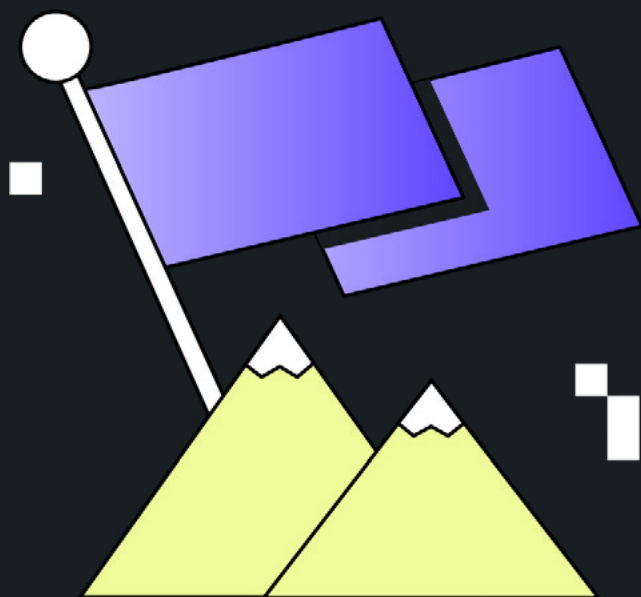


Sustainability performance summary

2025 versus 2024



Sustainability performance summary

Comparative data, 2025 versus 2024

This table sets out a selection of VSME and company-specific sustainability data points disclosed publicly by Upsun. Upsun’s sustainability reporting practices are aligned with the VSME standard; the complete VSME dataset is available to key stakeholders upon request.

	2025	2024	Evolution	
Environmental data				
Total Energy Consumption	32	37	-15%	In MWh; For electricity only, no fuel consumption
Break down of energy consumption: Renewable	32	22	42%	In MWh; For electricity only, no fuel consumption. We switched to 100% renewable energy in 2025.
Break down of energy consumption: Non renewable	0	15	-100%	In MWh; For electricity only, no fuel consumption
Total Scope 1 and Scope 2 GHG emissions (market-based)	1	2	-31%	tCO2e; GHG Protocol; calculated with the third-party Greenly
Total Scope 3 GHG emissions	2573	2244	15%	tCO2e; GHG Protocol; calculated with the third-party Greenly.
% of projects in greener regions	22%	16%	8%	Share of customer projects hosted in regions with a carbon intensity below 100gCO2/kWh. Source: IEA & ElectricityMaps.
Number of customers that benefited from a green discount in 2024	224	69	225%	We offer a 3% discount to customers choosing to host their activities in regions with low carbon intensity (="greener region" = region with a carbon intensity below 100 gCO2e/kWh).

Social data				
Percentage of men employed in the whole organization	66%	68%	-3%	
Percentage of women employed in the whole organization	32%	30%	8%	
Female-to-male ratio at management level for the reporting period	60%	57%	5%	
Number of recordable work-related accidents in the reporting period	0	0	-	
Number of work-related ill health cases	0	0	-	
Number of fatalities as a result of work-related injuries and work-related ill health	0	0	-	
Percentage of employees covered by collective bargaining agreements	100%	100%	0%	CSE, Mandatory as per the French legislation
Severe negative human rights incidences in the workforce	0	0	-	
Professional gender equality index	81%	86%	-6%	In accordance with the FR legal obligation for all companies with >50 employees. More information on our website .
Percentage of women at top management level	38%	29%	31%	
Number of identified discrimination or harassment incidents or corrective actions	0	0	-	
Number of employees trained on prevention of discrimination and harassment	95%	100%	-5%	Percentage of completion among assigned training sessions
Percentage of employees positively engaged with the working conditions	68%	58%	17%	Yearly internal engagement scores

Governance data				
Total number of convictions for the violation of anti-corruption and anti-bribery laws	0	0	-	
Total amount of fines for the violation of anti-corruption and anti-bribery laws (amount in EUR)	0	0	-	
Number of female board members at the end of the reporting period	1	0	-	
Number of male board members at the end of the reporting period	9	6	50%	
Percentage of women within board	11%	0	-	
Percentage or number of targeted suppliers covered by a sustainability assessment	100%	0	-	Since 2026, all new strategic suppliers are targeted by a sustainability assessment during the selection process.
Percentage of targeted suppliers who have signed the supplier code of conduct	-	-		We don't have any Supplier code of conduct.
Percentage of internal buyers who received training on sustainable procurement	100%	0	-	Since 2026, we offer sustainability training elements for internal buyers.
Number of reported cases of business ethics-related violations through an internal or external whistleblower procedure.	0	0	-	
Number of confirmed corruption incidents	0	0	-	
Number of reports related to whistleblower procedure	0	0	-	
Percentage of employees trained on business ethics	96%	98%	-2%	Among assigned employees.

Percentage of employees trained on ESG	93%	91%	2%	Among assigned employees.
Number of identified discrimination or harassment incidents or corrective actions	0	0	-	
Number of grievance mechanism cases of human rights incidents	0	0	-	
Number of high-risk providers identified during the anti-corruption risk assessment	0	0	-	Process implemented in 2026. Scope: Top 80 providers analysed (representing 80% of global spend).