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Olivier Novasque
Chairman & CEO
@Sidetrade

WELCOME

***Create with a
pioneering spirit.
Perform with
responsibility.
Transform with
awareness.***

It's hot. Very hot. And not just outside. The economic world is heating up. The use of AI is accelerating, data is exploding, automation is intensifying. In finance, sales, and customer relationship departments, artificial intelligence is making its mark. Order-to-Cash processes are gaining speed... and momentum is building.

In this continuous flux, one question emerges: **What do we do now?**

At Sidetrade, we don't chase speed for speed's sake; we aim for meaningful, lasting, and measured impact. We analyze before we automate intelligently. We simplify to free up time. **We innovate with purpose.** We believe in technology that serves and in innovation that expands possibilities. For over 25 years, we've been helping companies predict payment behaviors, secure cash flow, accelerate cash

generation, and, above all, **strengthen their financial health in an increasingly complex world.**

We believe that performance only gains true value when it is **anchored in responsibility.**

That's why our ESG ambition is **to fully integrate social, environmental, and governance challenges** into our strategy, our products, and our management practices. In 2024, we continued to enhance our **ESG approach**, including improved environmental governance, stronger gender equality, team upskilling, responsible tools, greener cloud infrastructure, and a structured social dialogue.

And to enhance the transparency of our approach, we have adopted the voluntary CSRD VSME framework.

Act. Innovate.
**Welcome to
Sidetrade's
sustainable
future.**

Welcome
to our
world at
Sidetrade

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

**Our social commitment:
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Sidetrade’s voice
of commitment

Welcome to our world at Sidetrade



About Sidetrade

A fast-growing company, Sidetrade is the trusted partner of large enterprises looking to secure and accelerate their cash flow generation. We focus on the Order-to-Cash (O2C) process, from purchase order through cash applications, empowering our clients with end-to-end control over their financial performance.

Our strength lies in continuous innovation and the expertise of our teams, both local and international. **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.

At Sidetrade, we believe sustainable performance starts with smart management of financial processes. We provide shared services centers, finance, sales, and customer relations teams with a seamless, powerful working environment where technology acts as a lever for both productivity and resilience.

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

By combining human intelligence with that of **Aimie**, our agentic AI capable of analyzing, deciding, and acting across the entire O2C cycle, we rethink every step, from task automation to enriched customer interactions. This approach strengthens companies' ability to secure growth, optimize working capital, and generate cash.

Our technology is designed to maximize client value while minimizing negative impacts on society and the environment. For us, innovation is measured not only by results, but also by responsibility.

— Our Vision

Innovation

Innovation has been at our core since day one. A SaaS (Software as a Service) pioneer in France, Sidetrade was the first to automate O2C processes, integrate AI, invest in Big Data, and build a dedicated **Data Lake** for predicting payment behaviors. This technological edge

fuels our forward vision: anticipate the digital behaviors of tomorrow and support lasting transformation for our clients. Innovation, for us, is about enabling faster, better decisions with greater impact. **Forever first in innovation!**

Expansion

Founded in France, Sidetrade entered the UK in 2011, marking the start of our international expansion. Six acquisitions have strengthened our European footprint, with 2024 seeing the integration of a German company and the launch of our DACH region. Our transatlantic ambition began in 2021 with our first US acquisition, followed by another in 2023 that accelerated our growth in North America. As of 2024, 65% of our revenue comes from international markets. **We are confidently scaling globally.**

Growth

In 2024, Sidetrade reinforced the robustness of its business model. Our annual recurring contract value reached €12.73 million, and revenue totaled €55 million, up 26% from 2023 (+16% on a like-for-like basis). SaaS revenue increased by 22%, and net profit reached €7.9 million, resulting in a 14% profitability margin. These results reflect a clear direction: **pursuing profitable growth and creating long-term value.**

Our financials are solid, our double-digit profitability stable, and our shareholder structure unchanged since inception, a sign of long-term trust. By tightly managing investments and budgeting, we maintain the balance between operational security and ambition.

Freeing up companies' cash potential also means advancing a more sustainable economy. We've built a model that aligns economic performance, social impact, and environmental responsibility. This shared ambition benefits our entire ecosystem, clients, employees, partners, shareholders, and the Group as a whole. **We act as a corporate citizen, convinced that performance only matters when it is shared, responsible, and forward-looking.**

Pursue a path of profitable growth anchored in social and environmental responsibility.





Sidetrade's highlights in 2024

413	employees
27	nationalities
27	% over 45 years old
33	% women
5	countries in which we operate
€55	million in revenue
87	% recurring revenue
1.1	billion invoices processed
\$7.2	trillion inter-company credit managed
40	million companies' payment behavior analyzed
4.2	million actions executed by Aimie
2,110	tCO ₂ eq (BEGES format)

Sidetrade operates in the **United Kingdom** (Birmingham, London), **Canada** (Calgary), **the United States** (Houston), **France** (Boulogne-Billancourt), and **Ireland** (Dublin).

We are also in the process of establishing a presence in Germany (Burghausen, Düsseldorf, Munich, Tübingen), which is not yet included in the Scope of this report.

Our vocation: simplify, empower, transform



In a world where speed can no longer come at the cost of resilience, AI is becoming a vital lever for agility. At Sidetrade, we use technology to help organizations navigate complexity with greater coordination and responsiveness. Our solutions bridge the gap between sales, customer service, legal, and finance, intelligently automating actions and redirecting human intelligence to high-stakes decisions that drive growth.

At the heart of this ecosystem is **Aimie**, our AI, transforming the daily lives of Order-to-Cash professionals. Aimie eliminates repetitive tasks, sharpens decision-making, and streamlines processes, making them more human and effective. **But beyond productivity gains, it's a vision we stand for: by accelerating and securing cash flow, we help build a more robust, more predictable, and ultimately more sustainable economy.**

Policy

Our clients' success is built on relationships founded in listening, support, and value creation. **From day one, every customer is assigned a dedicated Customer Success Manager, at no additional cost.** As an expert in our technology and the O2C cycle, this role is dedicated to ensuring optimal adoption of the solution, maximizing its usage and return on investment. Regular performance reviews, combined with insights from our **Data Lake**, reveal levers for ongoing improvement. User feedback is directly integrated into product development through close collaboration between our Product, Support, and Data teams. **This proactive, partnership-driven model reflects our commitment to delivering a responsible, personalized, results-oriented customer experience.**

Initiatives

- Guaranteed access to our platform, in line with contractual SLAs
- Multilingual technical support available Monday to Friday, provided by teams in Canada, France, and Ireland
- Monthly updates on company news and product updates, supported by webinars to facilitate platform adoption
- Active user engagement via interviews, surveys, and usability testing to enhance experience and co-create future features
- Targeted support to reduce payment delays and improve customer financial performance

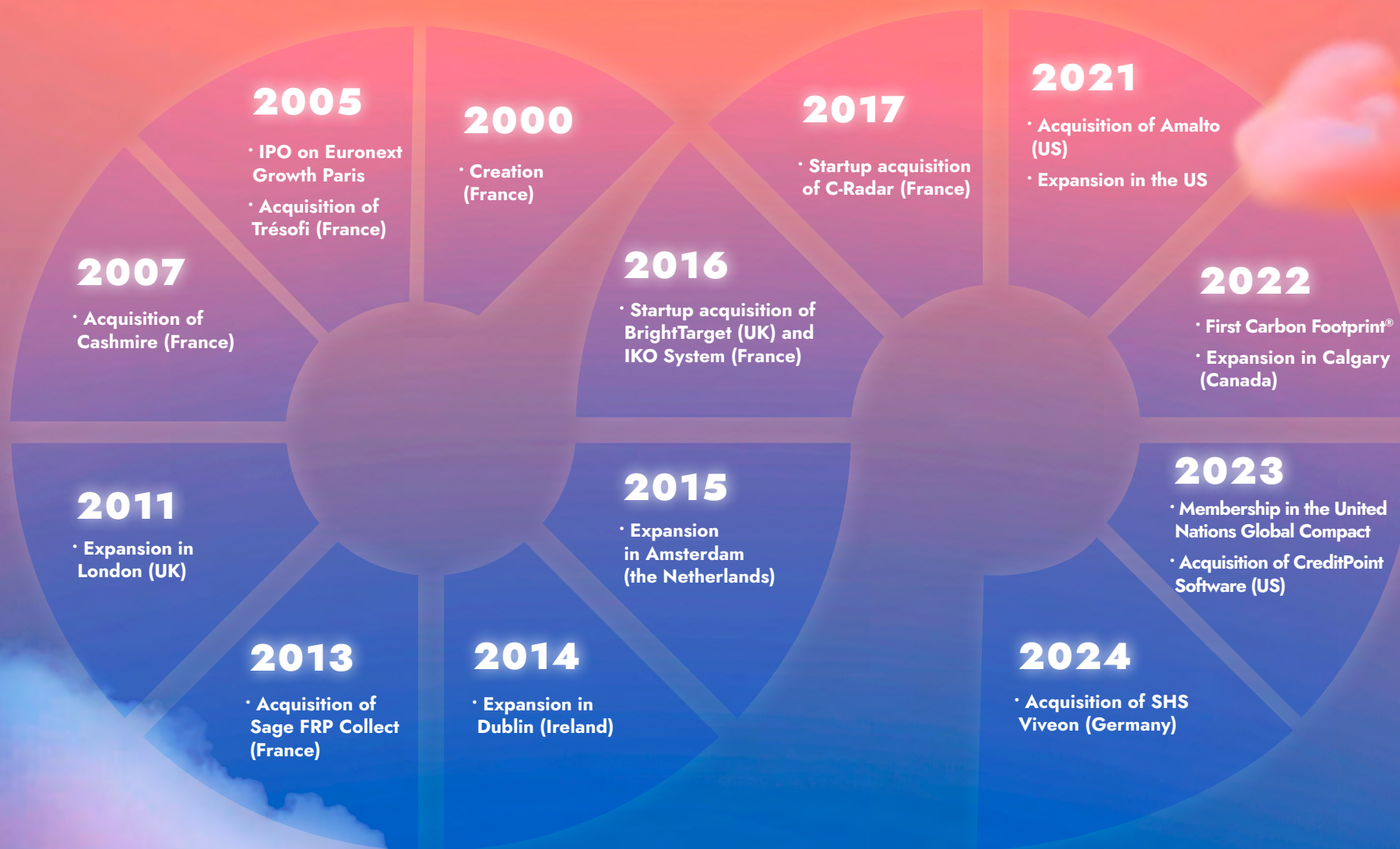
2024 KPIs

- > Sidetrade platform availability: 99.98%
- > Customer productivity: +31%
- > Low-value tasks identified and eliminated by Aimie: 51%
- > Customer churn rate: 5%
- > Co-innovation via SURG: 110 users, up +57% vs. 2023

- Co-innovation programs offering early access to new modules and features
- User participation in product design through the Sidetrade User Research Group (SURG), launched in 2023, enhancing transparency, inclusivity (thanks to diverse user profiles), and long-term stakeholder engagement
- Annual customer satisfaction tracking via structured, analyzed surveys

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





New CSR milestone achieved

Because credibility stems from independent assessment, we have chosen to submit our CSR actions to external rating agencies. In 2024, **EthiFinance**, a specialist in listed SMEs across Europe, awarded us its **highest distinction, the Platinum medal**, marking an 8-point increase compared to 2023. **EcoVadis**, a global leader in CSR ratings, awarded us a **Silver medal**, with a remarkable **10-point improvement** in the environmental category. These recognitions place us among the **top 15% of companies rated** across all sectors, according to EcoVadis. These medals highlight not only the tangible progress we have made but also our commitment to making environmental and social responsibility a driving force for long-term transformation. **We move forward with method, high standards, and conviction.**

We believe sharing our CSR data fosters real accountability. On our **Euronext page**, anyone can track our progress with full transparency. Beyond the metrics, we're cultivating momentum: consistent improvement where each step strengthens more responsible practices.

This is not a compliance exercise for Sidetrade, it's a commitment. It reflects our desire to act meaningfully for society and the environment and to position ourselves as a resilient, trustworthy, long-term player.



Philippe Gangneux
Chief Financial Officer
CSR Ambassador
@Sidetrade

"If we're climbing in ESG rankings, it's because we're driven by a simple yet powerful idea: financial performance and non-financial performance must go hand in hand, at the core of our business model."



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



Although not legally required to publish a non-financial performance statement, Sidetrade made the decision in late 2022 to formalize its CSR commitments. This wasn't a shift in direction, it was the natural continuation of a culture and practice that were already in place. In 2024, we took a decisive new step by aligning with the voluntary Corporate Sustainability Reporting Directive for Micro and Small Enterprises (CSRD VSME). This report follows the base module published in December 2024. To improve clarity and traceability, all information aligned with the CSRD VSME standard is marked using a color-coded system and explicitly labeled with the corresponding requirement.

■ Information regarding the voluntary standard project (VSME), designed to guide SMEs and micro-enterprises in the simplified implementation of the CSRD.

2024 reporting scope

B1

This consolidated report covers environmental, social, and governance data for all entities under Sidetrade's control during the 2024 fiscal year. Important note: Recently acquired SHS Viveon AG is currently undergoing integration and is therefore not included in the Scope of this 2024 report. Its inclusion is scheduled for the 2025 edition.

The Group's CSR certifications are described in the preceding section titled "New CSR milestone achieved".

General information

Legal Name	→ Sidetrade SA
Headquarters	→ 114 rue Gallieni, 92100 Boulogne-Billancourt, France
Legal Structure	→ Public Limited Company
Industry Code (NACE)	→ 58.29C - Application Software Publishing
Reporting Period	→ January 1 - December 31, 2024
Balance Sheet (as of 12/31/2024)	→ €76,704,703
Revenue (2024)	→ €55,000,000
Consolidated Headcount	→ 363 employees
Key Countries of Operation	→ Canada, United States, France, Ireland, United Kingdom
Location of Tangible Assets	→ Canada, United States, France, Ireland, United Kingdom
Location of Intangible Assets	→ Canada, United States, France, Ireland, United Kingdom



A CSR strategy guided by clear commitments

Sidetrade’s CSR strategy is built on **four commitments**, designed to support responsible and sustainable growth:

- **Reduce our carbon footprint and strengthen sustainability**
- **Drive innovation and invest in talent**
- **Ensure digital responsibility**
- **Lead with integrity and uphold ethical business practices**

These pillars guide our decision-making and reflect our commitment to continuous improvement, which we share transparently. They also embody our ambition **to give our business a meaningful purpose by contributing positively to society**. To measure our progress in concrete terms, we have implemented a dedicated ESG performance dashboard with clear objectives.

The execution of Sidetrade’s 2024 CSR strategy was overseen by a dedicated CSR Committee composed of six members, including three members of the Executive Committee (the CFO, the Chief Human Resources Officer, and the Chief Communications Officer). This committee meets quarterly to define strategic priorities, monitor action plans, analyze key indicators, and adjust policies as needed. Finally, our **CSR policy**, an integral part of this strategy, was presented to and approved by the Board of Directors in 2024, which supports its implementation.

Summary of Sidetrade’s CSR Policies, Practices, and Initiatives in 2024

B2

CSR Topics	Policies / Practices in Place?	Publicly Available?	Formal Objectives?
Climate Change	✔ Yes	✔ Yes	✔ Partially, through public commitments
Pollution	✘ No material exposure	⌚ To be evaluated	⌚ Not yet defined
Water & Marine Resources	✔ Yes (efficient use in offices & cloud)	✔ Yes	✔ Partially, through public commitments
Biodiversity & Ecosystems	✘ Indirect impact only	⊘ Not applicable	⊘ Not applicable
Circular Economy	✔ Yes (IT recycling)	✔ Yes	✔ Partially, through public commitments
Own Workforce	✔ Yes (diversity, well-being)	✔ Yes	✔ Partially, through public commitments
Value Chain Workers	✔ Yes (responsible procurement)	✔ Yes	⌚ Qualitative objectives in progress
Affected Communities	⊘ No structured program	⊘ Not applicable	⊘ Not applicable
Consumers / End Users	✔ Yes (ethical product design)	✔ Yes	✔ Partially, through public commitments
Business Conduct	✔ Yes (code of ethics, GDPR compliance)	✔ Yes	✔ Partially, through public commitments



Yes

Policy or initiative in place



In progress

Topic identified, but not yet tied to a formal objective or policy



Not applicable

Currently not prioritized due to the business model, but monitored



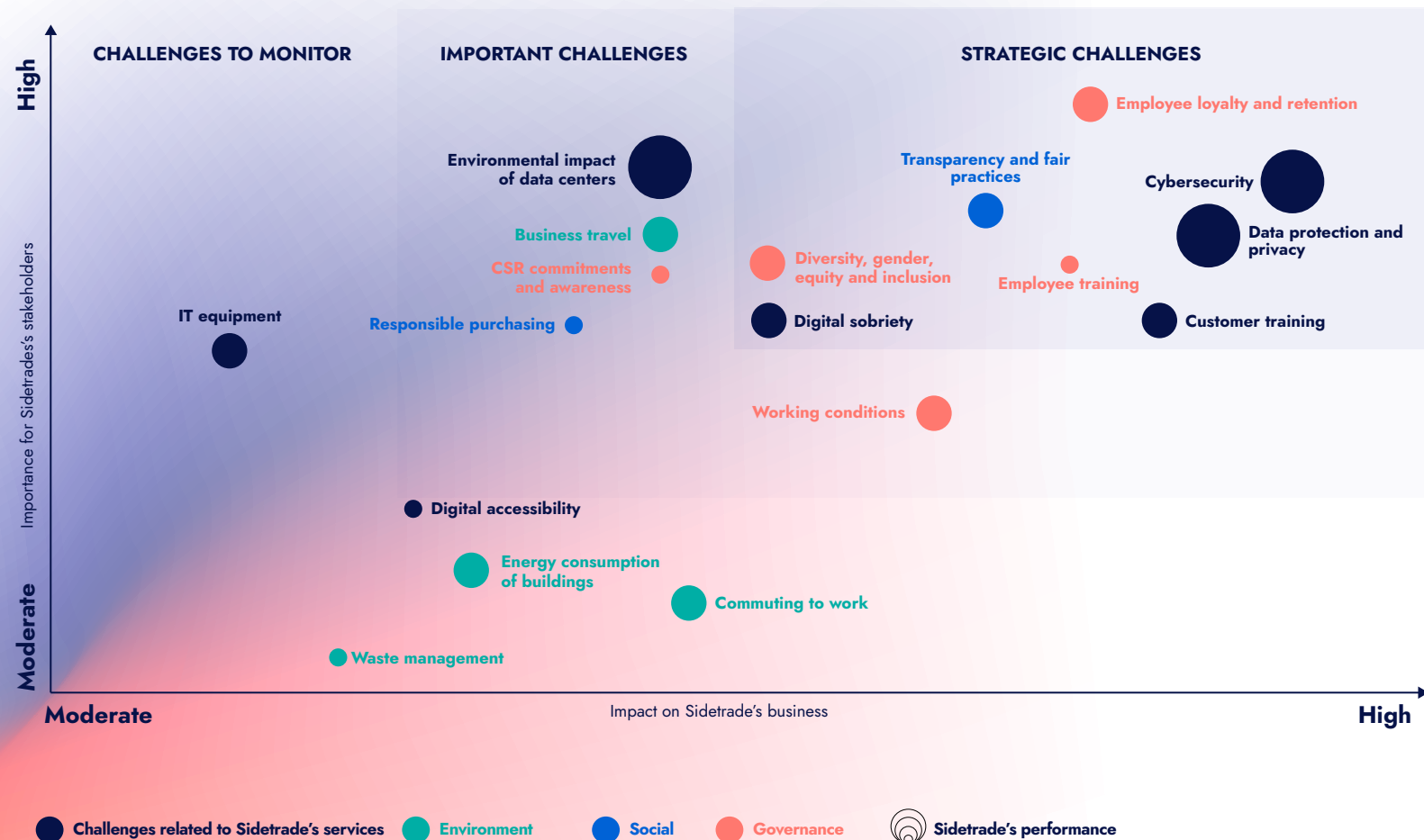
Low or indirect impact

No formal treatment to date due to minimal materiality, but monitored

Giving meaning to our priorities: materiality as a compass

To be meaningful and coherent, our CSR strategy must focus on what truly matters to both our stakeholders and our business. That's why **we've structured our approach around a materiality matrix**, which was built in consultation with our internal teams.

This analysis enabled us to identify and prioritize our most significant ESG issues, cross-reference actual impacts with stakeholder expectations and long-term business priorities, and clarify where to focus our efforts for maximum value. The insights gained from this exercise inform our ESG roadmap, ensuring a strong, tangible connection between our commitments and on-the-ground reality.



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

Sidetrade has been a member of the United Nations Global Compact since January 2023, demonstrating its commitment to aligning its actions with the United Nations Sustainable Development Goals (SDGs). We actively contribute to 10 of them.



As part of this commitment, Sidetrade adheres to the **10 Principles of the UN Global Compact, which serve as the ethical foundation of our ESG strategy.** These principles span human rights, labor, environment, and anti-corruption:

1. Support and respect the protection of internationally proclaimed human rights
2. Ensure we are not complicit in human rights abuses
3. Uphold the freedom of association and the right to collective bargaining
4. Eliminate all forms of forced or compulsory labor
5. Abolish child labor
6. Eliminate discrimination in respect of employment and occupation
7. Apply the precautionary principle to environmental challenges
8. Undertake initiatives to promote greater environmental responsibility
9. Encourage the development and diffusion of environmentally friendly technologies
10. Work against corruption in all its forms, including extortion and bribery

Sidetrade's CSR commitments



Sidetrade's contribution to the SDGs



Our environmental commitment: Sidetrade's journey toward sustainability

In 2023, global digital technologies accounted for an estimated **3.4% of total global greenhouse gas (GHG) emissions** (Source: 3rd Edition of the study "Environmental Impacts of Digital Technologies Worldwide," published in 2025 by Green IT). As a SaaS company, Sidetrade acknowledges its responsibility for transitioning toward a more energy-efficient digital economy. That's why we are actively working to reduce our carbon footprint. **Our challenge? Reconciling innovation with digital frugality, and technological performance with environmental sustainability.**

#MyGreenSide





Reducing our carbon footprint and strengthening sustainability

A controlled carbon trajectory

Our climate commitment took shape in 2022 with the launch of our first certified **Carbon Footprint® Report, covering Scopes 1, 2, and 3**. Since then, our assessments have been carried out annually and certified, covering all greenhouse gas emissions, both direct and indirect, across the countries where we operate, as well as our entire value chain.

In 2024, we reduced our carbon footprint to 2,110 tCO₂eq, a 3.3% decrease compared to 2023, while revenue grew by 26% (+16% on a comparable basis). This decoupling demonstrates the effectiveness of our mitigation measures.

Our rigor is also reflected in the quality of our data: in 2024, 39% of the data is physical, 19% estimated, and 42% monetary, strengthening the reliability of our carbon trajectory.

Building on these advances, we will focus in 2025 on Scope 3, a critical lever in reducing long-term emissions. This effort aligns with both stakeholder expectations and our vision of a leaner, more sustainable digital ecosystem.

While our carbon intensity aligns with the Technology sector (source: 2024 comparative emissions study, based on data from Ethifinance and Eiffel Investment Group), **our carbon impact per invoice decreased by 14.6% year-over-year, representing clear progress in our climate performance.**

Dual carbon reporting for greater transparency

B3

To ensure consistency and comparability, Sidetrade continues to publish its Carbon Footprint® using the BEGES format, the French benchmark methodology. At the same time, as part of its voluntary compliance with the CSRD VSME standard, Sidetrade also reports its carbon footprint in accordance with the principles of the GHG Protocol, the international reporting standard.

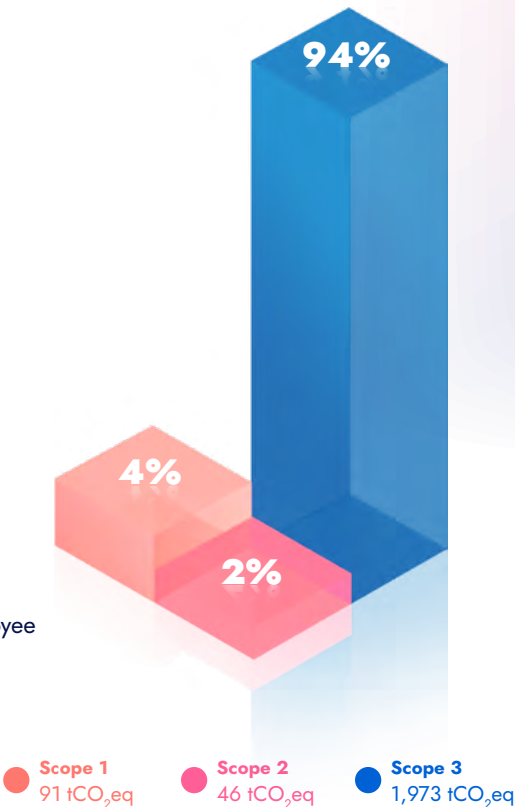
The main difference between the two methodologies lies in how fixed assets are accounted for:

- The **BEGES** method spreads the carbon impact of capital goods over their useful life (depreciation-based approach);
- The **GHG Protocol** accounts for 100% of the carbon impact at the time of acquisition.

Sidetrade's 2024 Carbon Footprint® (Scopes 1, 2, 3) BEGES format

Total: 2,110 tCO₂eq (-3.3% vs. 2023)

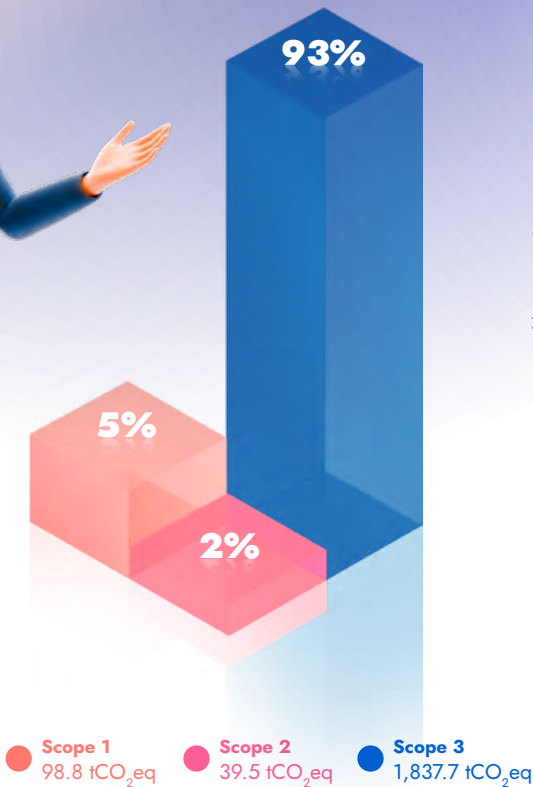
- > Carbon intensity per €k of revenue
41.8 kgCO₂eq (-16.4% vs. 2023)
- > Carbon intensity per 1,000 invoices processed
618.3 kgCO₂eq (-14.6% vs. 2023)
- > Carbon intensity per employee
6 tCO₂eq (-13% vs. 2023)



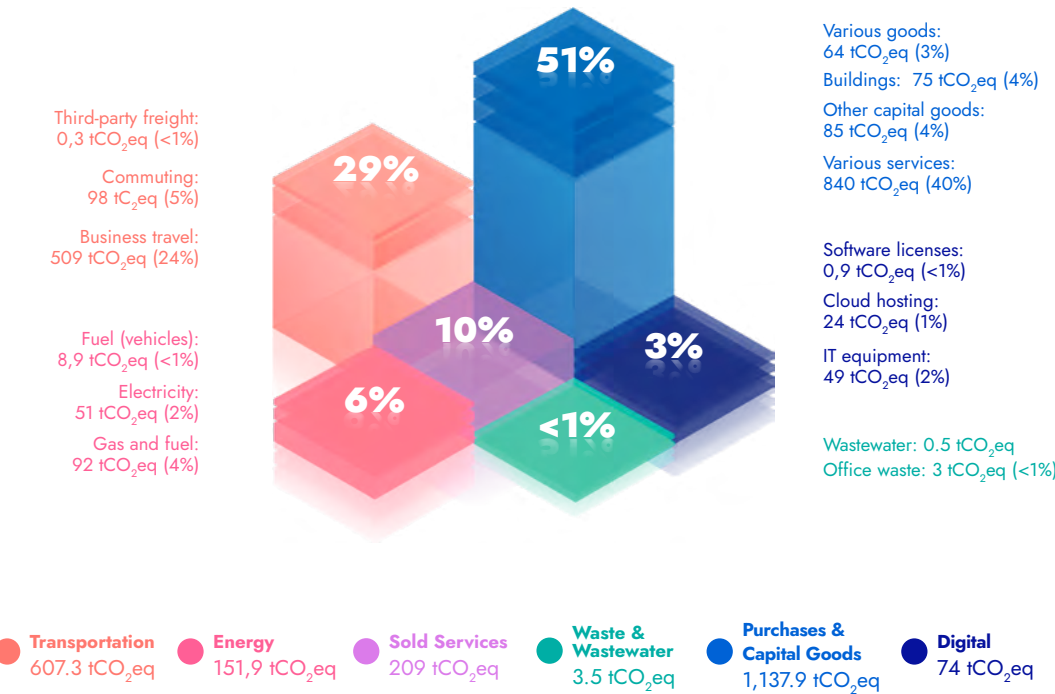
Sidetrade's 2024 Carbon Footprint® (Scopes 1, 2, 3) GHG Protocol format

Total: 1,976 tCO₂eq

> Carbon intensity per €k of revenue
39.1 kgCO₂eq

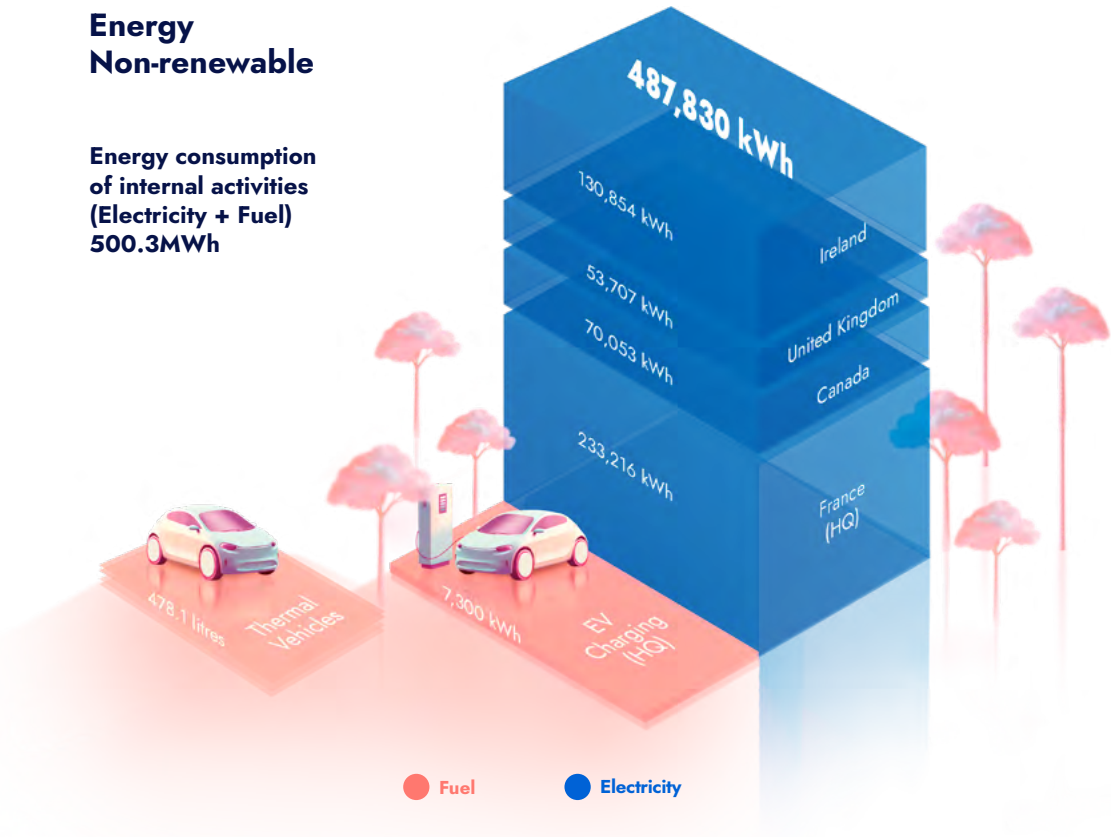


Emissions by category (BEGES methodology)



Energy Non-renewable

Energy consumption of internal activities (Electricity + Fuel) 500.3MWh



B3 2024 KPIs

- > Electricity-related emissions: 51 tCO₂eq (0.40 GWh)
- > Server-related emissions: 31.7 tCO₂eq
- > IT equipment emissions: 68.8 tCO₂eq
- > Real estate-related emissions: 75 tCO₂eq
- > Total energy consumption: 823.4 MWh

Our carbon reduction trajectory, as outlined in our 2024 Carbon Footprint® Action Plan, is built on responsible purchasing, the mindful use of digital tools, sustainable internal initiatives, and more environmentally friendly mobility. These commitments are reflected in concrete actions throughout the company. For example, we have launched a systematic replacement of lighting with high-efficiency systems in all our offices to sustainably reduce our energy consumption.

For the upcoming fiscal year, Sidetrade will continue to encourage its suppliers to assess and share their greenhouse gas (GHG) emissions. This transparency will contribute to continuously improving the quality of data collected in our carbon footprint assessment, thereby strengthening our CSR strategy and helping us identify new opportunities to reduce emissions.

In parallel, since 2020, we've empowered our employees to become tree planters through a partnership with **Tree-Nation**. In 2024, a total of 1,361 trees were planted, offsetting 35.19 tCO₂eq, which represents nearly 39% of our direct emissions (Scope 1) for the year. This initiative turns tree planting into a meaningful, collective action.

Balancing performance with digital sobriety



The study published in 2024 by the French Ecological Transition Agency (ADEME) and the French Regulatory Authority for Communications and Press Distribution (ARCEP) highlights the breakdown of greenhouse gas emissions linked to digital technologies: 50% stem from the manufacturing of equipment, 46% from server operations, and 4% from network infrastructure. While Sidetrade is not involved in hardware production, these figures underscore the importance of making **responsible usage** choices across our digital infrastructure and environments.

Reducing our indirect environmental footprint is an integral part of our continuous improvement strategy. We are committed to **minimizing the environmental impact of our IT operations** by adopting energy-efficient practices, without compromising the level of technological performance our clients and teams expect. However, this

Today, our main data center in Europe and our Canadian data center are both powered entirely by renewable energy.

represents a real challenge: equipping our IT, R&D, and Product teams with reliable, high-performance tools while ensuring maximum uptime of our platform. From the start, Sidetrade chose to operate its **own private cloud**, a model that **allows us to maintain full control over our infrastructure, optimize energy** consumption, and manage resources in a responsible and efficient way.

Certified to ISO 50001, our Canadian data centers combine high availability (N+1 architecture) with optimized energy performance. Their energy efficiency continues to improve, with an average PUE (Power Usage Effectiveness) reduced to 1.39 (a 6% improvement year-over-year). This commitment is part of a broader approach: all our data centers are certified to demanding ISO standards, including ISO 14001. These choices reflect our ambition to **combine operational excellence with environmental responsibility**, taking into account the full life cycle of our technologies.

Policy

IT efficiency that supports sobriety, resource optimization, recyclability, and durability has long been a strategic priority for Sidetrade. Most of our servers are located in France, where the energy mix is low in carbon emissions (32 gCO₂eq/kWh), ensuring both reduced energy consumption and strong personal data protection.

Since 2023, Sidetrade has begun transitioning to Solid State Drives (SSDs) to reduce physical server space, improve energy efficiency, and enhance performance. Now becoming the norm, this shift reflects our commitment to building a more efficient and sustainable IT infrastructure. Continuing this momentum, 2024 marks a new phase with the deployment of next-generation servers offering increased storage capacity and enhanced resource pooling across shared hardware.

Supported by a comprehensive virtualization strategy, both in internal infrastructure and production environments, our architecture enables multiple applications to run on fewer physical servers. This consolidation results in a significant reduction in energy consumption, decreased cooling requirements, and more dynamic resource management, thereby minimizing losses from underutilization.

Since May 2024, our IT teams have implemented a structured responsible design policy. “Sustainable System Design” and “Refactoring Guidelines” have been embedded into our “Engineering Handbook”, aiming to reduce energy consumption from the earliest stages of software development. When processing requests on our platform, this results in more efficient algorithms, faster computation times, and optimized rendering. This approach strikes a balance between digital sobriety and business performance, improving user experience while reducing our energy footprint.

Sidetrade Data Center Certifications

Initiatives

- **Ongoing evaluation of IT performance** (data computation and algorithmic processing) to improve time, energy, and cost efficiency
- **Creation of a best practices guide for integrating digital sobriety and energy efficiency principles** from the design phase, intended for R&D engineers
- **Optimization of financial indicator calculations in 2024**, building on efforts initiated in 2023, particularly in the most resource-intensive phases. Through coordinated efforts between R&D, infrastructure, and finance teams, this initiative (part of our **FinOps program**) has successfully reduced the energy consumption of back-end processing while enhancing the user experience. It is now embedded in our operational workflows
- **Scaling up our FinOps approach in 2024**, combining performance, cloud cost optimization, and environmental footprint reduction. This includes reducing reliance on public cloud infrastructure in favor of a unified private cloud model. This consolidation, following recent acquisitions, has unified all SaaS applications on a standardized infrastructure, streamlining internal operations and enhancing consistency in the user experience. Supported by environmentally committed partner data centers, this transition resulted in a 25% reduction in infrastructure costs between April and December 2024, while increasing the number of hosted platforms by over 20% across an expanded scope



- **All data centers are certified** to the highest standards in security, quality, and environmental performance
- **PUE requirements** imposed on data centers providers to select the most energy-efficient facilities
- **Migration of HQ IT infrastructure to local data centers** to benefit from their lower environmental impact
- **Transition to Solid State Drives (SSDs) storage**
- **Server virtualization:** after reaching 90.2% in 2023, our virtualization rate climbed to 95.6% in 2024, further enhancing the energy efficiency of our IT infrastructure
- **Server inventory** management to maximize lifespan, enable reuse, and ensure proper end-of-life recycling
- **Employee awareness** campaign held as part of "Digital Cleanup Day"

*Powered 100% by renewable energy and reduced cooling requirements thanks to a cool climate



Quality



Environment



Information security



Business Continuity & IT Management



Energy Management

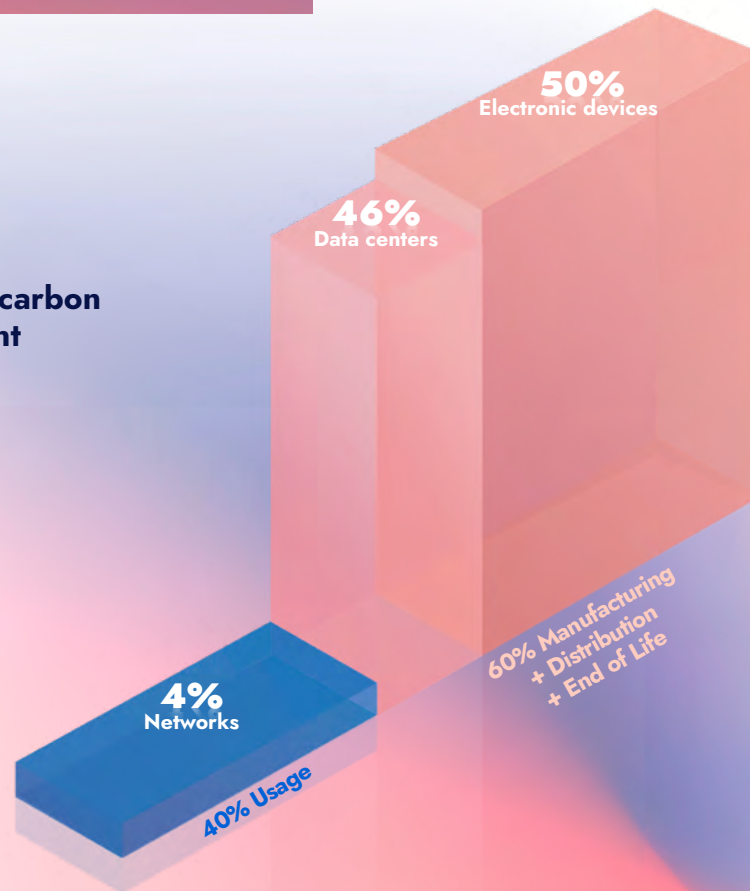


Occupational Health & Safety

2024 KPIs

- > High virtualization rate: 95.6%
- > Average annual PUE (Power Usage Effectiveness): 1.39 (below the EU average of 1.6 according to ADEME, **report**, 2024)
- > PUE of our main data center (Colt): 1.23
- > Optimized server lifespan: 7 years (exceeding industry standards)
- > Ongoing server rationalization: 10% of storage capacity freed up annually

Digital carbon footprint



Source: 2025 study by ADEME and ARCEP

Rethinking mobility to reduce our carbon footprint

In the context of international expansion, **business travel accounts for a significant portion of Sidetrade's carbon footprint**. Aware of this challenge, we have begun rethinking how to reduce our reliance on high-emission travel. We have **strengthened our travel policy** with the goal of **limiting non-essential trips**, prioritizing low-impact alternatives, and optimizing travel practices to strike a balance between efficiency and responsibility.

Policy

Sidetrade plans to update its travel expense policy in 2025 to promote more sustainable modes of transportation. Business trips are organized through the **Navan** platform, which automates the application of travel rules, tracks CO₂ emissions for each trip, and offers employees the most responsible travel options. For journeys of 3 hours and 30 minutes or less, taking the train will now be mandatory, with a 5% fare tolerance compared to other modes of transportation. For air travel, employees must always choose the lowest-emission option, which is clearly identified on the platform. All travel must already be approved by the line manager, with an incentive to prioritize public transportation. When taxi use is necessary, employees are encouraged to select the option with the lowest CO₂ emissions available.

In addition, **Sidetrade promotes eco-friendly commuting between home and the office**. Programs such as **"Bike to Work"** in Ireland and the UK, and **"May on a Bike"** in France, allow employees to purchase a bicycle (electric or traditional) under favorable conditions, through a monthly reimbursement scheme. This initiative encourages **more sustainable transportation choices** while generating cost savings for employees. The use of hybrid or electric vehicles is also encouraged, including for rentals when that option is available.



2024 KPIs

- > Business travel: 24% of emissions (509 tCO₂eq), +3.7% vs 2023, an increase explained by workforce growth and more internal seminars
- > Commuting: 5% of emissions (98 tCO₂eq), +5.3% vs 2023

Initiatives

- Company-wide use of **Microsoft Teams for meetings**, with automatic Sidetrade Wi-Fi access in all countries
- **“Bike to Work” program** expanded in 2024 to France and Canada
- **Vehicle fleet 87% electrified** (60% hybrid vehicles, 27% electric vehicles, 13% latest-generation combustion vehicles)
- **Two free charging stations available at headquarters**

Air, water, and soil pollution: a level of vigilance proportionate to our footprint

As a software company operating exclusively in the cloud, Sidetrade’s direct air, water, and soil pollution is limited. We do not own any physical production lines or engage in industrial activities that could emit pollutants or generate waste, affecting natural environments.

2024 KPIs

- > Tons of pollutants discharged into water: 0
- > Pollution or non-compliance incidents: 0

Policy

Even though our direct impact is minimal, we remain vigilant about our indirect impact. We take care not to amplify it through technological or supplier choices that would be incompatible with responsible practices.

Initiatives

- Commitment to reassess this topic annually as our organization evolves or as CSRD standards become more stringent
- Qualitative monitoring of our critical suppliers using frameworks such as EcoVadis to identify potential indirect externalities in our value chain



Biodiversity: a level of vigilance proportionate to our footprint

Sidetrade has no industrial sites or activities likely to impact natural ecosystems or interact with areas of high ecological sensitivity. All our offices are located in densely populated urban areas.

Policy

No specific policy has been formalized, in line with the nature of our service-based activities. However, we are committed to maintaining zero impact on ecosystems and remain attentive to regulatory developments.

Initiatives

- Commitment to reassess this topic annually as our organization evolves or as CSRD standards become more stringent

B5 2024 KPIs

- > Number and area of sites near a biodiversity-sensitive zone: 0 (with the exception of the Dublin site, located approximately 2 km from a sensitive area, not counted due to no interaction or impact on ecosystems at that distance)
- > Total land use: 0.4185 ha (4,185 m²)
- > Total sealed surface area related to Sidetrade offices: 0.4185 ha (100%)
- > Total on-site nature-oriented surface area: Not applicable (urban site)
- > Total off-site nature-oriented surface area: Not applicable

Using water responsibly

In response to increasing climate risks, Sidetrade conducted an in-depth impact assessment of its office locations' exposure to water-related issues for the 2021–2040 period. This forward-looking analysis aims to identify potential vulnerabilities of our sites to water stress and extreme precipitation, and to anticipate the necessary preventive measures. The main findings are as follows:

- Low exposure to water stress: sites in France, Birmingham (UK), and Ireland
- Moderately high exposure to water stress: sites in London (UK) and Canada
- Slightly low exposure to heavy rainfall: all Sidetrade locations
- No flood risk identified: all Sidetrade sites are located outside flood-prone areas

Additionally, **Sidetrade monitors water consumption at its premises** and encourages employees to adopt responsible practices to minimize waste. However, water usage related to our servers remains difficult to track due to a lack of data on the underlying infrastructure. This limitation is acknowledged, and **Sidetrade continues to monitor developments** in this area to improve its environmental management.

2024 KPIs

B6

- > Water consumption across all Sidetrade sites: 2,216 m³
- > Water withdrawal in areas of high water stress: 0 (no Sidetrade sites affected)

Policy

Sidetrade is committed to continuously optimizing water management across all its sites and to taking appropriate measures based on each identified risk level to ensure the sustainable and responsible use of water resources.

Initiatives

- **Reduction in water consumption** through sensor-activated faucets in all offices
- **Freely accessible water fountains** to encourage the use of reusable bottles
- **Ongoing awareness of best practices** through internal communication

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



B7 2024 KPIs

- > Computer lifespan: 3 to 6 years on average
- > Second life for computers: 30% reused internally
- > IT equipment recycling and reuse: 68% of devices collected by Twicy were refurbished (101 devices), and 32% were recycled (over 185 kg of recovered WEEE)
- > Ordinary waste: 5 tons across all sites, of which 50.9% is recyclable
- > Hazardous and radioactive waste: 0 tons generated
- > Total annual recycled or reused waste: Sidetrade does not currently have this information for all sites (2.11 tons of recyclable waste reported at the Dublin and Birmingham offices)

In a sector where energy and material consumption is structural, **implementing responsible resource management** is a key condition for ensuring the sustainability of operations. At Sidetrade, this responsibility has been embedded in our practices for several years. **Long before our first Carbon Footprint® report**, we had already made electronic waste reduction a core principle by limiting its production, optimizing usage, and controlling costs while maintaining the efficiency of our equipment. Today, these efforts are part of a broader **sustainable management strategy** based on the **3R principles: Reduce, Reuse, Recycle**.

We prioritize the acquisition of **eco-friendly equipment** designed to minimize energy consumption, extend product lifespan, and support reparability. At the same time, **we launch reuse initiatives** both internally and externally to give our IT equipment a second life. Finally, Sidetrade enforces strict **management of waste electrical and electronic equipment (WEEE)**, complemented by systematic recycling across all offices, thereby contributing to the reduction of our environmental footprint.

Policy

Although it is not formalized through a specific policy, **Sidetrade has implemented traceability, optimized equipment lifespan, and a logistics setup aimed at maximizing the use of its IT assets**. This includes keeping computers in use until clear signs of end-of-life appear and repairs are no longer viable. Sidetrade works with specialized partners, including **Twicy in France** and **Kavanagh in Ireland**. This process, in compliance with the General Data Protection Regulation (GDPR), involves the secure handling of out-of-service devices, with certified data wiping and destruction. This sensitive operation requires specific expertise.

In parallel, **our paperless policy** has enabled the complete **digitization of our administrative and contractual workflows**. All documents (including contracts for clients and employees, pay slips, leave requests, expense reports, and travel documentation) are now 100% digital. This transformation enhances **confidentiality**, improves **traceability**, and contributes to a **significant reduction in printing**.

Initiatives

- **Automatic sleep mode enabled on all computers**
- **Optimized reallocation of IT team computers** to employees using low-resource applications that do not require the latest-generation machine
- **Maximization of IT equipment lifespan** based on diagnosed performance and repair feasibility
- **Recycling and reuse of WEEE** through Twicy and Kavanagh
- **Promotion of eco-friendly habits** through internal challenges and awareness campaigns (Earth Day, using a single mug throughout the day)
- **Integration of CSR into the Employee Handbook** (overview of the group's CSR approach, promotion of low-emission commuting options, encouragement to extend the life of IT equipment and reduce plastic waste during lunch breaks)



Our social commitment: cultivating joy and collective success

Building with joy is a powerful force that helps us go further, together. It enhances quality of life at work, gives purpose to our missions, and strengthens the bonds between us. **When everyone is empowered to grow with confidence, thrive, and contribute to shared success, performance becomes sustainable.**

#PeopleMakeSidetradeUnique



A stable, supportive work environment

Joining Sidetrade means becoming part of a multicultural, dynamic, and creative community driven to explore new horizons. To help everyone give their best, we believe it's essential to provide a work environment that is clear, supportive, and inspiring. The foundation? A stable leadership team that has embodied our vision from the very beginning, ensuring strategic consistency and alignment.

The majority of our employees are on permanent contracts, **offering a secure foundation for long-term career development**. We've launched a company-wide initiative to harmonize career paths, aiming to provide clear and fair opportunities for all. This project **enhances role clarity**, encourages internal mobility, and **ensures alignment between individual ambitions and company objectives**. A job reference framework has been rolled out for

Beyond skills and career development, our company culture is something we live every day.

the Product, R&D, and Services teams, with the same process underway for Marketing, Finance, and HR.

In 2024, in partnership with the Communications team, we launched **116 initiatives**, opportunities to pause, connect, and share. These moments foster cohesion, making Sidetrade a motivating and engaging workplace. They reinforce our **#OneTeam** spirit. Thanks to **B-Side**, our internal social network, we connect teams across all regions. It enables seamless **sharing of company news, highlights local initiatives, and celebrates both collective and individual achievements**. B-Side also supports our transparency goals by offering an open and accessible platform for internal communication.



Policy

Sidetrade's social policy, outlined in our Employee Handbook, reflects a strong commitment to offering a safe, respectful, and empowering workplace **that fosters trust and long-term performance**. Our approach is based on **continuous listening**, including **eNPS** (Employee Net Promoter Score) **surveys** and **one-on-one** conversations, which enable us to respond to individual needs. Our flexible work policy **allows for up to two days of remote work per week, adaptable to personal circumstances** (e.g., parenting, weather conditions, transportation, or other specific needs). Our compensation policy is **fair and reviewed annually**. We also ensure strong data protection for all employees. Internal policies, such as the Recruitment and Employee Privacy Notices, govern the management of personal data. Each employee, therefore, benefits from a **secure workstation, with full disk encryption**. This system ensures regulatory compliance while allowing for the safe use of digital tools on a daily basis.

We strive to remain a company grounded in integrity. All employees receive training to prevent inappropriate behavior and promote a healthy work environment. Additionally, our Whistleblowing Line enables anyone to report incidents of harassment, discrimination, or ethical breaches confidentially. This channel is accessible through the Employee Handbook, the homepage of our HR information system, and the CSR section of our website.

Initiatives

- **Deployment of three generative AI chatbots** to facilitate knowledge-sharing across teams, including one specialized in analyzing complex documents related to cybersecurity and ESG streamlining the preparation of RFP responses
- **Mandatory training on workplace ethics and harassment prevention** for all employees, including new hires. (See section: "Building sustainable, ethical, and transparent relationships.")
- **Health and safety awareness campaigns**, including the completion of the French DUERP ("Single Risk Assessment Document")
- **Office-specific emergency plans**, covering evacuation, health, and safety protocols (e.g., UK Health and Safety Policy, France and Ireland evacuation procedures, Canada building safety managed by landlord)
- **Workstation ergonomics upgrades**, including screen stands, footrests, and ergonomic mice, to prevent musculoskeletal disorders and improve daily comfort
- **Noise-canceling equipment** installed in select offices to enhance focus and protect hearing
- **Wellness Week**, planned for September 2024, included talks, workshops, and massage sessions, encouraging employees to care for themselves and one another
- **Annual calendar of social events** (escape rooms, comedy clubs, gaming nights, board games, sports activities, etc.)
- **Employee-led community groups** like Sidetrade Sport Organization (France) and local Social Clubs (Canada, Ireland, UK) that promote team spirit and camaraderie
- **Dog-friendly office policy**, mood-boosting and socially engaging initiative
- **Annual employee engagement survey** via eNPS
- **One-on-one HR conversations** to encourage open dialogue and support work-life balance
- **Career path development** by department, with established tracks for Professional Services, R&D, and Product; additional paths underway for Marketing, Finance, Talent Acquisition, and HR



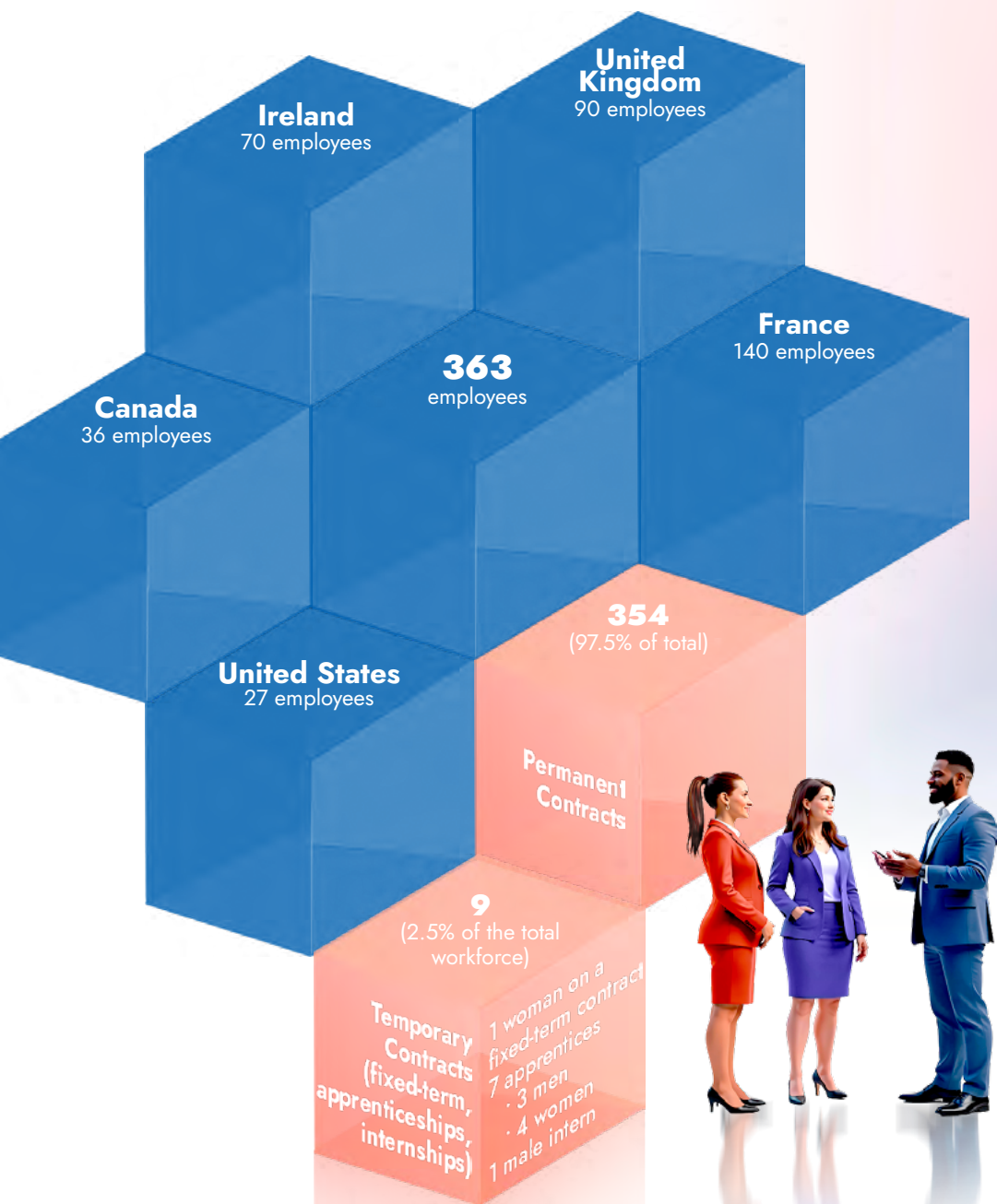
B10 2024 KPIs

- > Employees covered by collective bargaining in France: 100% (National collective agreement for technical design offices, consulting firms, and engineering companies, December 15, 1987)
- > Compensation above legal minimums in all operating countries except Ireland, where some employees are paid the local minimum wage
- > Flexibility by design: 100% of employees are equipped with laptops, supporting mobility and hybrid work

B8 Indicators as of December 31, 2024

B9

- > Pay equity maintained: 3.2x ratio between highest and lowest salaries
- > Very low absenteeism: 1%
- > On-site injuries: 0
- > Recordable workplace accidents: 0
- > Recordable accident rate: 0%
- > Work-related fatalities (Injury/Illness): 0
- > Employees in high-risk countries (Social Rights): 0%
- > Employee experience satisfaction: 87% overall satisfaction
- > Employee net promoter score (eNPS): 8/10
- > Sense of belonging: 4 out of 5
- > Workplace wellbeing: 4.2 out of 5
- > Work-life balance: 4.4 out of 5
- > Flexible work arrangements: 9 employees with adjusted schedules
- > Lower turnover Rate: 19% (a 1.6-point improvement vs. 2023)
- > Event budget allocation: France: 45%, Ireland: 12%, Canada: 7%, UK: 28.5%, US: 7.5%
- > Strong digital engagement on B-Side (Internal Network): 98% active users, 50,061 interactions (posts, likes, shares, clicks)



Behind the scenes with Sidetraders in 2024

"Working at Sidetrade is a very positive experience. The atmosphere is friendly and collaborative, with regular events that strengthen bonds among colleagues."

Boulogne-Billancourt, France

"Sidetrade is a company where you can quickly build skills. The environment is stimulating. Flexible remote work, team-building events, and a supportive culture make it a pleasant place to work. Communication is smooth, with no heavy-handed hierarchy."

Boulogne-Billancourt, France

"Sidetrade offers a great work-life balance."

Calgary, Canada

"Sidetrade is an excellent place to work as a software developer. It's been an incredibly rewarding experience. The company fosters a collaborative and innovative culture where ideas are truly valued. The team is supportive, and I'm lucky to work alongside such talented professionals."

Birmingham, UK

"A great company with a multicultural vibe and an awesome team spread across multiple countries. The offices in Boulogne are very pleasant and well located. It's a human-sized company with a leadership team that listens."

Boulogne-Billancourt, France

"A truly outstanding employer, with a commitment to innovation and continuous improvement like I've never seen elsewhere. Skilled colleagues at every level, a real team spirit, and incredible support. The business is both stimulating and exciting, with a constant drive to deliver the best solutions in every area."

Birmingham, UK

"An excellent place to start a career in tech or sales."

Dublin, Ireland

Foster innovation and invest in diverse talent

Investing in talent diversity

With teams spread across Europe and North America, English is our common working language, ensuring seamless communication and global cohesion. We believe that **diversity of background, culture, and perspective fuels innovation**. This mosaic of talent energizes our collective momentum, shapes a unique company culture, and drives our performance.

Policy

Sidetrade's Code of Conduct outlines the ethical standards and values we uphold daily, including our commitment to CSR, diversity, and inclusion. It governs all our interactions, internal and external, across every country where we operate.

Initiatives

- **Launch of a dedicated taskforce on diversity and inclusion topics**
- **Training of all recruitment teams to ensure inclusive**, fair hiring practices
- **Partnership with Epitech (France)**, including talks on equal opportunity and onboarding of two career-change apprentices in 2024 (extended into 2025)
- **Sidetrade Code Academy program**

2024 KPIs

- > 100% of recruiters trained on diversity and inclusion
- > 27 nationalities represented
- > Average employee age: 38
- > 27% of employees over 45 years old
- > 1.4% of workforce with disabilities
- > Sidetrade Code Academy results: 4 new full-time hires, including 3 women



The Impact of *the Sidetrade* *Code Academy* in 2024

Launched in 2018, the **Sidetrade Code Academy** is our concrete step toward making tech more accessible. This free, four-week training, open to all with no technical prerequisites, is led by our engineers and data scientists.

More than a coding bootcamp, it offers hands-on experience in real Sidetrade roles and can **lead to full-time employment**. Each cohort welcomes diverse, often unconventional profiles, and we are especially proud to see a **steady increase in female participation**. This program does more than train developers, **it opens up career opportunities** in tech, builds confidence among individuals who are often underrepresented in the industry, and enriches our company culture.



"For too long, tech filtered talent through the lens of degrees. With the Sidetrade Code Academy, we bet on potential not pre-set paths. We're opening the door to tech, breaking the mold, and building a stronger, more inclusive team."

Mark Sheldon
Chief Technology Officer
@Sidetrade



"What I love about working at Sidetrade is the range of technologies we get to explore. It's challenging, but never boring. I get to work on a variety of topics and I'm never stuck doing just one thing. The atmosphere is relaxed, support comes naturally, and there are so many talented people around."

Lewis Thorpe
Data Engineer @Sidetrade, 2022
Sidetrade Code Academy graduate



"Joining Sidetrade via the Code Academy has been an incredible experience. I started learning to code and got the chance to work with amazing people."

Emily Larkin
Graduate Software Engineer,
2024 Sidetrade Code Academy
graduate



"What makes the Sidetrade Code Academy unique is that it's truly accessible. Most tech programs charge thousands for this kind of opportunity."

Jack Wolverson
Data Engineer @Sidetrade, 2019
Sidetrade Code Academy graduate



"I joined Sidetrade after completing the Code Academy, then progressed from graduate to junior, and later to intermediate. Each year, I've taken on more responsibility. Today, I feel confident in my role and can also support new team members."

Jake Winwood
Software Engineer @Sidetrade, 2021
Sidetrade Code Academy graduate



"The Code Academy has had a huge impact. We've hired 16 engineers through the program and trained over 80 people for free!"

Luke Hennerley
VP Innovation @Sidetrade,
Sidetrade Code Academy Founder

Ensuring a seamless onboarding experience

At Sidetrade, we take onboarding seriously. **Every new hire embarks on a structured journey designed to accelerate integration,** build skills, and foster a sense of belonging from day one. Here, we don't just watch you succeed; we move forward with you, right from the start.

Policy

Our onboarding process blends centralized HR-led sessions with local welcome activities to ensure a consistent, inclusive experience fully aligned with Sidetrade's culture. Every new joiner receives an onboarding kit, marking the start of a journey designed for success. From day one, they gain access to the Sidetrade Academy, our custom learning platform, and a welcome guide. For the first three months, **employees are supported by their manager, peers, and a dedicated mentor. Milestone check-ins at 30, 60, and 90 days** help track progress, address roadblocks, and reinforce engagement.

2024 KPIs

- > Onboarding sessions held: 11
- > 100% of new hires onboarded via Sidetrade Academy with a personalized training plan

Initiatives

- **Pre-boarding** touchpoints to help newcomers get familiar before day one
- **Monthly global welcome sessions** (excluding summer break), open to all new hires regardless of location or experience level
- **Regular local onboarding sessions** run by HR for proximity and personalization
- **Ongoing process alignment** to ensure consistency across regions

Onboarding Impact in 2024

"Everyone was incredibly welcoming. I felt comfortable in the office from day one and knew exactly who to reach out to if I needed help."

Product Department

"The kindness of the people, their willingness to help, and to include me whenever they had the chance."

R&D Department

"The most valuable aspect of my onboarding experience was the comprehensive training and support provided by my team and the company. The program included detailed training sessions, mentoring, and access to a wide range of resources, enabling me to quickly become familiar with the company's processes, tools, and expectations. Moreover, the welcoming atmosphere encouraged me to ask questions and seek help when needed, which greatly eased my integration."

Services Department

"Having approachable and supportive teammates to help me with any questions or issues during the onboarding process."

Services Department

Empowering growth through learning and development



At Sidetrade, we believe that knowledge sharing and learning are powerful drivers of progress. In 2024, we emphasized a **culture of constructive feedback**. Our HR teams, present in every region where we operate, have provided close support tailored to local realities. Leadership training programs were rolled out with a focus on developing managerial skills. The result: more engaged teams and better-equipped leaders to guide talent development and career progression. Learn, grow, evolve this is what we offer every employee, regardless of their role or level of seniority.

Policy

Thanks to our centralized HR system, we ensure **fair, seamless management of compensation, time off, and individual performance across the organization**.

Managers receive **targeted training** to build their leadership capabilities, enabling them to inspire, make sound decisions, and support team development. By investing in their development, we encourage a management culture based on listening, impact, and excellence.

Every employee benefits from an **annual performance review** that recognizes achievements, sets goals, and encourages skill development. Our **online learning platform, Sidetrade Academy**, allows everyone to learn at their own pace.

Finally, our **internal seminars** foster creativity, celebrate talent, and strengthen the spirit of collaboration that defines Sidetrade.

Initiatives

- **Structured career paths** launched in specific departments to guide skill development
- **Redesign of the performance review system** (rollout in Jan 2025), focused on reducing bias, aligning development goals, and improving fairness and consistency Group-wide
 - A unified evaluation framework with shared criteria across all departments
 - Clear separation between past performance and future potential
 - Talent mapping via a Nine Box Grid (A, B, C players) to better tailor development plans
 - Manager training on effective, developmental feedback

- Employee training on the new process, helping each individual take ownership of their growth

This transformation is a major step forward in professionalizing our performance culture making it more inclusive, transparent, and results-driven.

- **Customized online training** via Sidetrade Academy, **aligned to team goals**
- **Manager support program extended in 2024 with modules on conducting impactful reviews**, identifying high-potential talent, and guiding career progression

- **Company-wide feedback training for all managers** (June-July 2024) to foster a culture of continuous improvement

- Equip leaders to deliver constructive, regular, and effective feedback
- Encourage open conversations about performance, wins, and growth areas
- Increase team engagement through clear recognition and expectations
- Strengthen individual accountability and career development

- **Ongoing feedback loops to ensure relevant, consistent, and fair performance management:**

- Structured review tracking to identify gaps and trends
- Regular HR—manager check-ins to support decision-making
- Use of eNPS to track sentiment and adjust HR strategies
- Tailored career and promotion tracking to ensure equity and retention
- Informal feedback encouraged year-round to make reviews a continuous, living process

This approach provides a clearer, more holistic view of talent and strengthens everyday management quality.

- **18 innovative projects incubated during the 2024 Sidehack**, Sidetrade's annual hackathon designed to upskill Product and R&D teams
- **Sales Kick-Off:** annual gathering of the global Sales team to align goals, strategies, and best practices
- **Services Week:** launch of two major projects (Knowledge Hub, Onboarding Videos) to support knowledge-sharing across Customer Services
- **Customer Success seminar:** alignment of priorities and exchange of best practices between Europe and North America

2024 KPIs

B10

- > Sidetrade Academy: 54 new courses (20 hours of content)
- > 100% global training access: 1,321 sessions, Average of 6.5 hours per employee (Women: 8.2 hours; Men: 5.3 hours)
- > 2 CSR tool training sessions to help Sales respond to RFPs
- > Internal events: 9 (2 CEO Lives, 5 Fireside Chats, 2 Sidetrade's Got Talent)
- > Sidehack participation: 26% of total workforce (94 people)
- > Services Week participation: 17% (61 people)
- > Sales Kick-Off participation: 17% (61 people)
- > Promotions: 8% of global headcount
- > Mobility: no internal mobility recorded in 2024

The Impact of Sidehack in 2024



"Once again this year, our hackathon was a true innovation playground. It brought together diverse teams, sparked energy, and gave rise to breakthrough ideas in a fast-paced, creative setting."

Rob Harvey
Chief Product Officer
@Sidetrade



"I expected great teamwork, but the diversity of ideas and solutions exceeded anything I imagined."

Anaïs Novasque
Product Operations Manager
@Sidetrade



"You come to Sidehack for innovation. You connect with people from different backgrounds, brainstorm at speed, and walk away with amazing projects."

Manoj Sundaram
Senior Product Manager
@Sidetrade



"I've only joined Sidehack twice, but both times I was immersed in areas far from my usual role. It forces me to learn fast, collaborate outside my team, and understand other jobs better. It's a great way to develop both tech and social skills."

Remus Iancu
Team Lead Software Engineer
@Sidetrade



"The first day felt like we were getting nowhere. By the last day, it all came together, it was incredible to see."

Alice Bryer
Graduate Software Engineer
@Sidetrade



"My favorite parts of Sidehack were meeting new people, innovating, and working on a topic we'd all been talking about even before the event."

Max Petts
Java Developer
@Sidetrade

The Impact of the Sales Kick-Off in 2024



"The SKO is always a key moment to pause and plan. But what makes Sidetrade's SKO unique is the opportunity to build and deepen connections."

Bill North
Area VP Sales, North America
@Sidetrade

Advancing gender equality in tech

We don't just want to open doors for women in tech; we want them to lead and thrive here. Since 2023, a dedicated team has led our gender equity strategy, turning commitment into concrete actions. Because for us, equality isn't declared: it's built, day by day.

Policy

Sidetrade is committed to gender equity through:

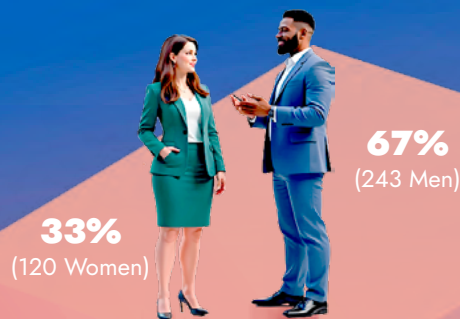
- Increasing female representation
- Ensuring equal pay
- Promoting women to leadership roles
- Offering mentorship and development programs



Initiatives

- **Gender pay gap tracking** via the **Egapro Index**, published at www.sidetrade.com
- **Mandatory gender equality training** for all recruiters, managers, and new hires, in partnership with the UN Global Compact
- **Outreach to young women in tech**, through partnerships with **Epitech** (France) and **Women in Tech Birmingham** (UK)
- Gender parity achieved for the first time in the Sidetrade Code Academy, a major milestone in inclusive tech hiring
- Five-month mentorship program By Your Side, to support and develop female talent
- Internal challenge for International Women's Rights Day, with employees sharing stories of inspiring women

- > Gender Equality Index Group-wide: 93/100
- > Executive committee: 40% women
- > Board of Directors: 1 woman out of 5 members (20%)
- > Women in management roles: 31%
- > Women in tech roles (Product, IT, Services): 27%
- > Pay Gap: 1.1% (in favor of men)
- > By Your Side mentorship program: 52% female beneficiaries
- > Promotion rate gap: 0.4% (in favor of women)
- > Average time to promotion: 1 year and 8 months (all roles and countries, full-time equivalents)
 - Women: 2 years
 - Men: 1 year and 7 months
- > Educational engagement:
 - 6 Sidetrade ambassadors at Epitech (France)
 - 1 Sidetrade ambassador with Women in Tech Birmingham (UK)



Christelle Dhrif,
Chief Communications Officer @Sidetrade

"At Sidetrade, we don't hire genders, we grow talent. What matters is the energy you put into what you do. Equality advances when perspectives shift, when we value skills over résumés, and vision over labels. That's how we build a more equitable future: through merit, trust and boldness."

The Impact of the By Your Side mentoring in 2024

"Taking part in the By Your Side program was a real turning point in my professional journey. My mentor's thoughtful guidance helped me reflect on both my strengths and areas for growth. The program gave me the motivation and tools to confidently plan the next steps in my career."

Mentee, 2024 By Your Side program

"Being a mentor in the By Your Side program has been an incredibly rewarding experience. It allowed me to reflect on my own journey, strengthen my communication and coaching skills, and, most importantly, support a colleague's growth. It's a win-win exchange that I'd recommend to anyone looking to make a positive impact."

Mentor, 2024 By Your Side program

"By Your Side is more than just a mentoring program. It's a space built on trust, active listening, and mutual development. As a mentee, I found not only a supportive ear but also actionable advice that helped me step up, claim my space, and grow my soft skills."

Mentee, 2024 By Your Side program

"Mentoring through By Your Side gave me the opportunity to share what I've learned... and to learn even more in return! This program builds real bridges across teams, and I'm proud to contribute year after year."

Mentor, 2024 By Your Side program

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

Compliance with international laws and regulations is a non-negotiable foundation. However, going beyond compliance to embrace socially responsible business practices is even better.

#AmazingSidetrade





Lead with trust and maintain ethical business practices

Building with integrity

We uphold high ethical standards and promote exemplary conduct at all levels of our organization. Our governance model is modern, agile, and designed to secure sound decision-making

while embedding accountability across the organization. Because a strong company is, above all, a company that governs itself wisely.



Sylvie Toubeau
Legal Director @Sidetrade

"By aligning legal compliance with social responsibility, we protect the integrity of our operations while contributing positively to society and the environment, demonstrating our deep commitment to ethical and sustainable practices."

B11 2024 KPIs

- > Code of Conduct adherence: 100% of global workforce
- > Employees trained in anti-corruption: 100%
- > Code of Conduct violations: 0
- > Lobbying expenses: 0
- > Professional alerts filed via Whistleblowing Line: 0
- > Confirmed anti-competitive practices: 0
- > Confirmed corruption incidents: 0
- > Reported infractions: 0
- > Fines or convictions for corruption or bribery violations: 0

Policy

Sidetrade's Code of Conduct, grounded in integrity, accountability, respect, and transparency, guides all professional interactions. It defines the roles and responsibilities of every employee and manager across four key pillars:

- **Values & principles:** Commitment to Sidetrade's core values and universal ethical standards, including the Universal Declaration of Human Rights. Every action reflects this commitment.
- **Anti-corruption:** Zero tolerance for bribery, fraud, kickbacks, or any unethical conduct. Employees are expected to recognize risk situations and act appropriately.
- **Conflict of interest management:** Clear guidelines ensure all potential conflicts are disclosed and mitigated to avoid harm.
- **Whistleblower procedure:** A confidential Whistleblowing Line enables employees to report unethical or fraudulent behavior safely, without fear of retaliation ensuring a fair and secure work environment.

Initiatives

- **Annual review of the Sidetrade Code of Conduct** to ensure relevance and enforcement
- **Ethics training rolled out in 2024** (covering anti-corruption, conflict of interest, whistleblowing, gifts, confidentiality, digital use, and harassment), now part of the onboarding process
- **Whistleblowing Line** extended to suppliers in 2024 via an independent, anonymous, 24/7 multilingual platform (French/English) with **whistleblower protection**
- Ethical risk mapping implemented since 2023 to strengthen internal controls and prevent major risks
- **Annual publication of consolidated financial statements**
- ESG transparency supported through our ESG Report, available in the CSR section of our **Euronext profile**

Responsible Procurement

Sidetrade's main procurement challenges relate to IT equipment and services (hardware, software, and data centers), which have a significant environmental impact in terms of energy, water, and mineral resource consumption, particularly during the manufacturing of equipment and the operation of digital infrastructure. In this context, Sidetrade prioritizes eco-efficient solutions: partnering with cloud providers committed to energy efficiency and GHG emissions reduction, adopting a responsible hardware renewal strategy, using low-energy equipment, and integrating environmental criteria into the purchasing process (such as product lifespan, reparability, and certifications).

This approach is fully aligned with our digital carbon footprint reduction policy. Our procurement strategy is built on partnerships grounded in quality, performance, and accountability. Our Supplier Code of Conduct formalizes our expectations regarding the reduction of environmental impact, respect for fundamental human rights, prohibition of forced and child labor, and decent working conditions in line with the principles of the International Labour Organization (ILO). These criteria are embedded in our supplier selection and evaluation processes.



Sébastien Matias
Head of Procurement @Sidetrade

"Recognizing the key role our partners play in driving sustainable transformation, we've placed CSR at the heart of our procurement policy. By making of this responsibility a selection criteria and a shared progress driver, we're promoting a culture of high standards and positive impact throughout our value chain."

Policy

Our responsible purchasing policy is based on a **continuous improvement approach**, supported by scalable tools and ongoing monitoring of international standards (OECD, ISO 20400, CS3D directive). It aims to ensure alignment between our CSR commitments and the operational reality of our supplier relationships, particularly with strategic suppliers, with a focus on sustainability and enhanced due diligence across the entire value chain. We use a regularly updated **assessment questionnaire** to better identify risks related to security, ethics, human rights, regulatory compliance, and environmental performance.

Our **Supplier Code of Conduct** formalizes expectations on human rights, anti-corruption, environmental stewardship, social equity, and shared responsibility. It is fully integrated into contractual processes and supported by dedicated governance for sustainable procurement.

Initiatives

- **Adherence to the Responsible Supplier Relations and Purchasing Charter (RFAR)** in June 2024 to adopt responsible purchasing practices
- **Specialized training in Supplier Code of Conduct and Responsible Purchasing Reporting** completed by our buyer, delivered by EcoVadis
- **Definition of a responsible purchasing policy** including an ESG evaluation process for strategic or critical suppliers (sensitive data, IT infrastructure, regulatory or reputational risks), who must complete an ESG questionnaire covering 18 criteria (CSR commitments, management of GHG emissions and other environmental impacts, human resources and labor law compliance, diversity and inclusion, business ethics and anti-corruption, responsible purchasing policy)
- **Publication of the Supplier Code of Conduct, available online** and annexed to contracts, setting out the social, environmental, and ethical requirements applicable to all our partners (regulatory compliance, sustainable resource management, health and safety, inclusion)
- **Awareness-raising among teams about Sidetrade's purchasing policy** and our Supplier Code of Conduct
- **A formal analysis of corruption and unethical practice risks, led by the CSR Committee**, concluded that the risk level is low given the nature of our business, value chain, and governance. This assessment will be reviewed every 24 months or in the event of a significant occurrence

B10 2024 KPIs

- > 100% of buyers trained in responsible purchasing
- > 100% of buyers have ESG-related objectives
- > Carbon footprint of goods and services purchased: 904 tCO₂eq (down 1% vs. 2023*)
- > Average ESG performance of audited suppliers: 6.4/10
- > Average supplier payment terms: 25 days

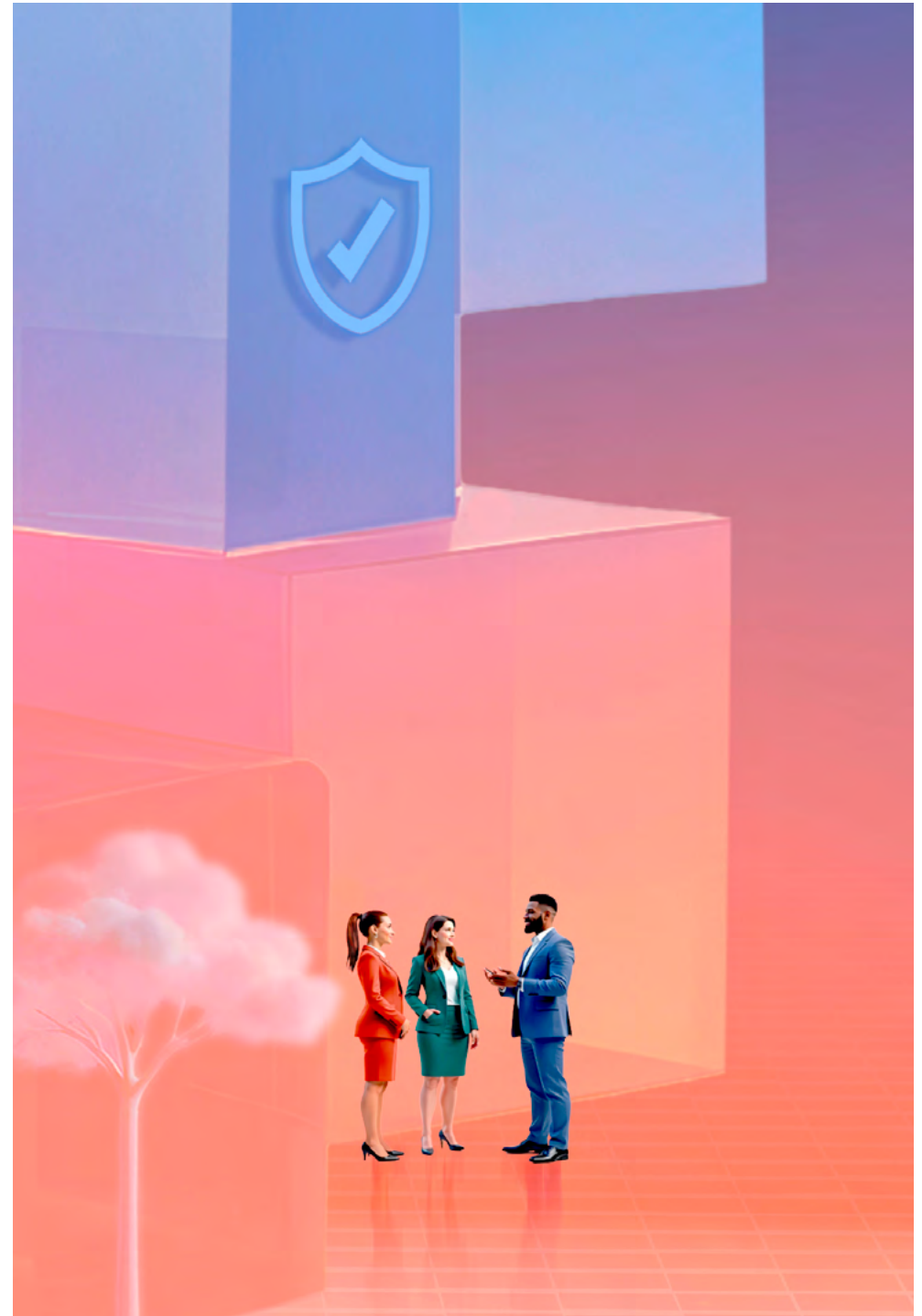
*In 2023, GHG emissions related to purchasing amounted to 931 tCO₂eq.

Protecting Data and Minimizing Cybersecurity Risks

As a SaaS company delivering AI-powered solutions based on a vast intercompany transaction database, Sidetrade bears a critical responsibility for information security and system integrity. We have adopted strict governance and a proactive risk management approach. At Sidetrade, cybersecurity is a core strength.

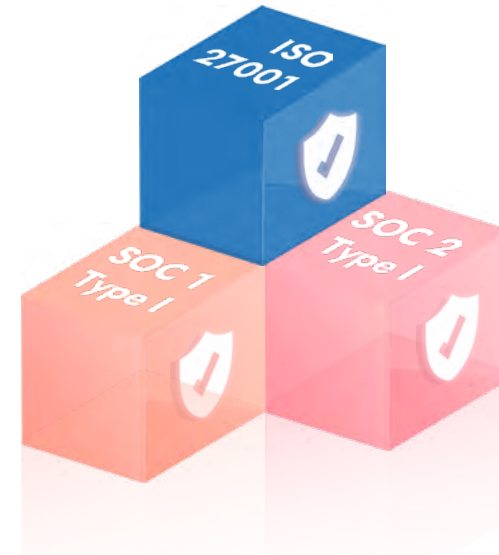
Laurent Pontier
CTO Chief of Staff @Sidetrade

"In a world where data is the new capital and AI a transformation engine, we treat cybersecurity as an absolute priority. We're redefining trust standards in the Order-to-Cash space by continuously raising the bar to protect our customers' most sensitive data. Excellence, discipline, anticipation, our approach to security is the assurance of being a reliable, responsible, and visionary partner."



B10 2024 KPIs

- > ISO 27001 certification renewed and audited annually
- > SOC 1 Type I and SOC 2 Type I audit reports delivered
- > 100% of employees trained in cybersecurity
- > GDPR-related complaints: 0
- > Data breaches: 0



Policy

Our data security policy is demonstrated by the achievement and continuous renewal of **ISO 27001 certification** since 2019. This certification reflects strict governance and proactive risk management, in line with **GDPR** requirements and constant vigilance against emerging threats. Recognized globally, the ISO 27001 standard provides a robust framework for data protection, security risk mitigation, and compliance with international best practices. It also ensures that our practices are **regularly reviewed and improved** to address evolving cyber threats.

This commitment is supported by a set of structured **internal policies** that govern information management, personal data protection, and the use of artificial intelligence technologies.

- Sidetrade cookie policy
- Sidetrade privacy policy
- Sidetrade personal data breach management policy
- Sidetrade artificial intelligence system security policy (created in 2024)

Finally, Sidetrade designs and deploys artificial intelligence based on an **“Ethics by Design”** approach, combining innovation and responsibility. Our models rely exclusively on industry-specific professional data, generating explainable recommendations that can be manually adjusted. They are governed by human oversight and quality control mechanisms to ensure **ethical standards, robustness, and traceability**.

- Sidetrade data classification policy
- Sidetrade information system security policy
- Sidetrade personal data protection policy

Initiatives

- **Private cloud infrastructure** for managing the **Sidetrade Data Lake**, with daily transfers to a secure secondary data center
- **Enhanced workstation security:** encrypted disks, auto-lock, blocked USB ports, antivirus software, web filtering, VPN requirement offsite, role-based access (in collaboration with HR)
- **Confidentiality and IP training** provided to all new hires
- **Cybersecurity training during onboarding**, followed by regular awareness campaigns (phishing, AI deepfakes, digital hygiene) for all employees
- **AI Systems Security Policy** adopted in 2024 to mitigate algorithmic bias and ensure personal data is excluded
- **Privacy by Design** principles embedded in all products, supporting GDPR compliance
- **GDPR rights execution processes** in place:
 - Access, rectification, deletion, opposition
 - Processing restriction and data portability
- **Stricter controls over third-party vendors accessing customer data**
- **Regular reviews of disaster recovery plans (DRP/BCP)**
- **Annual external audits:** ISO 27001 Certification by EY CertifyPoint, SOC 1 Type I Audit Report (ISAE 3402), SOC 2 Type I Audit Report (ISAE 3000), both obtained in 2024



Sidetrade's voice of commitment

Philippe Gangneux
Chief Financial Officer
CSR Ambassador
@Sidetrade

At Sidetrade, we've always believed that **growth should be profitable, sustainable, and responsible**. Backed by a strong financial foundation, our model has consistently demonstrated resilience in turbulent times, enabling us to move faster, further, and with deeper meaning in our societal and environmental commitments.

But today, doing better is no longer enough. We must **do more with less: less energy, fewer resources, and less operational complexity, delivering greater impact, greater precision, and greater shared value**. In a world that is increasingly complex, uncertain, and volatile, we are choosing to reinvent ourselves without ever losing sight of

Looking ahead, two words will guide our actions: discipline and ambition

our purpose. This means equipping our teams with AI agents, embracing generative AI responsibly, and building an organization that is more agile, efficient, and self-aware. As we developed our CSR strategy this year, we came to understand that **our environmental and social ambitions cannot be separated from a humanistic and holistic vision that is economically viable and**

aligned with the collective interest. Our CSR commitments are no longer an add-on; they are a core driver of our overall performance.

Discipline, because every decision we make must now serve to amplify our positive

impact. Ambition, because we refuse to wait for tomorrow to start building a smarter, fairer, and more sustainable future.



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