

GreenHouse gas emissions - Corrective statement

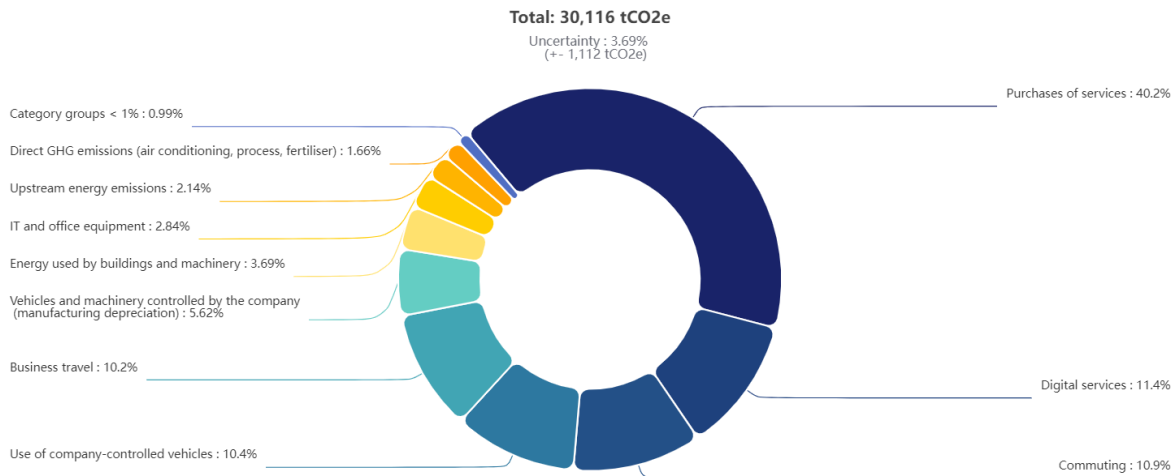
Emissions related to Year 2023

To ensure reporting transparency, Devoteam commits to provide a restatement of information if previously reported information needs to be revised.

This restatement sets out the GHG emissions for Devoteam for the period 1st January 2023 to 31st December 2023.

The results were adjusted due to new information provided by suppliers, new classifications of flows and adjustments to quantities of refrigerants due to updated assumptions.

Revised 2023 Carbon footprint



Total: 30,116 tCO ₂ e market-based 2.98 tCO ₂ e/FTE 0.0267 tCO ₂ /k€ revenue 1,632 tCO ₂ e excluded (purchase of offset computers & recycling of waste)	Scope 1: 3,577 tCO ₂ e Scope 2: • Market-based: 1,157 tCO ₂ e • Location-based: 1,023 tCO ₂ e Scope 3: 25,399 tCO ₂ e
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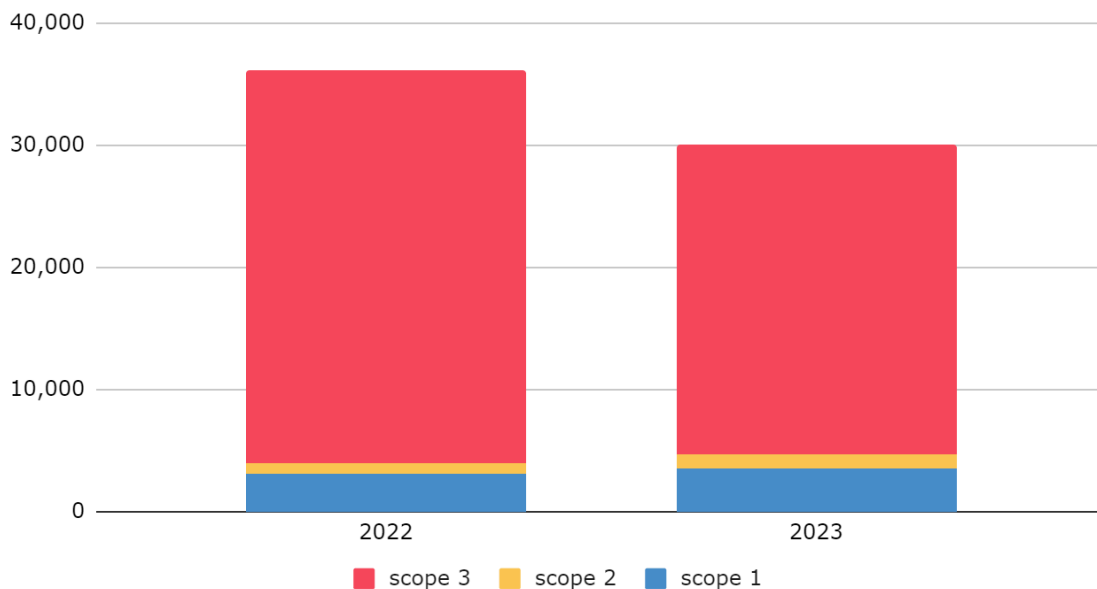
Evolution

The adjustments result in a reduction of the emissions of 1,049 tCO₂e compared to the figures published in the sustainability report splitted as following:

- Purchase of Services: -765 tCO₂e
- Business travels:
 - Accommodation: -305 tCO₂e
 - Plane travels: +78.9 tCO₂e
- Electricity: -21.9 tCO₂e
- District heating: - 18.3 tCO₂e
- Gas leaks from air conditioning: -17.6

Net-Zero progress

Devoteam net emissions (scope 1, scope 2 and scope 3),
in tCO₂e, market-based



Compared to base year 2022, total emissions evolution is: -16.5%

Revised 2023 Carbon footprint per country (market-based)

Geography	Total emissions	Scope distribution			tCO2e/FTE
		Scope 1	Scope 2	Scope 3	
Group	30,133.00	3,577	1,157	25,399	2.98
France	10,276	997	6.72	9,272	2.44
Denmark	1,225	22	107	1,096	3.68
Norway	654.95	9.75	30.2	615	4.98
Sweden	406	39.1	48.9	318	2.40
Belgium	4,106	932	63.2	3,111	9.51
Netherlands	1,645	239	155	1,251	4.71
UK	225.62	4.57	0.05	221	2.20
Luxembourg	1,383	543	37	803	9.92
Austria	305.9	30.7	1.2	274	8.05
Alps	401.4	52.4	127	222	3.33
Germany	1,416	262	72.3	1,082	3.92
Spain	1,101	76.6	16.6	1,008	1.11
Portugal	2,035	160	129	1,746	1.45
Middle-East	2,337	25.8	181	2,130	3.94
Morocco	1089.2	105	16.2	968	6.72
Tunisia	469.2	11.4	40.8	417	4.34
Serbia	315	27.8	62.2	225	2.19
Italy	192.51	11	4.51	177	3.44
Indonesia	248.34	1.14	16.2	231	6.71
Poland	66.68	0.05	2.43	64.2	2.56
Lithuania	220.4	26.6	35.8	158	2.86