Corporate Social Responsability Report 2025

June 2026

KORUS group

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FOREWORD

At Korus Group, commitment is part of our DNA. Since our inception, we have placed the ambition to contribute to the common good at the heart of our purpose. Within our sphere of influence, we strive to help build a more sustainable future. Today, this ambition is reflected in concrete, measurable actions.

Social balance is far more than a simple objective. It is a cornerstone of our commitment to our employees, partners and the communities in which we operate. We are committed to creating a workplace where everyone can thrive, develop their skills and receive the recognition they deserve. We foster an inclusive environment where every individual feels valued and respected, diversity is embraced, and equal opportunities are available to all without discrimination.

Environmental commitment is another of our strategic priorities. Aware of the urgency of climate change, we continue to accelerate our efforts to reduce the impact of our activities by implementing more sustainable practices based on continuous improvement, reducing our environmental footprint, and embedding circular and low-carbon principles throughout our operations.

Sustainable value creation also guides our transformation. This ambition has led to the development of our Leasing Circulaire® 360 offering, designed to combine economic performance with long-term sustainability. Through our Impakt approach, we support our clients in designing more responsible environments that enhance user well-being and, consequently, organisational performance. This reflects our determination to create lasting economic, environmental and social value for all our stakeholders.

Guided by these principles, we will continue to strengthen our commitment by taking action, measuring our impacts and reporting transparently on both our achievements and the areas where further progress is needed.

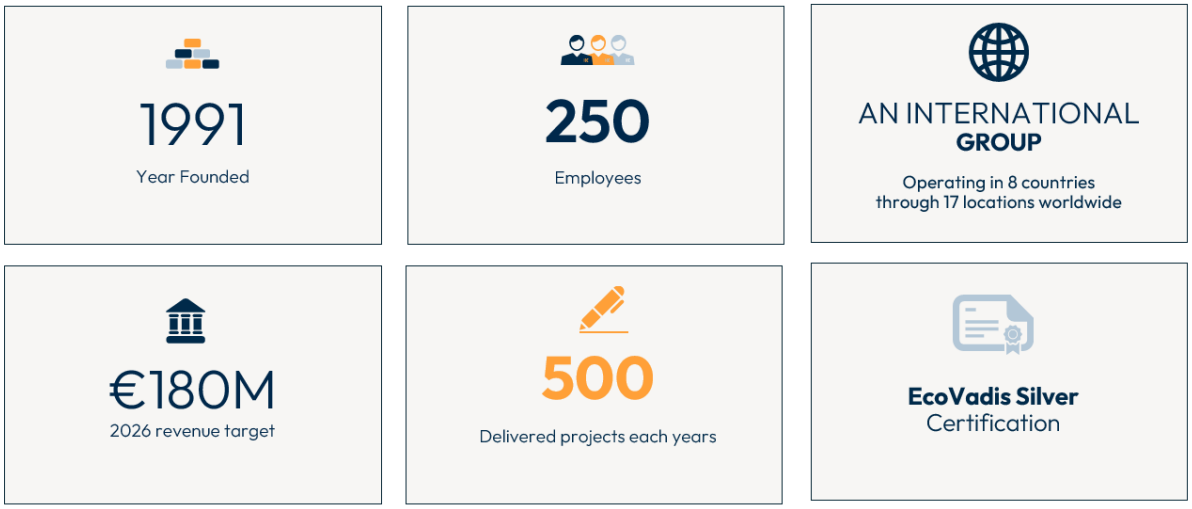
Charles MARCOLIN
President, Korus Group

1. KORUS GROUP OVERVIEW

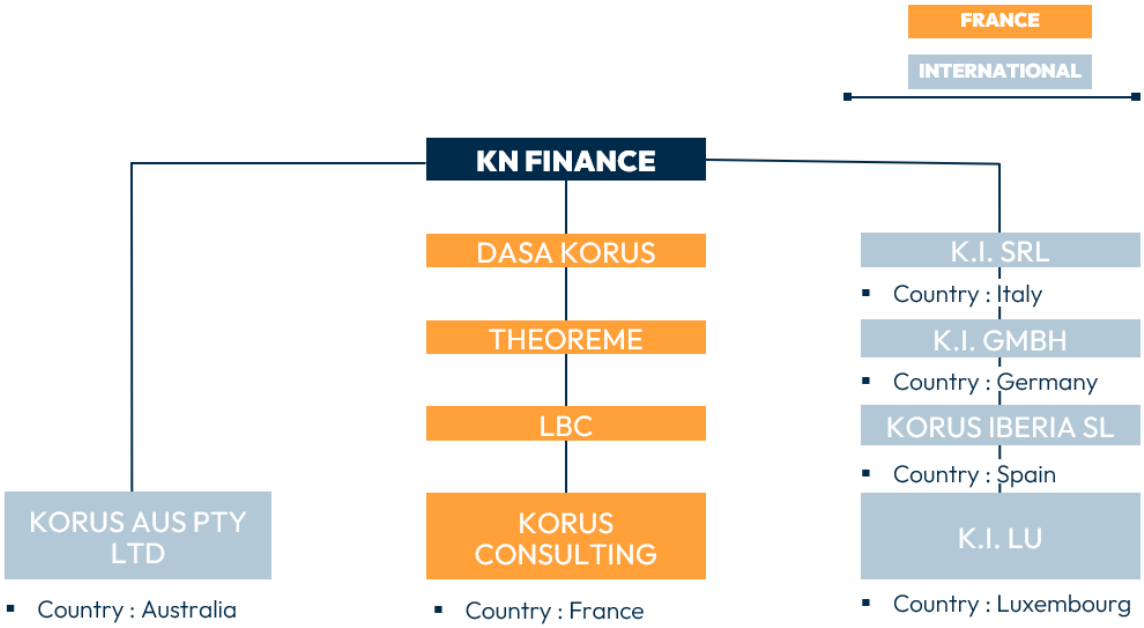
Korus Group is an international company specialising in the creation of living and working environments.

Innovation, service excellence and corporate social responsibility are at the heart of our development strategy. Across all our activities, we strive to combine economic performance, controlled environmental impact and sustainable value creation for all our stakeholders.

Korus Group at a glance :



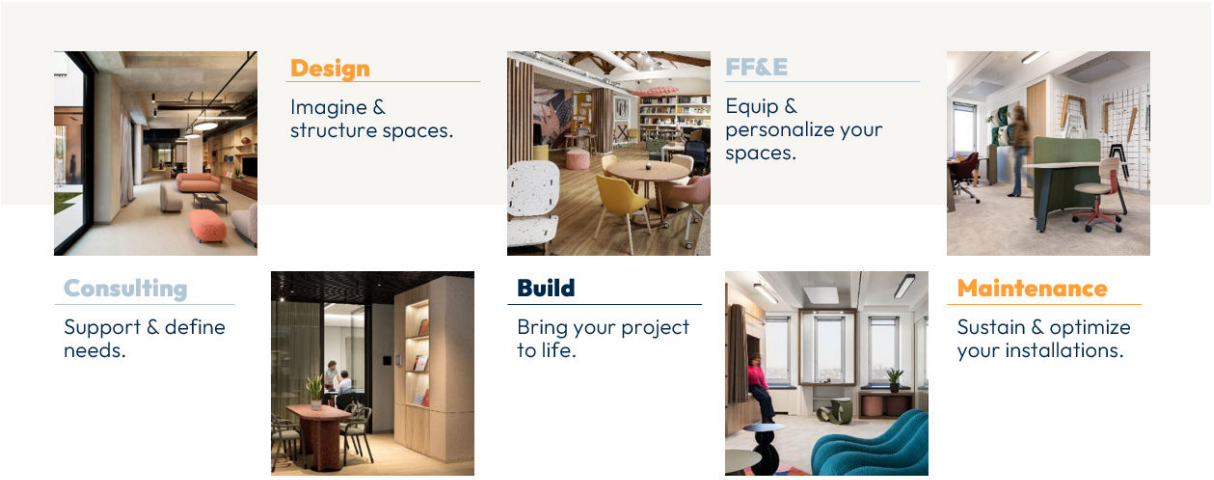
The Group operates under the KN Finance holding company and includes several subsidiaries:



- KN Finance: Holding company and shared support services.
- DASA Korus: Operational entity dedicated to the design, delivery and maintenance of living and working environments.
- Théorème: Subsidiary specialising in the creation of hospitality and leisure environments.
- Korus Consulting: Strategic workplace consulting subsidiary.
- Lbc: The Group's furniture and workspace solutions specialist
- K.I. SRL: Korus Group's Italian entity
- K.I. GMBH: Korus Group's German entity
- KORUS IBERIA SL: Korus Group's Spanish entity
- K.I. LU: Korus Group's Luxembourg entity

Korus Group also operates across Southeast Asia.

Our business model is built on an integrated approach that combines consulting, design, project management and coordination, furniture supply, and multi-technical maintenance. This end-to-end expertise enables us to ensure consistency, quality and overall project performance.



At Korus Group, we believe that workplaces are powerful drivers of organisational transformation.

Against a backdrop of environmental transition, evolving ways of working and increasingly hybrid uses of space, our mission is clear: to design sustainable, high-performing environments centred on people.

2. OUR CSR STRATEGY

Our CSR strategy provides the framework for our actions, guides our decision making and strengthens our accountability towards our stakeholders.

This section outlines how our CSR strategy is governed and implemented through a clear vision, dedicated governance, and structured tools such as our materiality assessment. It also presents the commitments underpinning our decarbonisation roadmap, while highlighting the exemplary journey of one of our subsidiaries, which has adopted the status of a mission-driven company, reflecting the culture of commitment that drives the entire Group.

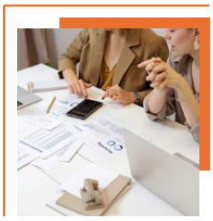
At Korus Group, we firmly believe that businesses have a vital role to play in transforming both economic and societal models. We therefore measure our performance not only by the value we create, but also by the positive social and environmental impact we generate.

This conviction is embodied in Impakt, the framework that structures our CSR strategy around three complementary pillars:

- **People**, by promoting quality of working life, employee engagement and social performance.
- **The Built Environment**, by designing spaces that are more efficient, resource-conscious and high performing.
- **The Environment**, by managing and reducing the carbon footprint of our projects throughout their entire life cycle.

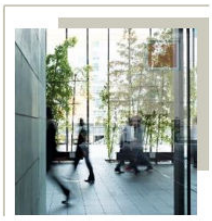
Built on tangible commitments and measurable outcomes, the Impakt framework brings together our entire ecosystem, including employees, clients, partners, suppliers and local communities. Together, we develop value creating solutions that combine economic performance, social responsibility and environmental stewardship.

Because the environments we design have a lasting influence on the way people work, interact and use space, as well as on the environmental footprint of organisations, we embrace a dual responsibility: supporting our clients in creating higher-performing, more sustainable environments while reducing the environmental impacts associated with their design, delivery and operation.



Our Strategy

- Designing sustainable, high-impact environments.



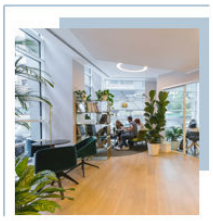
Our objectives

Reduce our carbon footprint by 2030:

- 42% reduction in Scope 1 and Scope 2 GHG emissions (*1.5°C pathway*)
- 25% reduction in Scope 3 GHG emissions (*well-below 2°C pathway*)

Our approach

- Social Well-being
- Environmental Commitment
- Sustainable Value Creation



Our Action Levers Aligned with the United Nations Sustainable Development Goals (SDGs)

2.1. ESG Governance

To ensure the effective management and deployment of its sustainable development strategy, Korus Group relies on a CSR Steering Committee bringing together representatives from the company's main business functions. This committee defines the Group's strategic priorities, monitors the implementation of action plans, assesses progress through dedicated performance indicators, and ensures that environmental, social and governance (ESG) issues are integrated across all Group activities.

The CSR Steering Committee, made up of permanent members and occasional contributors, plays a key role in structuring our continuous improvement approach and ensuring that our CSR objectives are successfully achieved.

Permanent members

Hind BOUALEM-ETTOUIL – QHSE Director - Korus Group - France
Laurent CATHELINAIS – Head of Procurement - Korus Group - France
Ibtisseme KACHREMI – Commercial Director France - Korus Group - France
Ronan LAPORTE – Managing Director – Théorème - France
Nicolas NOIR – General Secretary - Korus Group - France
Pauline PERREIN- CSR Project Manager – Korus Group - France
Dimitri PRUVOST – Human Ressources Director – Korus Group - France
Julie TRIOCHE – Projet Manager – Théorème - France

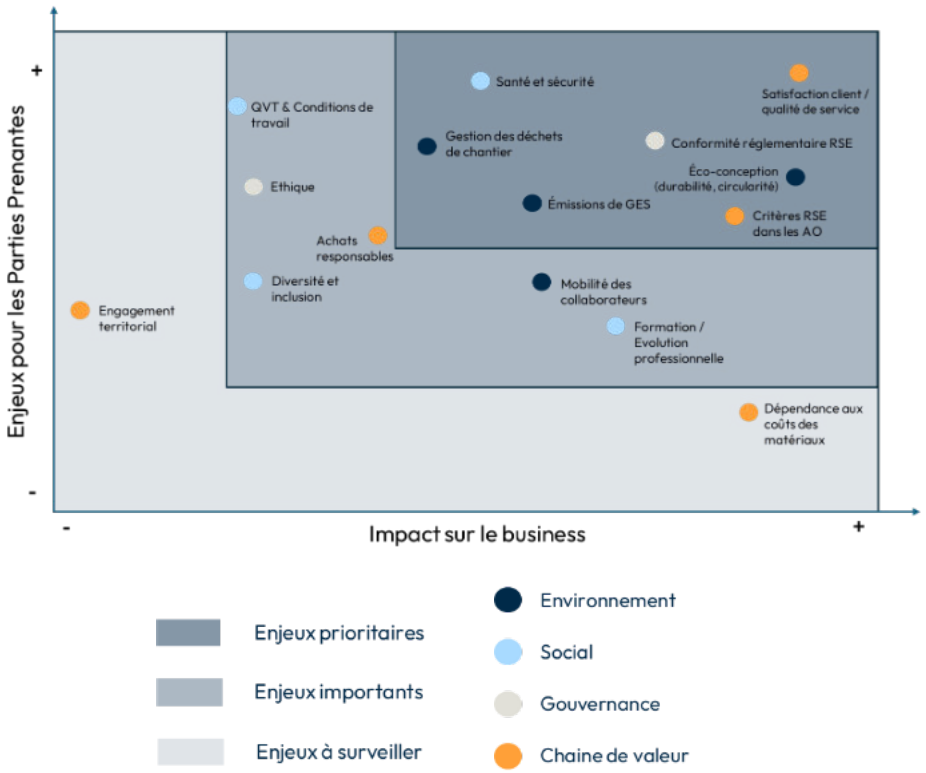
Occasional contributors

Valérie DOIGNON – Deputy Managing Director – Lbc – France
Laurie FAYARD – Marketing Project Manager – Korus Group – France
Valérie GRAMBIN – Legal Director – Korus Group – France
Pierre NOVELLI – Head of Estimating – Korus Group – France
Stéphanie THUILLIER – Marketing Assistant – Lbc – France
Livia GONCALVES-MAPELLI – Office Manager – Korus Group - Italy
Jérémy VERSIER – Asset Manager – Korus Consulting - France

2.2. Materiality Assesment

The materiality assessment is a key component of our CSR strategy. It enables us to identify, prioritise and manage the CSR issues that are most significant, both for our stakeholders and for the long-term resilience of our business. This assessment is based on a dual perspective:

- The importance of each issue as perceived by our stakeholders, including clients, employees, partners, suppliers and public authorities.
- The potential impact of these issues on our business performance, competitiveness and long-term development.



The materiality matrix enables us to focus our efforts and resources on the issues that matter most, while reinforcing the consistency and effectiveness of our sustainability transition strategy.

The priority issues identified through this assessment include:

- Eco-design, with a focus on durability and circularity.
- Greenhouse gas (GHG) emissions.
- Construction waste management.
- Health and safety.
- Compliance with CSR-related regulations.
- Customer satisfaction and service quality.
- The integration of CSR criteria into tendering processes.

This assessment is a valuable decision-making tool. It enables us to anticipate market developments, respond to the growing expectations of our clients and partners, and strengthen our position as a committed player in the environmental and social transition of our industry.

2.3. Certifications

Our CSR commitments are also supported by internationally recognised standards and external assessments that provide a robust framework for our approach and reinforce its credibility. Our EcoVadis rating, ISO certifications, and membership of the United Nations Global Compact reflect our commitment to aligning our practices with the highest standards of quality, environmental management, health and safety, business ethics, and corporate social responsibility.

a. ECOVADIS

The EcoVadis assessment provides an independent evaluation of the maturity of our CSR approach against the best practices within our industry. It offers clients, partners and other stakeholders a reliable benchmark for assessing our commitments and our non-financial performance.

Our subsidiaries **DASA** and **Lbc** rank among the top 15% of companies assessed by EcoVadis in their sector for corporate social responsibility performance.

DASA

Lbc

b. CERTIFICATION ISO 9001 – 45001 – 14001 IN ITALY

Korus Group has obtained several ISO certifications in Italy:

- **ISO 9001**: Certified since 2019, this quality management standard ensures that our products and services consistently meet both internal requirements and market expectations.
- **ISO 14001**: Certified since 2021, this environmental management standard provides the framework for our environmental management practices, supporting pollution prevention and the continuous reduction of our energy and resource consumption.
- **ISO 45001**: Certified since 2021, this occupational health and safety management standard defines the requirements for a management system designed to enhance the health, safety and well-being of our employees in the workplace.

c. GLOBAL COMPACT

Since 2021, Korus Group has been a participant in the United Nations Global Compact, supporting its call for businesses worldwide to align their strategies and operations with its Ten Principles.

These principles are derived from internationally recognised United Nations declarations and conventions covering human rights, labour standards, environmental protection and anti-corruption.

United Nations Global Compact

2.4. Decarbonisation roadmap

Korus Group has established a structured decarbonisation roadmap aimed at significantly reducing the carbon footprint of both its operations and its value chain. This approach is underpinned by the regular assessment and updating of our greenhouse gas (GHG) emissions inventory, enabling us to define science-based decarbonisation targets aligned with the Science Based Targets initiative (SBTi).

a. Greenhouse Gas (GHG) Emission Inventory

A greenhouse gas (GHG) emissions inventory was carried out to enhance Korus Group's environmental performance as part of a continuous approach to optimising resources and operational processes.

Organisational Boundary

This GHG emissions inventory covers the greenhouse gas emissions generated by Korus Group's operations in France, including KN Finance, DASA Korus, Korus Consulting and Lbc.

Due to limited data availability, it was not possible, at this stage, to include all of the Group's international entities in the assessment. As a result, the organisational boundary does not yet encompass the full scope of Korus Group's activities. Expanding this boundary to progressively cover all Group entities has been identified as a key improvement area for future GHG emissions inventories.

Reporting Period

This GHG emissions inventory covers emissions generated during the 2025 reporting year, from 1 January 2025 to 31 December 2025.

Methodology

Scope 1 covers direct greenhouse gas (GHG) emissions generated from sources owned or controlled by the organisation. At Korus Group, these emissions primarily relate to the Group's owned vehicle fleet.

Scope 2 covers indirect GHG emissions associated with the purchase and consumption of energy. It reflects the carbon footprint of our energy use.

Scope 3 covers all other indirect GHG emissions occurring both upstream and downstream of our value chain, resulting from the Company's activities but arising from sources that are neither owned nor controlled by the organisation.

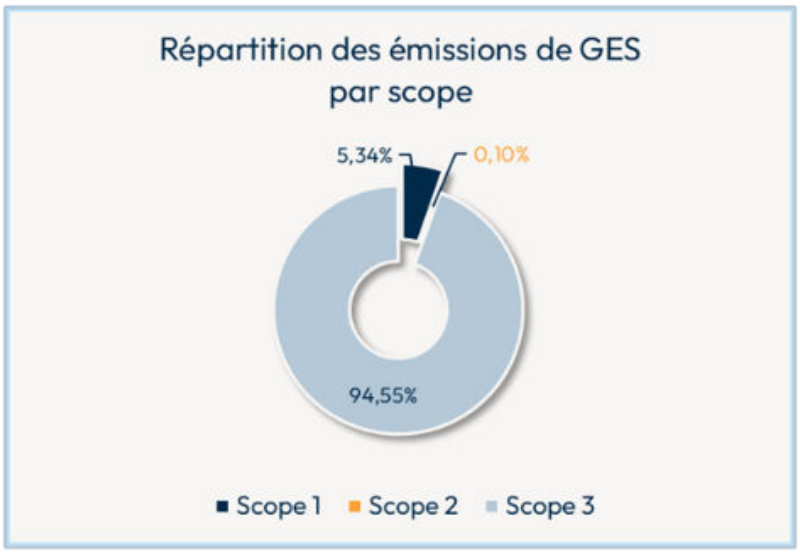
For this initial GHG emissions inventory, seven Scope 3 categories relevant to Korus Group's activities were included:

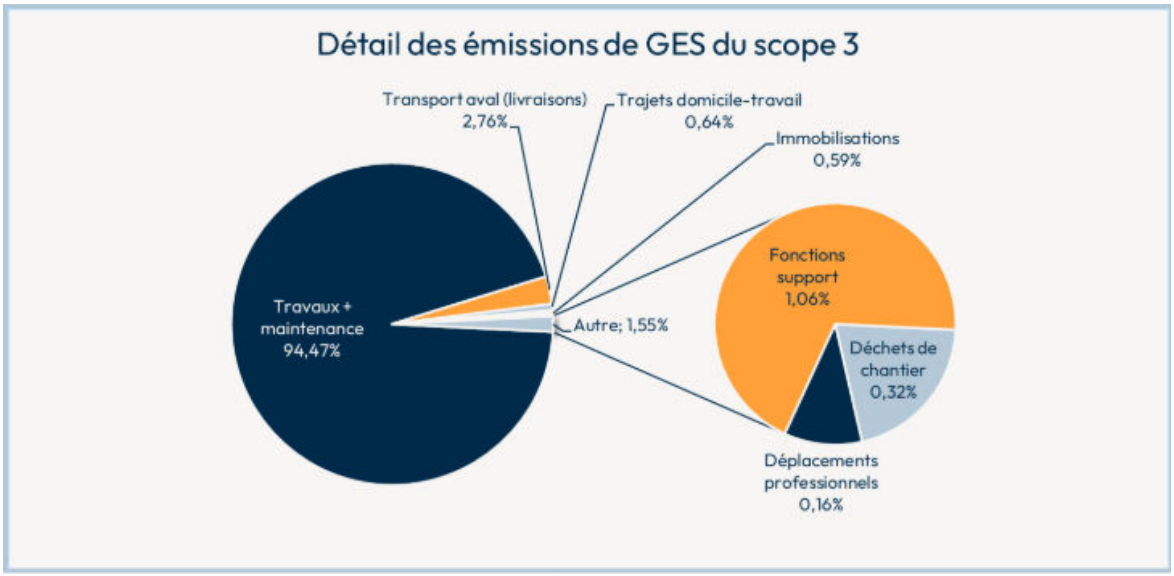
- Purchased services
- Corporate support functions
- Downstream transportation
- Business travel
- Employee commuting
- Capital goods
- Construction waste

The analysis of emission sources will be progressively expanded in future reporting cycles to improve both the coverage of Scope 3 emissions and the accuracy of the underlying data.

Results

Total greenhouse gas (GHG) emissions for the reporting period amounted to **13 148.6 tCO_2 EQ**.





Scope 1 : **5,34%**

A relatively low share compared with the Group's overall level of activity, primarily due to the significant proportion of hybrid vehicles within the corporate fleet.

Scope 2 : **0,10%**

A very limited contribution, reflecting an electricity supply sourced predominantly from renewable energy (82%). As a result, emissions associated with purchased energy are already well under control.

Scope 3 : **94,55%**

The vast majority of emissions originate from purchased services, particularly construction and maintenance activities, making this the Group's most significant source of GHG emissions.

Overall, Korus Group's GHG emissions inventory highlights a clear strategic priority: reducing emissions across our value chain, with a particular focus on purchased services.

b. SBTi Aligned Decarbonisation targets

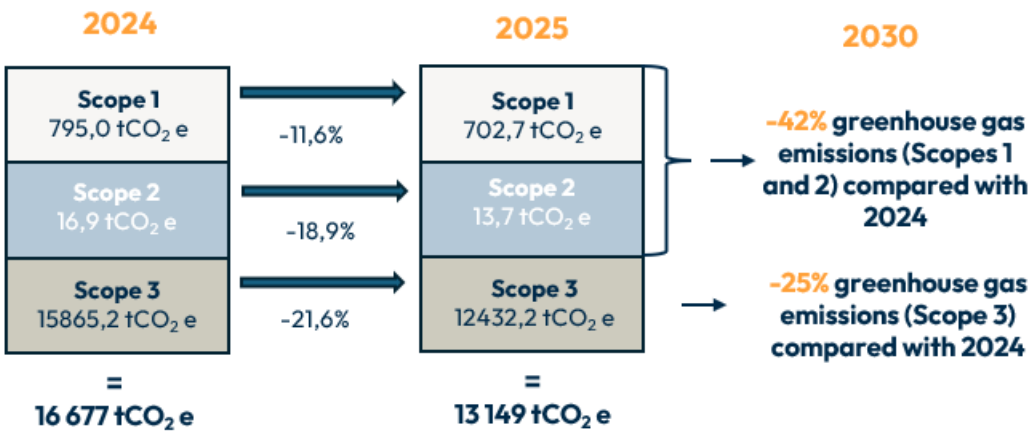
Korus Group is committed to a decarbonisation pathway aligned with the Science Based Targets initiative (SBTi). Our emissions reduction targets are based on a robust, science-based methodology consistent with the Paris Agreement and its objective of limiting global warming to 1.5°C.

Accordingly, we have established ambitious targets for 2030, covering our direct emissions (Scope 1), indirect energy-related emissions (Scope 2), and the most significant emissions across our value chain (Scope 3).

By 2030, Korus Group is committed to reducing:

- Scope 1 and Scope 2 GHG emissions by 42%, in line with a 1.5°C pathway.
- Scope 3 GHG emissions by 25%, consistent with a well-below 2°C pathway.

Base year 2024



These targets are supported by a structured and action-oriented decarbonisation roadmap, setting out concrete initiatives to reduce greenhouse gas (GHG) emissions across our value chain.

The roadmap is built around several key priorities:

- Annual monitoring of GHG emissions.
- The electrification of our vehicle fleet.
- The expansion of responsible procurement practices.
- The optimisation of construction waste management.
- Raising awareness and strengthening employees' understanding of climate-related challenges.

Annual monitoring of GHG emissions will enable us to track progress on a regular basis, refine our actions where necessary, and ensure the long-term transparency and credibility of our climate strategy.

2.5. Théorème Ingénierie : a mission-driven company

In 2024, Théorème Ingénierie reached a significant milestone in its development by adopting the status of a mission-driven company under the framework established by the PACTE Act. This decision reflects the subsidiary's commitment to embedding its purpose and responsibilities into its long-term strategy, in line with its longstanding values and the culture shared by its teams.

Théorème Ingénierie's purpose now serves as the foundation for all of its activities:

« To support our clients in addressing their economic, human and environmental challenges by acting as ambassadors for change through a pragmatic and innovative approach.»

For Korus Group, Théorème Ingénierie's transition to a mission-driven company further strengthens the Group's overall commitment to sustainability, innovation and corporate responsibility. It also represents a strategic advantage in a market where expectations regarding transparency, business ethics and environmental performance continue to grow.

3. OUR CSR APPROACH

Korus Group brings its sustainability commitments to life through a CSR strategy built around three complementary pillars: Social Well-being, Environmental Commitment, and Sustainable Value Creation. Together, these pillars reflect our ambition to embed sustainability at the heart of every decision we make and every aspect of our business.

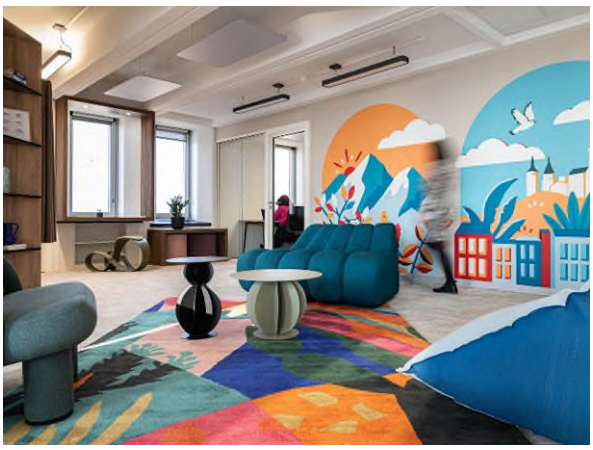
3.1. 1st PILLAR: Social Well-being « Creating a safe, inclusive workplace that fosters professional development. »

a. QUALITY OF WORKING LIFE (QWL)

Quality of Working Life (QWL) is a cornerstone of our people strategy and a key driver of long-term performance. We firmly believe that a high-quality working environment promotes employee engagement, creativity, collaboration and retention, ultimately contributing to sustainable business performance. We are therefore committed to providing a workplace that supports well-being, health and a healthy work-life balance.

As Quality of Working Life lies at the heart of our expertise, our workplace design solutions are developed to enhance working conditions, strengthen organisational attractiveness and support evolving ways of working. We apply to our own teams the same principles and convictions that guide the solutions we deliver for our clients.

Recognising the essential role that workplace design plays in employee well-being and organisational performance, we provide ergonomic, flexible and adaptable workspaces tailored to a variety of activities, including focused work, collaboration, informal interactions and relaxation. Employees are actively involved in shaping the evolution of their work environment to ensure it meets their changing needs. Particular attention is paid to the overall quality of the workplace, including natural light, acoustics and user comfort.



By placing people at the heart of our projects and our development, we strengthen employee engagement, team cohesion and collective performance, while reinforcing our position as a responsible employer.

Illustration 1: As part of the development of its quality of working life policy, Korus Group introduced a free legal advice service in Italy in 2025, in partnership with Studio Magaletti, a law firm. Offered as an employee benefit, the service provides employees with free out-of-court legal advice and, where necessary, legal representation at preferential rates tailored to the complexity of each case.

Illustration 2: In February 2025, a winter team-building event in Courmayeur brought together the Italian teams for a series of collaborative activities and a training session led by Maurizio Bernascone on the theme "Listening to Understand". The session helped strengthen communication skills, encourage more constructive dialogue and foster greater mutual understanding. By promoting active listening, trust and cooperation, these initiatives contribute to a more positive and engaging working environment that supports collective success.

b. HEALTH AND SAFETY : A STONG CULTURE OF PREVENTION

Protecting the health and safety of our employees is an absolute priority. The results achieved in 2025 demonstrate the effectiveness of our prevention strategy and the strong commitment of our teams to maintaining a safe working environment.

No workplace accidents were recorded during the 2025 reporting period. As a result, our health and safety indicators reached their highest level of performance, with a Lost Time Injury Frequency Rate (LTIFR 1) of 0%, a Total Recordable Injury Frequency Rate (LTIFR 2) of 0%, and a severity rate of 0%, reflecting the absence of incidents resulting in lost working time.

These results demonstrate the maturity of our safety culture, which is built on proactive risk management, strict compliance with procedures, continuous employee awareness and training, and the ongoing improvement of our health and safety practices.

Illustration 1: As part of this approach, Korus Group France has initiated a project to strengthen construction site safety measures through the development of a Construction Site Safety Signage Charter. The aim is to ensure that appropriate safety signage is systematically in place on all construction sites from the outset, by integrating these requirements into the project costing and preparation phases. In addition, almost all the elements included in the charter have been designed to be reusable. Beyond safety and compliance considerations, the charter will also contribute to enhancing the perceived quality of our construction sites and strengthening Korus Group's brand image among clients, partners and users. The initiative will initially be rolled out across Korus Group's operations in France (excluding Lbc Korus Group and Théorème), with a view to gradually extending it internationally.

Illustration 2: Since 2025, a voluntary and strictly confidential psychological support service has been available to all Korus Group Italy employees. This dedicated support service provides employees with a confidential space to speak freely with a professional, receive support in dealing with work-related difficulties and identify appropriate solutions. By helping to prevent psychosocial risks and supporting employees during challenging periods, this initiative contributes to maintaining a healthy, safe and supportive working environment.

c. DIVERSITY

Diversity is a cornerstone of our people strategy and a key driver of our organisational performance.

Illustration 1: With women representing 61.49% of its workforce, Korus Group in France (KN Finance, Dasa and Korus Consulting) has a strong female representation across its teams. This is also reflected at management level, with women holding 7 out of 19 senior management positions, demonstrating a strong commitment to gender diversity in strategic roles.

The Gender Equality Index stands at 89/100 (assessment covering Korus Group France), reflecting the efforts made to ensure equal pay, equal access to positions of responsibility and equal opportunities. By fostering an inclusive and respectful working environment, we strengthen our collective performance while reinforcing our role as a responsible company.

Illustration 2: Korus Group Italy enabled six female employees to take part in the Female Leaders cross-mentoring programme, which supports women in developing their leadership and management skills while encouraging the sharing of experiences and exposure to different corporate cultures. By creating opportunities for mentoring, networking and mutual learning, the programme helps foster a more inclusive culture, strengthen gender diversity in management positions and support women's long-term professional development.

Illustration 3: As part of its commitment to knowledge and skills transfer, the Group also welcomes and supports interns and work-study students. In 2025, 8 work-study students and 20 interns joined our teams in France. These programmes contribute to developing the talents of tomorrow while encouraging knowledge sharing and mutual learning across generations.

Thomas Humel's testimonial

"What I value most about Korus Group is the trust I'm given every day. As an apprentice, I could work on real projects, share my ideas and learn alongside supportive and committed teams. It's a company where you feel encouraged while having real opportunities to grow and develop."

Illustration 4: A structured onboarding process has also been implemented in collaboration with the Human Resources team, including a mentoring system designed to facilitate the integration of new employees by providing them with personalised support from a designated colleague. This approach

helps new employees develop their skills more quickly and strengthens their sense of belonging from their first months within the company.

Justine Buisine's testimonial

"When I joined Korus Group, I was fortunate to be supported by a colleague who was genuinely committed to helping me settle into my new role. Thanks to her availability, patience and valuable advice, I quickly found my footing and gained confidence in my position. Her support made my first weeks much easier and allowed me to discover the company under the best possible conditions. This mentoring experience has been extremely rewarding, both professionally and personally."

d. CORPORATE PHILANTROPY

Through its corporate philanthropy initiatives, Korus Group demonstrates its commitment to making a lasting, positive contribution to the communities in which it operates. These initiatives reflect our belief that business performance goes hand in hand with creating long-term value for society.

Grenoble Ecole de Management (GEM) Foundation

As part of our social commitment, we support the Grenoble Ecole de Management (GEM) Foundation, helping to promote equal opportunities, foster innovation and strengthen collaboration between academia and the business community. This partnership led to the creation of the TIM Lab, an innovation space dedicated to collective intelligence, design thinking and new approaches to collaborative learning. Charles Marcolin, Chairman and Chief Executive Officer of Korus Group, also serves as Chair of the GEM Foundation, further reflecting the Group's long-standing commitment to education and innovation.

https://www.grenoble-em.com/ecole/fondation-gem/

Global Heart Watch

As part of our corporate philanthropy programme, we support Global Heart Watch, a non-profit organisation dedicated to preventing sudden cardiac arrest and funding scientific

research. In 2025, Korus Group took part in the organisation's annual charity gala, bringing together corporate sponsors and committed stakeholders in support of this important public health cause. Proceeds from the event were donated to scientific research.

https://globalheartwatch.org/

Club entreprise Grenoble

Korus Group actively supports Club Entreprises Grenoble, a network that fosters collaboration between students, businesses and local stakeholders across the Grenoble region.

Through numerous partnerships and initiatives, the organisation promotes graduate employability while contributing to local economic development. Charles Marcolin has served as President of Club Entreprises Grenoble since 2015, illustrating the Group's long-standing commitment to regional development and to strengthening the links between education and business.

https://www.clubentreprisesgrenoble.fr/

e. SKILL-BASED VOLOUNTEERING

Drawing on its expertise in real estate strategy, workplace design and change management, Korus Consulting carried out a skills-based volunteering initiative in support of Adéquation AEVPV, a social and solidarity economy organisation based in the Isère region.

Seeking to diversify its activities, Adéquation AEVPV benefited from Korus Consulting's expertise through a series of collaborative brainstorming workshops, which led to the development of a range of upcycled furniture.

Korus Consulting also facilitated connections with Valdelia, the French extended producer responsibility (EPR) organisation dedicated to professional furniture.

Thanks to this support, combined with the contribution of a professional designer, Adéquation successfully secured funding through a Valdelia call for projects and developed the REflex office furniture collection, which is now entering the commercialisation phase.

This initiative illustrates Korus Group's commitment to promoting the circular economy, supporting social innovation, and creating positive local impact through the sharing of its expertise.

3.2. 2nd PILLAR : Environemental Commitment « Reducing the environmental impact of our activities while supporting the transition of our industry.»

a. RENEWABLE ENERGY

As part of our energy transition strategy, Korus Group prioritises the use of renewable energy across its sites. Today, 82% of the electricity consumed by Korus Group in France comes from renewable sources, demonstrating our tangible commitment to reducing the carbon footprint of our operations. This approach forms part of a broader strategy focused on energy efficiency, reducing greenhouse gas (GHG) emissions and supporting the Group's climate commitments.

b. ENVIRONMENTAL BEST PRACTICES ON CONSTRUCTION SITES

We implement a range of environmental best practices across our construction sites to minimise the environmental impacts associated with our activities.

Illustration 1: Regarding the management of furniture packaging in France, we work closely with our suppliers to reduce the use of virgin plastic and limit non-recyclable packaging. Deliveries on pallets are prioritised, helping to significantly reduce packaging waste. Reusable protective covers and blankets are systematically used to protect furniture, particularly seating, thereby minimising the need for single-use packaging. We also encourage our

suppliers to adopt sustainable packaging solutions and optimise their logistics practices with the aim of reducing waste throughout the supply chain.

Illustration 2: In Italy, several initiatives have been implemented to improve the environmental performance of our operations, including the digitalisation of construction site documentation to reduce paper consumption, monitoring of waste sorting and management practices with digital archiving of waste tracking documentation, raising awareness among partner companies about reducing material waste and maintaining clean and well-organised construction sites, and introducing regular spill response drills. These initiatives help prevent pollution risks, promote more responsible use of resources and foster a shared environmental culture among all parties involved.

c. SUSTAINABLE PROCUREMENT POLICY

Following the modernisation of our procurement function through the implementation of a new ERP system, which provides enhanced visibility of supplier data, including geographical location to encourage local sourcing, our Procurement Department has continued to strengthen its sustainable procurement strategy.

As part of this commitment, we conducted a comprehensive self-assessment in preparation for signing the Responsible Supplier Relations and Procurement Charter (RFAR), a national initiative jointly led by the French Business Mediator (Médiateur des Entreprises), operating under the Ministry of the Economy, and the French National Procurement Council (Conseil National des Achats – CNA).

Through its ten commitments, the Charter provides a framework for building more responsible, balanced and sustainable supplier relationships. It promotes best practices such as considering the total cost of ownership rather than purchase price alone, while encouraging local sourcing from very small enterprises (VSEs) and small and medium-sized enterprises (SMEs).

The ten commitments of the Responsible Supplier Relations and Procurement Charter

1. Promote responsible financial practices towards suppliers.
2. Foster respectful and collaborative relationships with all suppliers.
3. Identify and manage situations of mutual dependency within supplier relationships.
4. Encourage signatory organisations to engage their value chain.
5. Consider the full life-cycle costs and impacts of purchased goods and services.
6. Integrate environmental and social responsibility considerations into procurement practices.
7. Support the economic and social development of local communities.
8. Promote professionalism and ethical conduct within the procurement function.
9. Establish a procurement function responsible for overseeing supplier relationships.
10. Implement a mediation function to facilitate constructive dialogue both internally and externally.

This collective initiative demonstrates our ambition to go beyond regulatory compliance by making procurement a genuine driver of sustainable value creation for Korus Group, its partners and the communities in which we operate.

d. Participation in the National Working Group on Integrating Low-Tech Approaches into Construction Projects

Korus Consulting specialises in real estate strategy, workplace design and change management, supporting organisations in creating work environments that are aligned with their operational needs, corporate culture and transformation objectives.

As part of its commitment to accelerating the environmental transition of the construction sector, Korus Consulting contributed to the national working group led by the French Agency for Ecological Transition (ADEME) under the CAP 2030 programme. The initiative focused on integrating low-tech approaches into construction projects.

This collaborative initiative brought together stakeholders from across the construction value chain to develop a shared methodology for assessing projects against the principles of resource efficiency, resilience and responsible resource use.

The working group resulted in the development of an assessment framework designed to measure the level of integration of low-tech principles within building projects. The framework is based on five key dimensions: the relevance of the construction project, local integration, accessibility and user adoption, adaptability and resilience to future challenges, and the efficiency and long-term durability of the solutions implemented.

Beyond its assessment function, the framework is intended to raise awareness among project teams and project owners of the benefits of resource-efficient construction while encouraging the development of buildings that are more resilient, repairable, user-centred and better integrated into their local environment.

Through this contribution, Korus Consulting actively supports the wider adoption of low-tech principles and helps drive the sustainable transformation of building design and construction practices.

Case Study – Michelin Low-Tech Project

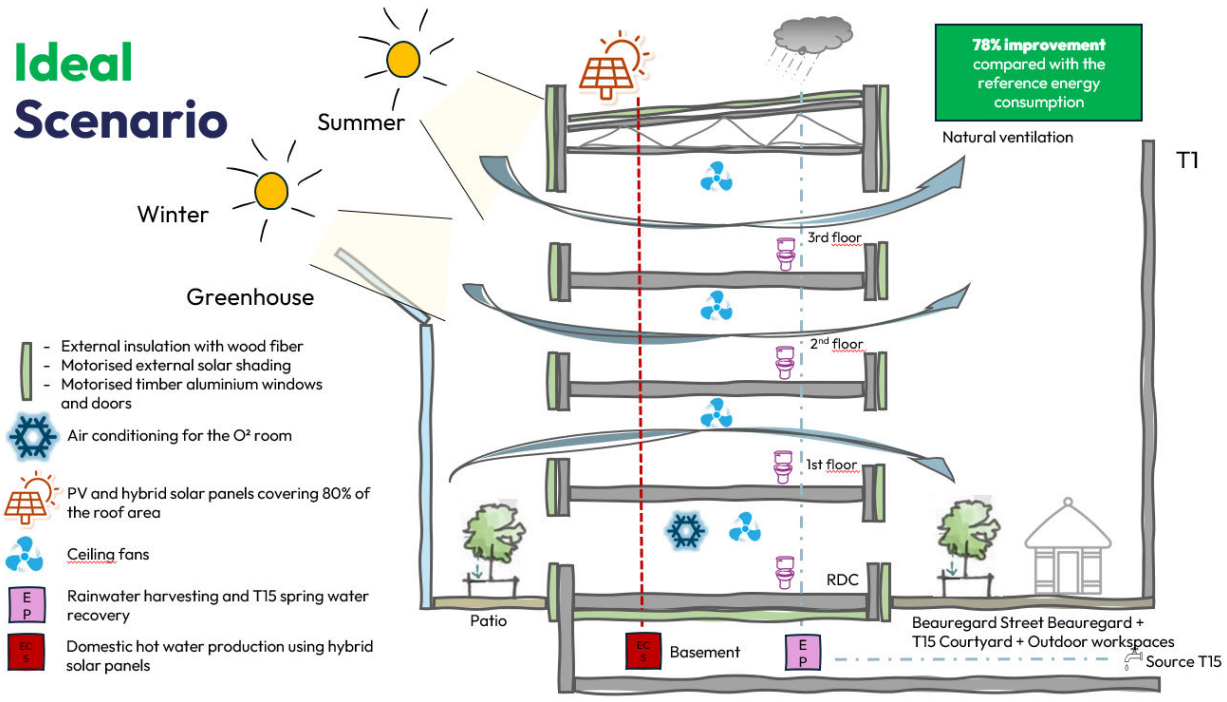
Korus Group supported Michelin in the refurbishment of one of the buildings at its headquarters by adopting a low-tech design approach centred on resource efficiency and material reuse.

The project prioritised passive design strategies to minimise energy demand, including natural ventilation, the thermal inertia of the existing building structure, automated external solar shading and ceiling fans to ensure summer comfort without mechanical air conditioning.

The low-tech approach also included the reuse of the existing aluminium window frames and an innovative water management strategy that maximises on-site natural resources.

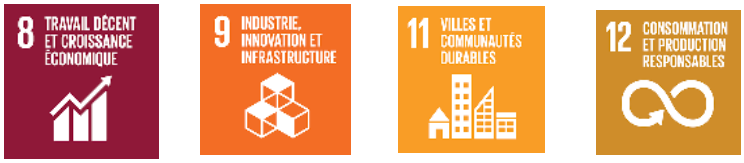
The project incorporates both rainwater harvesting and the capture of a natural spring, enabling part of the building's non-potable water demand to be met without the need for complex infrastructure. This local water management strategy reduces intervention on existing utility networks, postpones major infrastructure works beyond 2075, alleviates pressure on natural resources and enhances the building's long-term resilience.

By combining energy efficiency, material reuse and low-tech water management, the project is expected to achieve up to a 76% reduction in energy consumption, while extending the life of existing asset and significantly reducing the carbon footprint associated with the refurbishment works.



3.3. 3rd PILLAR : Sustainable value creation "Combining economic performance, responsibility and long-term value creation for our clients and stakeholders"

a. INTRODUCING : LEASING CIRCULAIRE® 360



Leasing Circulaire® 360, an exclusive solution developed in partnership with Leasecom, is a key driver of sustainable value creation, fundamentally transforming the way workplaces are financed, designed and managed.

Unlike traditional investment models based on upfront capital expenditure, Leasing Circulaire® 360 is built around a single monthly fee covering the entire workplace project, including strategic consulting, workplace design, architecture, fit-out works, furniture and maintenance. This unique market offering enables organisations to preserve cash flow, spread investment over time and maintain borrowing capacity.

Beyond its innovative financing model, Leasing Circulaire® 360 fully embeds the principles of the circular economy. Reusable building components and workplace assets, including partitions, lighting, carpets and suspended ceilings, are designed to be reused, refurbished or recycled at the end of the contract through Leasecom's dedicated ecosystem and its Technical Refurbishment Centre (CTR).

This integrated approach ensures responsible life-cycle management, including testing, repair, refurbishment, traceability and certified recycling through specialist partners. By extending the life of materials and equipment, reducing waste and limiting the need for new resources, Leasing Circulaire® 360 directly supports organisations in achieving their sustainability objectives.

The workplace is therefore no longer viewed as a fixed asset, but as an evolving service that enhances organisational attractiveness, productivity and resilience.

By combining financial innovation with environmental performance, Leasing Circulaire® 360 offers a sustainable business model fully aligned with the challenges of the ecological transition and the growing expectations of stakeholders.

b. THE IMPAKT METHODOLOGY

Through its Impakt framework, Korus Group adopts an evidence-based approach driven by continuous improvement. By leveraging data analytics, scenario modelling and dedicated performance indicators, we measure the functional value of workplaces and provide an objective basis for real estate decision-making. Built around a suite of proprietary tools, the Impakt toolkit enables our clients to optimise the use of their workplaces while enhancing employee well-being and organisational performance.

K'Scan places people at the heart of every project by capturing employees' needs and expectations through a collaborative approach. The tool analyses workplace usage anticipates organisational changes such as flexible working, hybrid work and workplace densification, and measures the impact of workplace transformation projects both before and after implementation. In doing so, it directly contributes to improving employees' Quality of Working Life (QWL).

Thesaurus assesses the functional value of a building, measuring the range of services and benefits it provides to its occupants through objective, data-driven indicators. Based on 220 assessment criteria organised into six key dimensions, comfort and health, accessibility, ergonomics, services, architecture, and technical quality, Thesaurus provides organisations with a non-financial decision-making framework to support responsible and sustainable real estate investment.

Finally, **DIAG Immoflex** determines the office space actually required by modelling different workplace occupancy scenarios. By optimising occupancy rates and space allocation, it helps organisations eliminate underutilised space, improve building efficiency and avoid unnecessary real estate costs.

4. PERFORMANCE AND OUTLOOK

Having outlined the initiatives implemented across the three pillars of our CSR strategy, it is essential to measure their impact.

The key performance indicators presented in this section provide an objective assessment of the effectiveness of our approach and the progress made against our commitments. They offer a transparent overview of our achievements, help identify areas for improvement, and guide the priorities that will shape our sustainability journey in the years ahead, in line with our commitment to continuous improvement.

	2024	2025	2030 Target
Social			
Gender Equality Index	91/100	81/100	85/100
Women in the workforce	62,42 %	61,49%	50%
Women in management positions	42,11%	36,84%	50%
Skills development: training hours	2 392	917	1000
Absenteeism rate	4,50%	4,45%	5%
Employee turnover rate	29,53%	14,3%	15%
Employees with disabilities	1,21 %	0,93%	2%
Internal mobility rate	12,0%	14,8%	15,0%

From a social perspective, we are strengthening and further structuring our people strategy to enhance the Group's attractiveness, support skills development and foster long-term talent retention. The introduction of an employee engagement survey will provide deeper insight into our employees' expectations, enabling us to further improve Quality of Working Life (QWL), employee engagement and social dialogue. We will also continue to invest in developing future talent through our internship and apprenticeship programmes.

At the same time, we aim to further strengthen our contribution to sustainable value creation by expanding Leasing Circulaire® 360, with a particular focus on advancing the circular economy and promoting the reuse of materials and equipment.

	2024	2025	2030 Target
Environemental			
Share of renewable electricity across our sites	82 %	82 %	82 %
Waste recovery rate	84 %	84 %	>70 %
Hybrid or low emission vehicles in the Group fleet	40,6 %	41,9 %	100 %
CO_2 emissions (Scopes 1, 2 and 3) / Revenue (tCO_2e / €m)	173	151	129
Annual emissions reduction (%)	X	12,6%	4,8%

Korus Group remains committed to its SBTi-aligned decarbonisation roadmap, with the objective of reducing its Scope 1 and Scope 2 greenhouse gas (GHG) emissions by 42% and its Scope 3 emissions by 25% by 2030.

Annual monitoring of our GHG emissions will enable us to measure progress, refine our action plans where necessary, and effectively manage the implementation of our climate roadmap.

Our key decarbonisation levers are as follows:

Reducing Scope 1 and Scope 2 emissions

- Progressive electrification of the vehicle fleet.

Reducing Scope 3 emissions

- Strengthening sustainable procurement practices.
- Optimising construction waste management and material recovery.
- Expanding and supporting the deployment of Leasing Circulaire® 360.

Cross-cutting enablers supporting our climate ambitions

- Raising awareness and strengthening employees' understanding of climate-related challenges.
- Reinforcing our sustainability governance and performance monitoring framework.

Beyond our climate commitments, we will continue to strengthen our actions on the other priority issues identified through our materiality assessment, ensuring that sustainability remains fully embedded in our long-term strategy.

	2024	2025	2030 Target
Economic & Governance			
Number of organisations supported through corporate philanthropy	3	3	3
Number of data protection complaints	0	0	0
Number of ethics alerts addressed	0	0	0
% Employees trained on anti-corruption risks	NC	NC	100%
% New suppliers and service providers assessed against ESG criteria	0	0	100%

Finally, through our corporate philanthropy initiatives, partnerships with local stakeholders, and ongoing engagement with our wider ecosystem, we reaffirm our commitment to making a positive contribution to the economic, social and environmental development of the communities in which we operate.

The results presented in this report represent an important milestone in our continuous improvement journey. They reflect our commitment to embedding environmental, social, economic and governance considerations into the heart of our decision making and to actively contributing to the sustainable transformation of our industry by 2030.