By creating a friendly and relaxed environment, away from daily life, we push the 'work-hard, play-hard' ethos to its limits to build new relationships and game-changing features for our clients!



Luke Hennerley
VP Innovation in R&D
@Sidetrade

T

hanks to Sidetrade for #Sidehack2023. It was a great time to immerse myself in Sidetrade's culture. We were able to innovate and positively disrupt the fintech sector while connecting and creating lasting relationships with colleagues from around the world through many exciting and fun activities.

Sales Kick-Off's *impact*

T

he Sales Kick-Off is always a great time to reflect and plan, but what makes Sidetrade's SKO special is the chance to foster and strengthen relationships. Looking forward to the new year, I am excited

to work with our team to build even stronger connections with our clients and partners. Let's make 2024 a year of growth and collaboration!



Bill North
North America Area VP Sales
@Sidetrade

Behind the scenes with *Sidetraders*

"Management listens to our challenges and helps us find the best solutions to improve our daily lives. **It's a company distinguished by its continuous development and offers great opportunities for growth** both nationally and internationally."

"Sidetrade is a company with a very pleasant working environment and management that listens to the suggestions and difficulties encountered by employees. **The leadership supports and motivates staff to help them grow. Group projects foster team cohesion,** stimulate each of us, and test new ideas. I have been proud for 16 years to be part of this collective and to contribute to our clients' satisfaction, which is the main motivation."

"I love working at Sidetrade because it is an international company with a diverse culture that enriches the workplace. **The company culture focuses on innovation, which constantly promotes progress and creativity.** Moreover, Sidetrade's management trusts and empowers its employees, fostering a supportive and dynamic environment where everyone can thrive."



Building workplace well-being

At Sidetrade, we are committed to creating a comfortable work environment that fosters efficiency and well-being. We regularly organize internal conferences to share updates, explain our development, and promote team spirit. We also host regular social activities to cultivate a sense of team cohesion.

— Policy

Providing a safe and healthy work environment that ensures the physical and mental well-being of everyone is at the core of our Employee Handbook guidelines. The health and safety of our teams are fundamental principles guiding our decisions. We offer job security by providing permanent contracts, creating an environment where each employee can thrive and contribute to collective success. Additionally, our compensation policy, which we review annually, is structured around performance and supervised by HR to ensure fairness and alignment with our strategic objectives.

Our remote working policy allows for a hybrid schedule, combining three days in the office and up to two days remote each week. We have also implemented measures to accommodate special circumstances. These measures include provisions for maternity/paternity leave, extreme weather conditions, transportation issues and personal constraints. This flexibility enhances employee well-being and improves their work-life balance.

Our teams benefit from a secure digital environment. Every Sidetrader should be able to work confidently and without disruption. We ensure they have a secure connection through full computer disk encryption. Confidentiality issues are rigorously covered by our dedicated policies (Sidetrade Recruitment Privacy Notice, Sidetrade Employee Privacy Notice).

To maintain this positive dynamic, we regularly gauge employee satisfaction worldwide through Net Promoter Score (NPS) surveys and interviews to assess the effectiveness of our policies and provide the most relevant support. For example, in 2023, we enhanced our employee benefits by revising paid leave and health coverage, even

though legal requirements vary from country to country. This initiative demonstrates our commitment to improving the quality of life for our global team.

Finally, **with our internal social network, B-Side, we share news and events from professional life.** This platform encourages interactions between employees, creating an engaged and dynamic corporate culture. Additionally, by extending to external social networks, B-Side enhances our transparency while boosting employee advocacy and brand recognition.

Indicators as of 12·31·2023

- > Share of permanent contracts: 98% of the total workforce
- > Share of non-permanent contracts: 0.64% (2 men, 1 woman)
- > Fixed-term contracts: 0
- > Share of part-time contracts: 1.9% of the total workforce
- > Pay equity: ratio of 3.6 between the highest salary and the lowest salary
- > Absenteeism: 0.02%
- > Accidents: 0
- > NPS: 8/10 (participation rate = 51%)
- > Job satisfaction: 87% of the total workforce
- > Internal conferences: 6 (2 CEO Lives, 3 Fireside Chats, 1 Sidetrade's Got Talent)
- > Office activities: 21 (+5 compared to 2022)
- > Event budget allocation: France = 43%, Ireland = 18%, Canada = 8%, UK = 24%, US = 7%
- > Active users on B-Side: 94% with 37,000 actions (posts, likes, shares, clicks) and 13,000 likes

Initiatives

- Tracking employee satisfaction with NPS measurement since 2023
- Questionnaires to encourage social dialogue and work-life balance
- Organizing the first Well-being Week in July 2023
- Hosting activities (sports events, climbing, laser tag, wellness days, bowling, board games, etc.)
- Engagement of Sidetrade Sport Organization (SSO) in France and Social Clubs in Canada, Ireland and England to organize entertainment events
- Intelligent Process Automation to reduce repetitive, low-value tasks and increase team satisfaction. Example in 2023, moving technical environments to activate the FinOps project in 2024, saving several hours per environment
- Increasing paid leave to 20 days for our teams in Canada and the United States, beyond legal requirements, for greater equity



Eco-Friendly initiatives

by Sidetraders

"I've chosen to replace as many trips as possible with train travel, saving 1.6 tons of CO₂."

"I bike the 8 kilometers to my office year-round, no matter the weather!"



"I compost my food waste and grow my own vegetables. There's nothing better!"



"I bring my own vegetarian meals in glass jars to the office, and it's delightful."



"I use reusable bulk bags, an ideal replacement for plastic/paper bags when buying fruits, vegetables, and other bulk products!"



Developing efficient AI

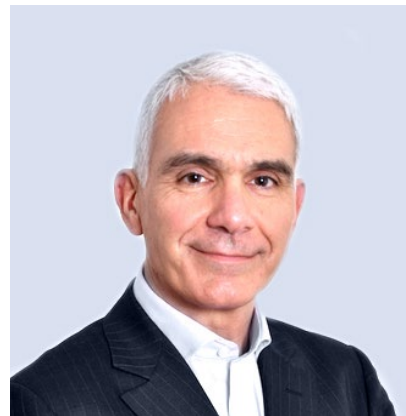


2023 KPIs

- > Sidetrade platform availability: 99.98%
- > Client productivity: +31%
- > Percentage of tedious or low-value tasks identified and eliminated among our customers by our AI: 51%
- > Attrition: 5%

Simplifying our clients' daily operations

At a time when productivity is essential, AI is emerging as a powerful driver of agility. **Developing AI-based technology that is recognized as a market leader, we offer our customers technological solutions that act as catalysts for digital transformation, collaboration and proactivity. Our AI, Aimie, dramatically simplifies our customers' working lives, making their tasks smoother and more efficient, enabling them to focus on what's essential.** By accelerating and securing companies' cash flow, we also contribute to a more sustainable and robust economy: we strengthen not only fiscal health but also the financial stability of our economic fabric.



"The Customer Success team is essential for maximizing our clients' return on investment. These Order-to-Cash experts offer fresh perspectives, ensure precise tracking of reduced payment delays, and highlight the achieved results."

Emmanuel Thiriez
Chief Customer Officer
@Sidetrade

Policy

We co-innovate with our clients by listening to their suggestions and requests for new features. We develop technology that is continually improved and adapted to new needs.

Once our solution is deployed, we provide comprehensive support at no additional cost. All our clients receive technical assistance and personalized attention from a Customer Success Manager, experienced in Order-to-Cash and an expert in our technology. Their mission is to ensure the optimal adoption and use of our technology. This team, through regular performance reviews and the analytical power of our Data Lake, focuses on identifying areas for improvement: tracking goal progress, maximizing platform usage, optimizing return on investment, and integrating client feedback into product development. **Collaborating with other Sidetrade departments, the Customer Success team strives to deliver the best possible customer experience.**

Initiatives

- Assist our clients in reducing payment delays
- Monthly communication on new modules and features as well as company updates
- Invitations to participate in interviews, surveys and usability tests to assess user experience or prototype development
- Co-innovation programs with exclusive access to new modules and features
- Ensure accessibility to our technology according to contractual terms
- Technical support from Monday to Friday by our teams in Canada, France and Ireland
- Launch of the 'SURG' (Sidetrade User Research Group) project in November 2023, part of the "Your Opinion Matters" initiative to better understand user needs and preferences
- Personalized follow-up on customer satisfaction through an annual survey

Behind the scenes *with our clients*



“Choosing Sidetrade and its AI technology strengthens our leadership position with immediate benefits for our employees in cash awareness.”

Construction & Mining industry

“The experience with Sidetrade is really good! Our processes are more efficient. The interfaces are user-friendly, and monitoring workload, activity, and agent results is easier. Task automation, the visibility provided by reports, and the responsiveness of their CSM and Support are excellent.”

IT Services industry



“Sidetrade has significantly reduced our clients’ payment delays while building high-quality relationships with them.”

Food Industry

“Using Sidetrade’s AI has made us more efficient and allowed us to abandon outdated manual processes within our credit management team. Month after month, we see a reduction in our payment delays, more effective dispute resolution, and cost reductions. Sidetrade’s Customer Success team is a real support and accompanies us at every step of the journey.”

Telecommunications industry

Our commitment to effective governance: because trust is built on responsibility

At Sidetrade, we are committed to acting with integrity, ethics and transparency. This approach strengthens the trust of all our stakeholders and fosters open communication. Of course, complying with international laws and regulations is a basic requirement. But we do even better by going beyond mere compliance to adopt socially responsible practices.

#AmazingSidetrade





Lead with trust and maintain ethical business practices



Ensuring data protection and limiting cybersecurity risks

We are a company that has developed a contemporary, efficient and exemplary management structure, inspiring trust and commitment. In our drive for responsible and sustainable governance, we place cybersecurity, data protection, transparency and fair practices at the heart of our strategic priorities. This is how we are building a solid future, where every action reflects our commitment to excellence and responsibility.

As a SaaS vendor providing AI technology with a Data Lake of \$6.1 billion of inter-company transactions, we have a major responsibility in terms of information security. We have therefore adopted rigorous governance and a proactive management approach. Cybersecurity is a real strength at Sidetrade.

Policy

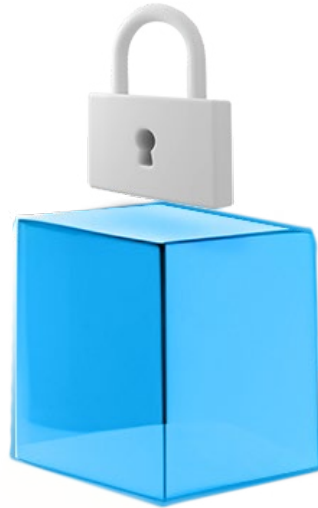
Our commitment to data security is clearly affirmed by our ISO 27001 certification since 2019. It confirms strict governance and proactive management of information security risks. The scope of this certification cannot be underestimated. The internationally recognized ISO 27001 sets the standard for secure information management. It provides a solid framework for protecting data and reducing security risks. It also assures our customers that information security practices not only comply with international standards but are regularly reviewed and improved to counter emerging threats. Sidetrade is also committed to continuously improving its systems, while ensuring strict compliance with GDPR standards.

We are committed to minimizing any risks or biases in our algorithms and learning models, excluding any use of personal data.

Thanks to a rigorous approach based on specific professional data, we prevent any form of diversity bias or misappropriation. Our AI models offer clearly defined actions and suggestions, with the possibility of manual corrections if necessary.

- Sidetrade **Data Classification** Policy
- Sidetrade **Information Systems Security** Policy
- Sidetrade **Personal Data Protection** Policy
- Sidetrade **Cookie** Policy
- Sidetrade **Privacy** Policy
- Sidetrade **Personal Data Breach** Policy

Sidetrade designs, develops and pilots AI that is 'Ethics by Design'.



Initiatives

- Confidentiality and intellectual property training for all new recruits since 2023
- Annual training and regular cybersecurity awareness-raising for all teams
- Compliance with the “Privacy by Design” principle of GDPR
- Daily transfer of data from the main center to the secondary center
- Data lake management via a private cloud infrastructure for optimal data control
- Internal processes and technical measures to help our customers comply with GDPR including:
 - Right of access
 - Right to rectification
 - Right to erasure or Right to object
 - Right of restriction of processing
 - Right to data portability
- Regular review of disaster recovery plans
- Control and audit of subcontractors with access to our customers’ data
- Annual audit of our ISO 27001 certification by EY CertifyPoint
- Preparation of SOC 1 Type I (ISAE 3402) & SOC 2 Type I (ISAE 3000) audit reports

2023 KPIs

- > ISO 27001 certification renewed for 3 years
- > Cybersecurity training: 100% of total workforce
- > Complaints for non-compliance with GDPR: 0
- > Data breaches: 0

B

y aligning legal compliance and social responsibility, we preserve the integrity of our operations while making a positive contribution to society and the environment, demonstrating our commitment to ethical and sustainable practices.



Sylvie Toubeau
Legal Manager
@Sidetrade



Laurent Pontier
Chief of Staff in R&D
@Sidetrade

W

e are setting a new standard of excellence in the Order-to-Cash sector, affirming our unwavering dedication to our customers. Achieving this

excellence in security sets a new standard for operational performance and safety. Every day, we work to reinforce the trust our customers place in us to handle their most sensitive and confidential information.

ISO 27001 certification

renewed in 2023

An exemplary approach to information security

Use of a RACI matrix for critical ISMS (Information Security Management System) processes, clearly defining roles and responsibilities.

Complete application matrix, including ownership, topology, confidentiality, password and authentication systems, user access review.

Detailed evidence management process to optimize incident response: clear chain of custody, logical and physical evidence, strong evidential value.

Customer applications and services, software development, terminal management, supplier management, HR processes, physical security and compliance included.

Scope by site:

- Boulogne-Billancourt, France: Production Teams, IT, R&D, Support, BPO, Human Resources, Supplier Management, Physical Security, Professional Services
- Birmingham, England: R&D, Professional Services
- Dublin, Ireland: Support, BPO

2023 KPIs

- > Adherence to Sidetrade code of conduct: 100% of total workforce
- > Violation of the code of conduct: 0
- > Number of business alerts reported on Whistleblowing Line: 0
- > Anti-competitive practices recorded: 0
- > Confirmed incidents of corruption: 0
- > Infringement reports: 0

Building sustainable, ethical and transparent relationships

We strive to maintain high ethical standards, while promoting exemplary professional conduct.

Policy

Our code of conduct, founded on integrity, responsibility, respect and transparency, guides all our professional interactions. It defines the roles and responsibilities of each employee and manager according to the following pillars:

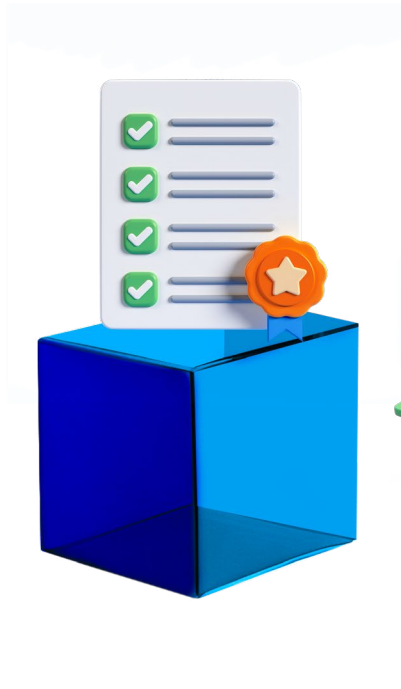
- **Values and principles:** Adherence to Sidetrade values and universal ethical principles, including the Universal Declaration of Human Rights. Every action reflects our commitment to these fundamental values.

- **Anti-corruption:** Strict prohibition of bribery, fraud, kickbacks and any unethical behavior. We expect our employees to recognize high-risk situations and act accordingly.
- **Managing conflicts of interest:** Clear guidelines are in place to manage conflicts of interest. Every employee and manager must disclose any potential conflicts and take steps to avoid harm.
- **Whistleblowing procedure:** A confidential Whistleblowing Line allows any fraudulent or unethical behavior to be reported without fear of reprisal, ensuring a safe and honest working environment.

As a listed company, we publish our annual financial statements, audited by two independent auditors, Ernst & Young and Yuma. This practice consolidates the confidence of our stakeholders and demonstrates our commitment to providing reliable and accessible financial information.

Initiatives

- Annual review of our code of conduct
- Formalization of ethics training (anti-corruption, conflicts of interest, gifts, insider trading) for deployment scheduled for 2024
- Launch in 2023 of the Whistleblowing Line, an anonymous and independent platform, available 24/7 in French and English, with guaranteed protection for whistleblowers. Extension to suppliers planned for 2024
- Creation in 2023 of an ethical risk map to optimize internal control and prevent major risks
- Financial transparency ensured by the annual **publication of the Group's financial statements**



Purchasing responsibly

We regularly update our supplier safety evaluation questionnaire and our responsible purchasing policy. These tools are not mere formalities but reflect our determination to integrate CSR requirements into our evaluation and selection processes for strategic suppliers. We are making continuous progress, ensuring that every choice we make and every partnership we enter into is in perfect harmony with our values of sustainability and responsibility.

Policy

In 2022, we doubled down on our efforts to integrate CSR issues into our purchasing processes, aware of the major impact this can have on our global footprint. In 2023, we consolidated these initiatives by strengthening our purchasing policy and integrating CSR performance into the evaluation criteria for our calls for tender. In 2024, we will take a further step by publishing our supplier code of conduct, as part of our governance dedicated to responsible purchasing. These actions testify to our ongoing commitment to a sustainable and responsible future.



Aware of the impact of our suppliers in our value chain, CSR is an integral part of our Purchasing Policy. By integrating CSR criteria into our evaluations and encouraging our suppliers to follow best practices, we are helping to make CSR everyone's business.

Initiatives

- Recruitment of a Head of Procurement in 2023
- Raising team awareness of our purchasing policy
- Inclusion of CSR criteria (environmental, social and ethical commitments or measurement of CO₂ emissions) throughout the evaluation of new suppliers
- Preparing to join the Supplier Relations and Responsible Purchasing Charter (RFAR) by July 2024, with the aim of encouraging the adoption of responsible purchasing practices
- Alignment with 10 of the 14 responsible purchasing indicators recommended by **ObsAR** in the 2023 CSR report



Sébastien Matias
Head of Procurement
@Sidetrade

2023 KPIs

- > 100% of buyers trained
- > 100% of buyers' CSR approach assessed
- > Carbon footprint of purchasing: 931 tCO₂eq (-14% compared with 2022)
- > CSR performance of audited suppliers: 6.4/10
- > Average supplier payment term: 26 days

Sidetrade's voice of commitment



Philippe Gangneux
Chief Financial Officer @Sidetrade
CSR Ambassador @Sidetrade

P

rofitable and sustainable growth, supported by a solid financial base, has always been part of our fundamentals. Our business model has proven its resilience time

For the year ahead, two words sum up our approach: demanding and ambitious. Demanding, because every decision we take must amplify our positive impact on the world. Ambitious, because we choose to be responsible and act today, without waiting for tomorrow.

and again, enabling us to go further and faster in our social and environmental responsibilities.

We are committed to building lasting relationships and creating value with all our stakeholders. In developing Sidetrade's CSR strategy this year, we realized that our environmental and social ambitions require an approach that is humanistic and holistic, economically realistic and conducive to the common good.

Like our financial commitments, our CSR commitments are now a central component of our strategy, making Sidetrade increasingly responsible and sustainable.

With this clear and determined vision, Sidetrade approaches the year ahead with renewed confidence and enthusiasm.



csr@sidetrade.com

www.sidetrade.com

