



Nomadia **Mission Report No. 1**



How did Nomadia structure its impact approach this year?

2026 was devoted to structuring our approach. We launched the studies and measurement tools needed to build reliable indicators: groundwork that is less spectacular than an announcement, but essential for setting credible objectives for the years ahead.

What are the main challenges Nomadia wants to address through its mission?

We believe that sustainable performance is built over time, not through declarations. The real challenge is no longer to “do better” in terms of responsibility: it is to demonstrate that concrete impact and economic performance can coexist without compromise. The rise of AI and changing uses require us to rethink our models to support these transformations without increasing our footprint, in terms of both resources and carbon.

Why did Nomadia choose to become a mission-driven company?

Our commitments had to keep pace with the evolution of our governance. It was no longer enough to display values; we had to enshrine them in our articles of association. It is a responsibility we fully embrace toward our clients, our employees and our entire ecosystem. This status is now the compass that will guide our decisions over the long term.

What makes this approach unique?

It remains rare in our sector, and we own that. Beyond the external signal, it has a strong internal effect: it gives meaning to collective action and anchors our teams' commitment in something bigger than economic performance. Our conviction remains simple: technology must remain at the service of people.

What is Nomadia's role in this trajectory?

Our business gives us concrete levers: helping reduce our clients' kilometers traveled and carbon emissions, and improving the working conditions of their field teams, while reducing our own footprint.

What is your role within the Mission Committee?

In this trajectory, the Mission Committee plays an essential role. I chose to take part solely as an observer, to guarantee the independence of its work and to allow all internal and external stakeholders to take full ownership of this mission and its associated action plan.

What should readers take away from this report?

This first report reflects the way we want to move forward: with sincerity, rigor and transparency. It presents the actions undertaken and the impacts already measured, as well as the areas for improvement we still need to pursue.

How do you see Nomadia in 2030?

By 2030, I see Nomadia as a company that has remained true to its mission while pursuing its international development: a company able to reconcile growth, impact and constant attention to people.



**Maxime Dubois,
CEO Nomadia**

A handwritten signature in blue ink, which appears to be 'M. Dubois', written in a cursive style.

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An aerial photograph of a dense, lush green forest. On the left side, a paved road curves through the trees, and a small white car is visible on it. The text is overlaid on the forest scene.

01

**Our journey to
becoming a mission-
driven company**

Our context

Since its creation in 2021, Nomadia has positioned itself as a publisher of SaaS software solutions dedicated to optimizing field operations, at the crossroads of performance, environmental impact and working conditions. In a context where these dimensions are increasingly inseparable, the company has gradually built a model aimed at reconciling **operational efficiency and responsibility**.

The adoption of **mission-driven company status in 2021** was a founding milestone on this journey, placing its purpose at the heart of its strategy and direction.

Nomadia was built through the gradual coming together of several legal entities and organizations, each with its own history and culture. This diversity of personalities and structures has never called into question the shared ambition carried by the mission. On the contrary, it has enriched the approach by bringing together different areas of expertise and perspectives around a single collective project. Since 2021, Nomadia's purpose has remained stable and continues to inspire all the initiatives undertaken by the Group.

The entry of the **HG fund into the capital in 2023** strengthened the Group's development momentum, supporting a structured external growth strategy. This trajectory goes hand in hand with a commitment to gradually align the integrated entities around the principles of the mission, in order to build a **coherent, shared and sustainable whole**.

In 2025, **Nomadia** continued this structuring work by steering its CSR approach further toward a **global, integrated strategy**. In this context, the members of the **Executive Committee (COMEX)** were trained on the specific issues linked to mission-driven company status. In addition, several **workshops** were held to collectively redefine the mission model and clarify the statutory objectives within a deliberately tight timeframe. This participatory approach strengthened leadership's ownership of the mission and prepared a new phase of deployment across the Group.

Building on this, **2026 marks a new stage**, with the definition of **four new statutory objectives** aimed at strengthening the alignment between Nomadia's mission, its development strategy and the expectations of its stakeholders. These objectives reinforce the Group's ambition to anchor its growth model in responsible performance and positive impact over the long term: this mission report presents the outlook for the second half of 2026.



omadia

MOBILITY SOLUTIONS

Our key figures

Behind every commitment are women, men, clients and partners. These key figures offer a snapshot of Nomadia today.

GOVERNANCE

Milestones

2021	Mission-driven status	22	Legal structures
2023	HG Capital joins as investment fund	14	Companies in France
2024	ISO 27001 certification	8	Companies abroad

PEOPLE

221	Employees in France	73	International employees	14	Interns & apprentices
27	eNPS score	7	Years of average seniority	7	People with RQTH status

ENVIRONMENT

1425	tCO2e in 2024	1395	tablets recycled in 2025
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ECONOMIC

4000	Clients	200K	users	30	years of expertise in route optimization
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Our offering and the scope of our mission

Our offering

Nomadia offers a portfolio of software solutions dedicated to managing field activities (Field Service Management, Logistics, Sales), designed as levers for performance and productivity gains. What they have in common is optimizing travel and operations, with a threefold objective: improving operational performance, reducing the number of kilometers traveled and the associated CO₂ emissions, and improving the working conditions of mobile teams.

Field Service Management (FSM) solutions make it possible to plan, coordinate and manage field interventions on an industrial scale, boosting team productivity and service quality. Logistics solutions optimize the organization of routes and flows, reducing transport costs and improving delivery reliability. Finally, Sales solutions help sales forces optimize their travel and visits, enabling better territory coverage and higher performance.

Scope of the mission

Nomadia Group	23
	+
Nomadia FSM	62
	+
Nomadia Field Sales	20
	+
Nomadventure	35
	+
7Opteam	14

The operational deployment scope of the mission covers five legal entities, representing 52% of the Group's payroll. This choice makes it possible to focus the approach on the core business, with a view to gradually extending it to all entities.

Nomadia's trajectory as a mission-driven company is one of continuous progress. It is based on a desire to align the Group's growth strategy with its societal and environmental commitments, while gradually mobilizing all its teams and stakeholders around a shared project.

TOTAL WORKFORCE 154/294

Why this scope?



Operational control of the mission



Strong embodiment of our purpose



Representing over 50% of the workforce



Growing business

Our purpose

To provide digital services and solutions that optimize the daily work of mobile staff and help reduce our clients' environmental footprint.

2021

Creation of the Nomadia group: merger of Danem, Géoconcept and B&B Market

To create a player able to optimize, secure and bring responsibility to field operations, with a tangible impact on resources, people and territories.

2021

Mission-driven company status obtained.

February 2025

Acquisition of Gazoleen

July 2023

Entry of HG (Hg Capital)

Stronger capacity to invest in frugal, shared SaaS solutions.

September 2023

Acquisition of Synchroteam

Democratizing access to responsible optimization tools for small organizations.

September 2022

Acquisition of NeoSafe, now Nomadia Protect

Making human safety a pillar of operational performance.

2023

- Carbon footprint and SBTi
- eNPS survey
- UN Global Compact



Our Mission Committee

Role of the Mission Committee

Setting up the first Mission Committee is an important, almost solemn milestone in Nomadia's life. This committee opens a new space for dialogue, perspective and challenge on how our purpose is put into practice.

Its mission

To add value and bring a constructive perspective on how the mission is concretely deployed within the company: challenging the objectives set, analyzing monitoring indicators, examining the resources mobilized and ensuring consistency between the commitments made and the actions implemented.

The members

Most of the members of this first committee have **less than three years' seniority at Nomadia**, bringing a fresh perspective, new ambitions and the ability to question established practices. This dynamic is also marked by **strong female representation**, in a software world that is still largely male-dominated. This diversity of experience and sensibilities is an asset for fueling reflection and enriching the approach.

En route to 2027

This first period is also one of learning and adjustment: refining indicators, adjusting priorities and calibrating resources to achieve the objectives set.

The committee thus supports the growing maturity of the approach in order to build a credible, measurable trajectory, in preparation for the **first external audit scheduled for late 2026**, which will assess how our mission is being implemented.

Our Mission Committee



DOROTHÉE GRAND

Product Marketing and
Mission Manager

As Mission Manager, I play a real role in leading the mission: I make sure it stays alive and keeps evolving, in conjunction with our stakeholders. I take on this role with great enthusiasm, with the aim of turning our commitments into concrete, meaningful actions.



MÉLANIE VANNIER

Marketing & CSR Director

Within the Mission Committee, I oversee the monitoring of objectives and champion the mission's progress internally. My role is also to bring stakeholders on board and keep this collective momentum alive.



LAURENT PICHON

Chief Technology Officer

Within the Mission Committee, I bring a technology perspective to ensure that our digital choices are consistent with our social and environmental commitments.



CORINNE DOMITER

Chief Human Resources Officer

I support the societal and environmental values championed by the Nomadia group. It is therefore important to me to carry them within the Mission Committee and, more broadly, to bring them to life within our teams.



SOLÈNE BASMADJIEV

Strategic Projects Director

Within the Mission Committee, I help challenge our commitments and test them against operational realities. I want to bridge our ambitions and the concrete initiatives deployed within teams, so that employees experience the mission as closely as possible.



MARTIN LEHMANN

Representative of Hg Capital,
Nomadia's majority shareholder

Within the Mission Committee, I bring a third-party, cross-functional perspective, informed by my seat on the Board of Directors and my role leading the group's strategic initiatives. My goal: to bridge Nomadia and Hg, challenge the consistency of commitments with the shareholder trajectory, and ensure they are durably embedded in operations.



CAMILLE MOULY

Impact strategy consultant – Open
Lande

Within the Mission Committee, I make sure that Nomadia's mission is well aligned with its social and environmental challenges, and that Nomadia gives itself the means to match its ambitions and fuel its mission commitments. And I'm excited to encourage Nomadia to push the boundaries!



MAXIME DUBOIS

Chief Executive Officer

Nomadia's Mission Committee brings together internal and external perspectives that feed into and challenge our mission trajectory. I sit on it as a permanent guest, with a focus on listening and respecting the independence of the discussions and work carried out by its members.



A close-up photograph of two hands clasped together, with fingers interlaced. The skin is light-toned, and the lighting is soft and warm, creating a sense of connection and support. The background is blurred, showing more of the hands and arms in a similar pose.

02

**Our statutory
commitments**

#1

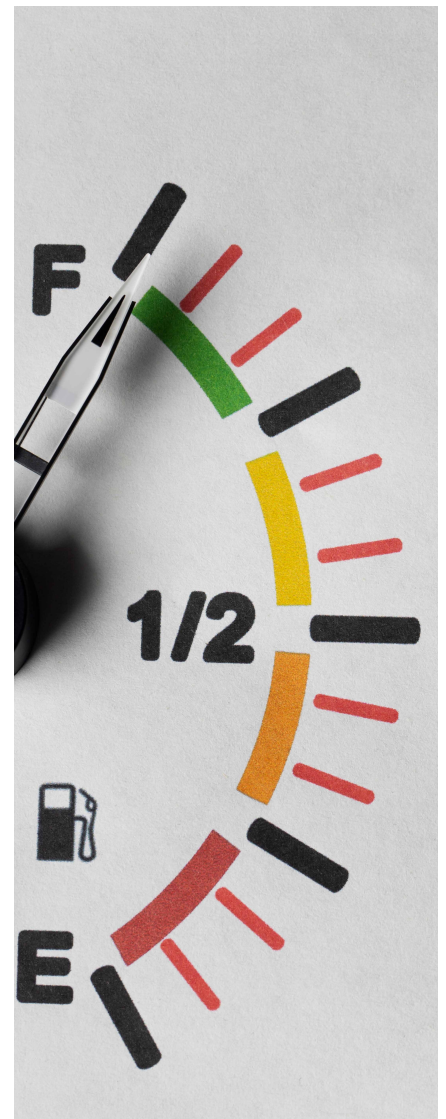
Support our clients in reducing the carbon footprint of their business travel by making the most of the features offered by our solutions.

OBJECTIVES

- 1 - Help reduce the number of kilometers traveled by end users.
- 2 - Help reduce the carbon emissions of our clients' planned activities.
- 3 - Support 10 clients over the long term in reducing their carbon footprint.

Business travel is a major source of CO₂ emissions for many organizations. As a leading provider of travel planning and optimization solutions, Nomadia places carbon footprint reduction at the heart of its value proposition.

Our solutions significantly reduce the kilometers traveled by mobile professionals by optimizing their routes, intelligently grouping interventions, improving mission scheduling and favoring the most efficient itineraries.





Convinced that environmental performance is built over time, we systematically include planning rule optimization sessions in our Specialized Maintenance Assistance offerings. This support enables our clients to use our solutions responsibly over the long term and to help control their CO₂ emissions.

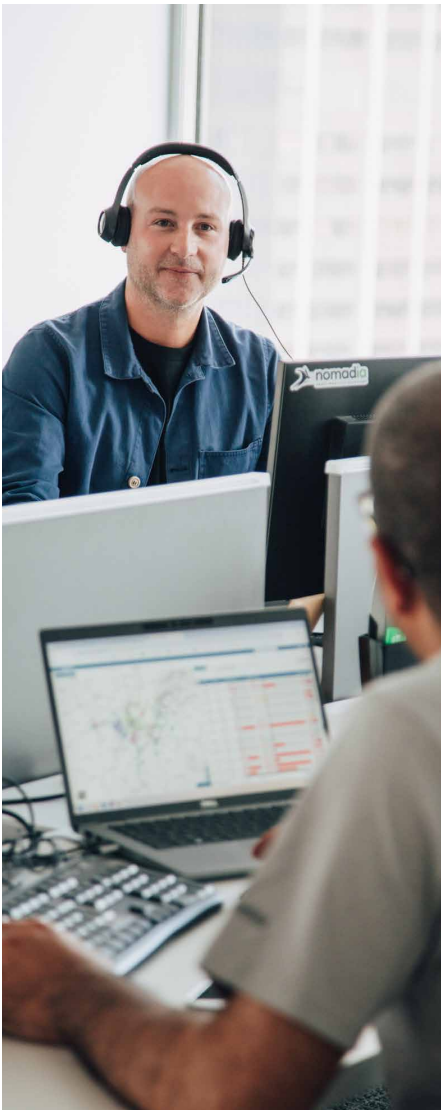


#2

Foster an inclusive, healthy and engaging work environment for our employees while encouraging responsible practices.

OBJECTIVES

1. Contribute to an inclusive, healthy and engaging work environment
2. Support the transformation of jobs
3. Encourage employee involvement in the company's CSR initiatives.
4. Promote low-carbon mobility.



While we work every day to improve the working conditions of mobile professionals, it is essential that this commitment to setting an example applies first and foremost to our own teams.

In a context of rapid job transformation, particularly with the rise of artificial intelligence in technology sectors, Nomadia aims to support its employees as skills, uses and professional practices evolve.



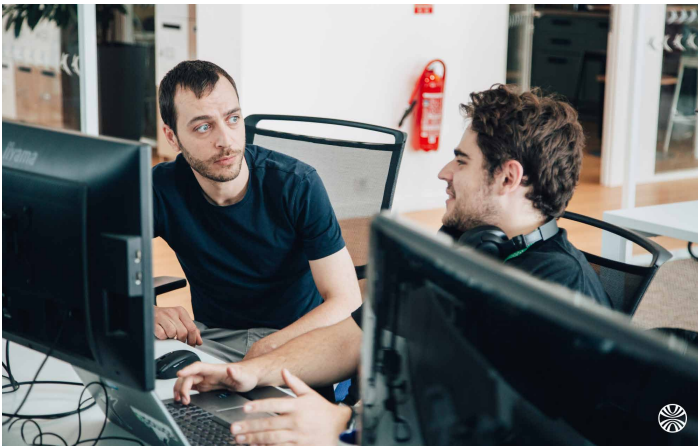


At Nomadia, we are committed to offering our employees an inclusive, stimulating and healthy work environment where everyone can grow in the best possible conditions.

We implement regular listening and participation mechanisms. This feedback informs our HR action plans and helps continuously improve quality of life at work.

The objective is clear

Make Nomadia a workplace where trust, inclusion and a sense of responsibility are at the heart of everyday life.



#3 Help improve the working conditions of our end users.

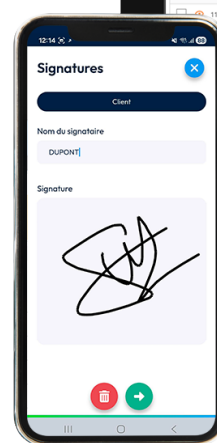
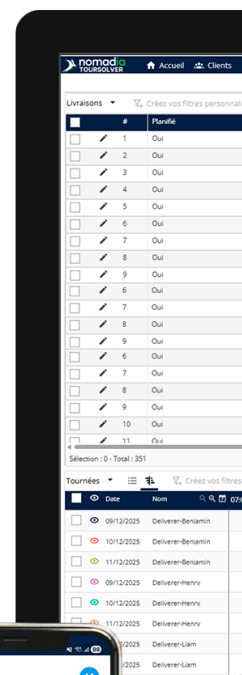
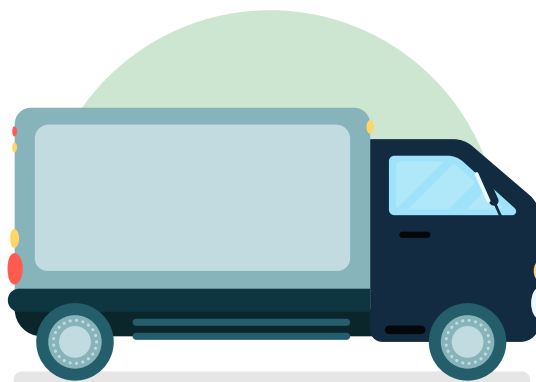
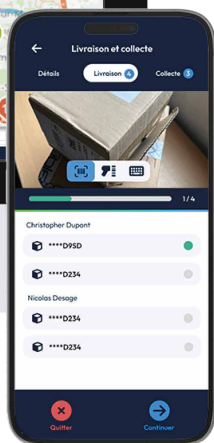
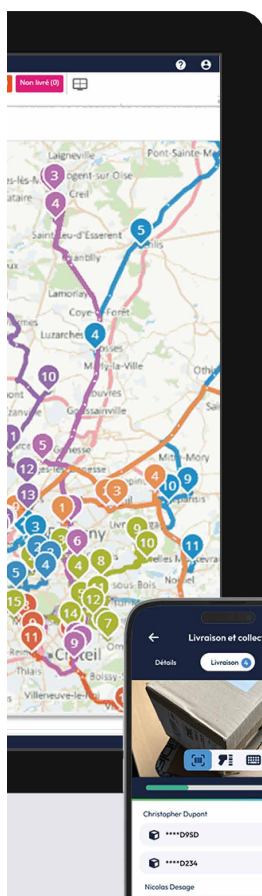
OBJECTIVES

- 1 - Help improve end users' quality of life.
- 2 - Help reduce the strain on mobile workers through digital tools.
- 3 - Provide ergonomic, high-performance tools for mobile staff

Mobile professionals are at the heart of many sectors' activities, yet they are often overlooked by digital tools.

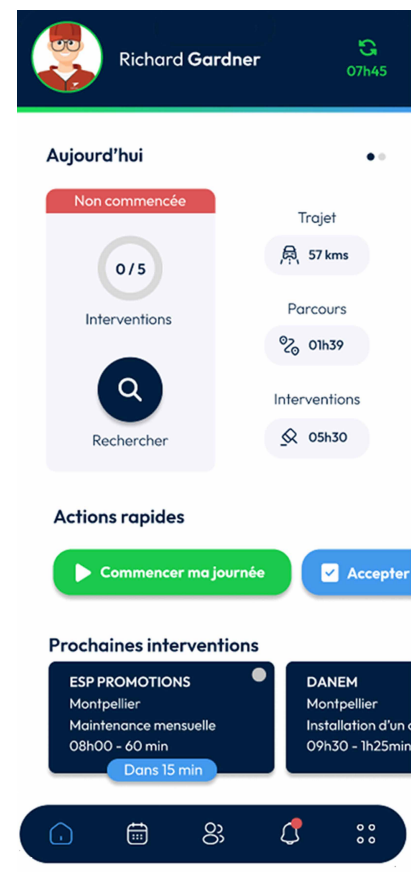
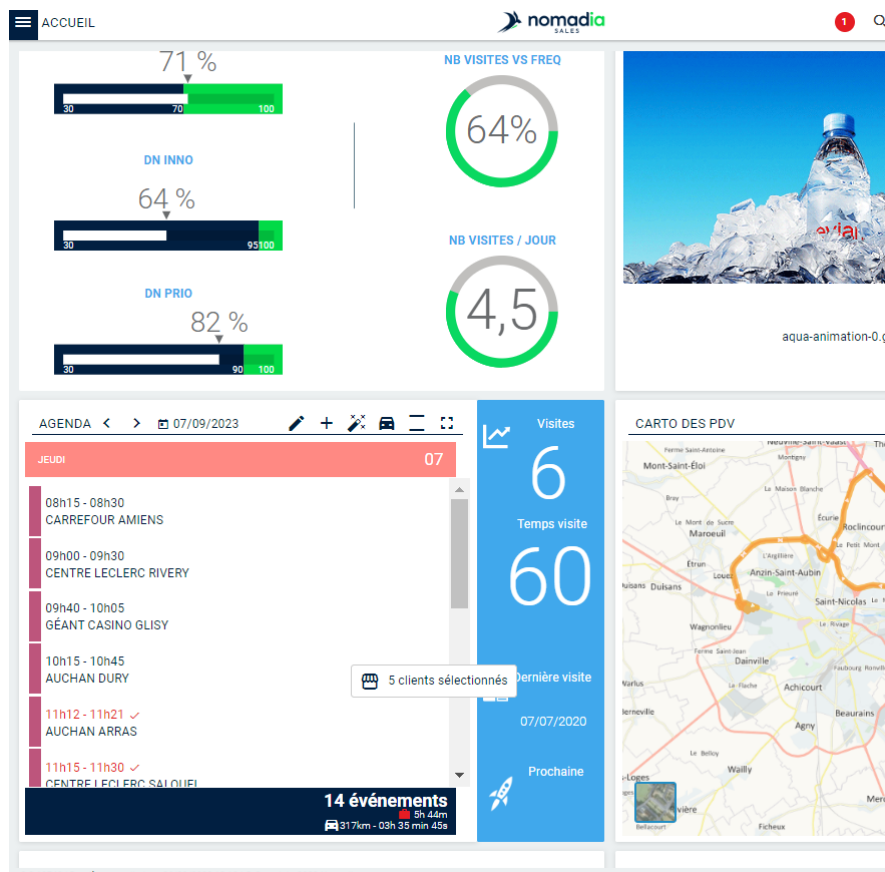
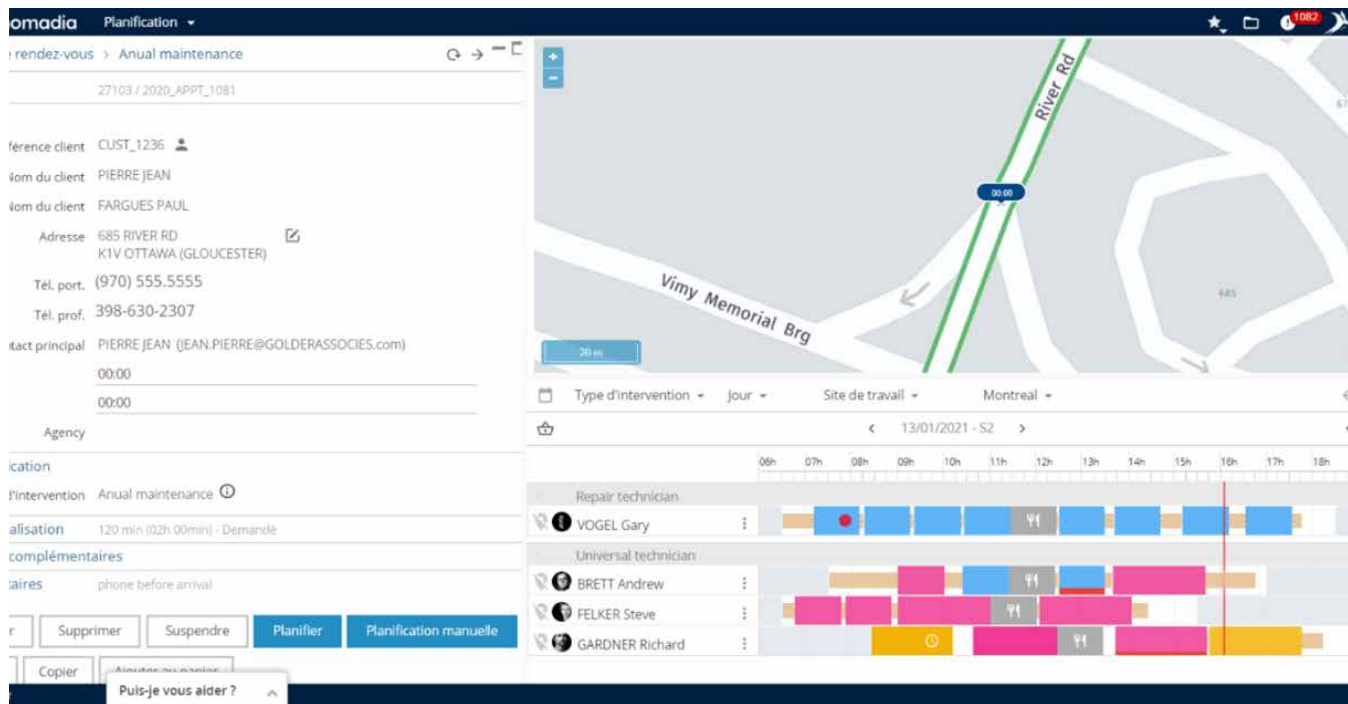
At Nomadia, we take the opposite approach: we involve field users in the design and development of our solutions.

Our applications are designed to help distribute the workload in line with available time and the real constraints of the field.



We also enable organizations to better balance tasks and routes, fostering fairer and more sustainable working conditions for teams.

We also pay particular attention to the ergonomics and intuitiveness of our mobile apps. Whether simplifying daily processes, reducing mental load or making missions easier to carry out, our solutions are designed to truly support users in the field and improve their work experience.



#4

Act for “Responsible Digital” through the development and operation of our solutions, and promote it to our clients.

OBJECTIVES

- 1 - Commit to the security of client and employee data.
- 2 - Raise awareness and train teams in responsible digital practices, and inform our clients of our practices.
- 3 - Extend the lifespan of IT equipment.
- 4 - Optimize our resources (infrastructure and servers).



At Nomadia, responsible digital means: “Combining technological mastery with positive impact. We design innovative, frugal and efficient solutions, ensuring the reasoned use of resources, user well-being and the environmental performance of our services.”
(Source: Mission-driven company working group, December 2025)

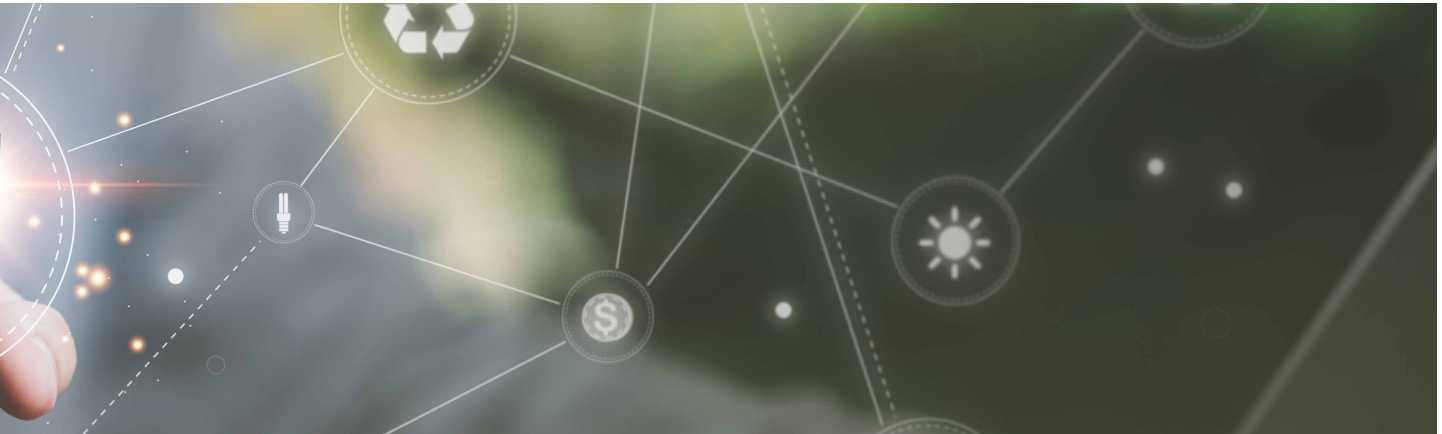
We strive to **limit the environmental impact of our solutions**, promote the reasoned use of infrastructure and guarantee high standards of security, reliability and management of the data entrusted to us by our clients and employees.





Responsible digital is not limited to environmental performance. **It also means paying attention to user experience, equipment durability and the adoption of responsible practices by all our teams.**

By combining sobriety, security and operational excellence, Nomadia aims to promote responsible digital practices aligned with today's challenges and the lasting transformations of its ecosystem.





A photograph of an office interior. Three people are standing in the background: a man in a light blue shirt and khaki pants, a man in a dark polo shirt and glasses, and a woman in a white polo shirt and glasses. A fourth person is partially visible on the left. In the foreground, there is a white desk with two laptops, a yellow water bottle, a plate of pastries, and a black office chair. A large potted plant is on the right. The background wall has a logo featuring a stylized bird and the letters 'm' and 'li'.

03

Our action plan and trajectory

1.1

HELP REDUCE THE NUMBER OF KILOMETERS TRAVELED BY END USERS.

Equip



Steer



Reduce kilometers traveled

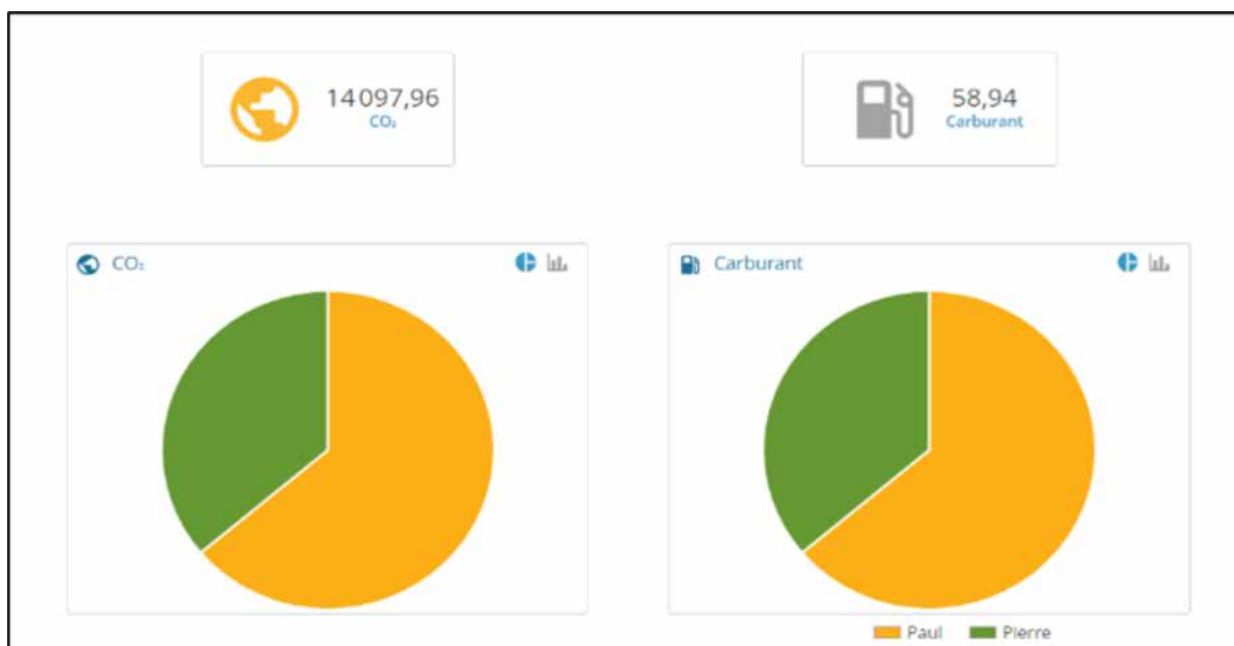


Through several of its solutions, Nomadia helps reduce mobility-related emissions by providing its clients with optimization tools designed to limit kilometers traveled and improve travel efficiency.

In a context marked by fluctuating energy costs and the geopolitical tensions observed in early 2026, the ability to steer activity becomes essential to enable our clients to optimize their travel and adapt more quickly to crises.

To support them, Nomadia provides dashboards and performance indicators that offer a precise view of their field activity: kilometers traveled, resources allocated, activity tracking and identification of critical situations affecting costs and team schedules.

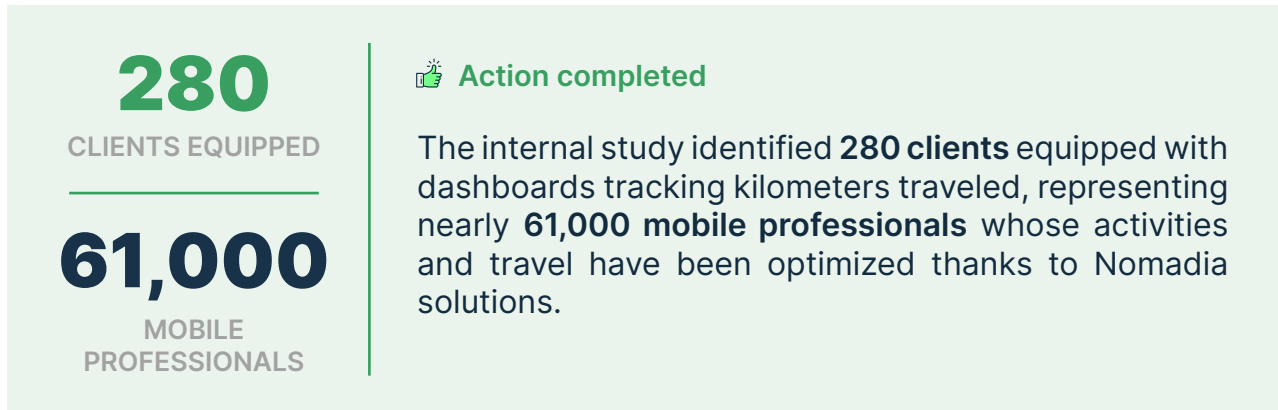
Nomadia does not intervene in its clients' operational decisions; they retain full control over how they use our recommendations and put them into practice. So, to be able to count what really counts, Nomadia is launching a flagship action in 2026.



2026 FLAGSHIP ACTION

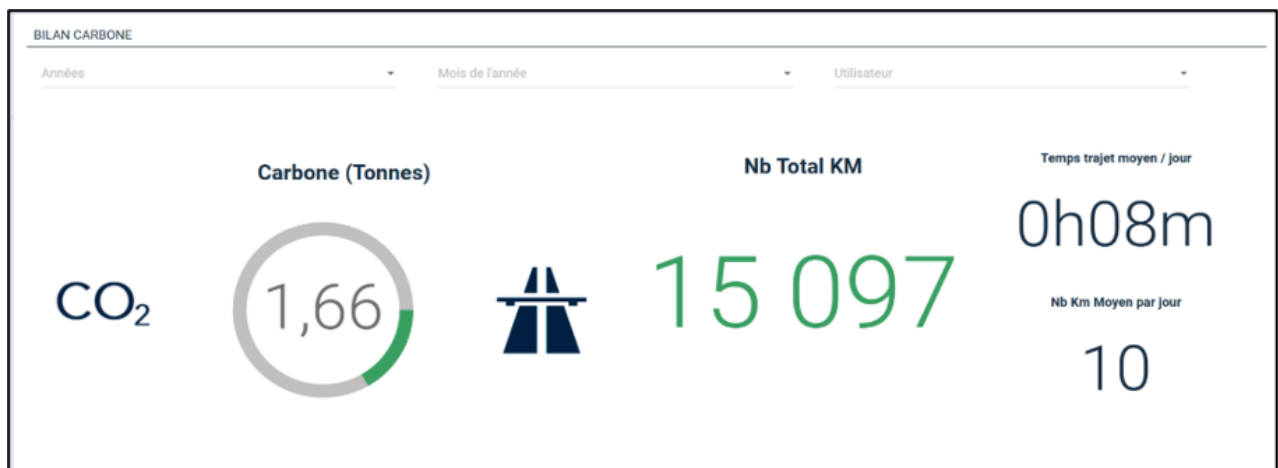
1st half

For the first time, Nomadia is launching an internal study to determine the number of clients equipped with a dashboard tracking the kilometers traveled per field resource.



2nd half

Define an action for clients to raise awareness of using dashboards to reduce the kilometers traveled by their teams.



Trajectory 2027

Launch of a satisfaction survey among our clients to assess their level of satisfaction and measure the share of clients who consider that Nomadia solutions help reduce kilometers traveled.

N°1

Support our clients in reducing the carbon footprint of their business travel by making the most of the features offered by our solutions.

1.2

HELP REDUCE THE CARBON EMISSIONS OF OUR CLIENTS' FIELD ACTIVITIES.

Equip



Steer



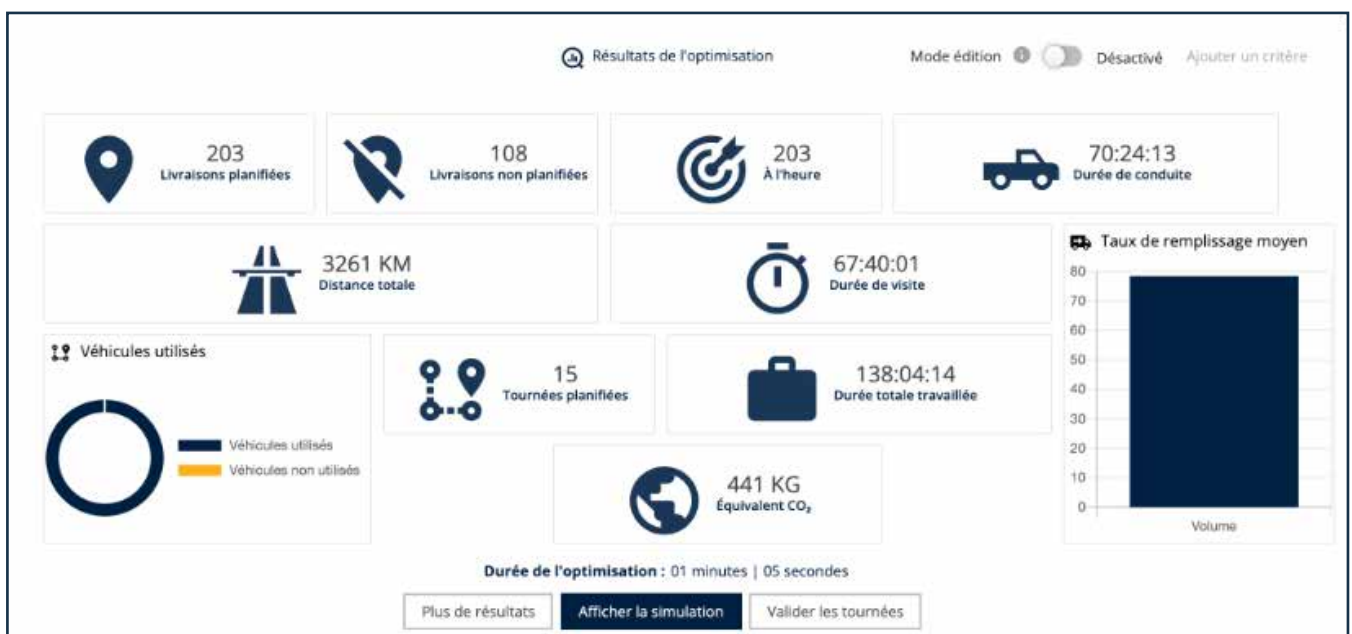
Reduce emissions



The Paris Agreement is an international treaty on climate change mitigation and adaptation, and on adequate financing for both. It was negotiated by 196 parties at the 2015 Paris Climate Change Conference.

As part of the international commitments stemming from the Paris Agreement, France has set itself on a path to reduce its greenhouse gas emissions, which have fallen by around 20% since 1990. This national effort involves all economic players, who are called upon to actively contribute to the transition to a low-carbon economy.

Our solutions also include CO₂ emissions calculation features that can be configured to each client's specific characteristics (vehicle type, consumption, energy source). These tools make it possible to objectively measure the environmental impact of routes and support clients in managing and reducing their emissions.



2026 FLAGSHIP ACTION

1st half

In May 2026, Nomadia launched an internal study to determine the number of clients who configure their solution to measure the carbon footprint generated by their field activities.

253

CLIENTS
IDENTIFIED

48,650

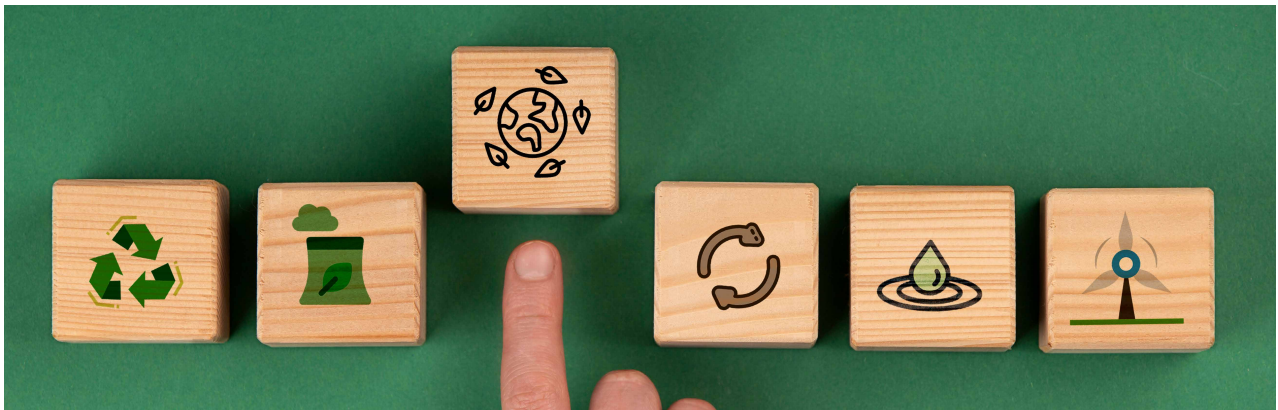
MOBILE
PROFESSIONALS

Action completed

The internal study identified that **253** clients are equipped with an advanced route and CO2 emissions calculation feature, querying our route optimization engine. All of these clients have configured the solution to access the CO2 emissions generated by their field activities. In total, **48,650 mobile professionals** have had their carbon emissions optimized thanks to Nomadia solutions.

2nd half

We will pair this with an external communication plan to boost use of the emissions calculation features and encourage our clients to improve the carbon footprint of their mobility.



Trajectory 2027

Launch of a study among our clients to determine the usage rate of the CO2 emissions calculation feature.

Nº1

Support our clients in reducing the carbon footprint of their business travel by making the most of the features offered by our solutions.

1.3

SUPPORT 10 CLIENTS OVER THE LONG TERM IN REDUCING THEIR CARBON FOOTPRINT.

Support



To last

Nomadia reaffirms its commitment to supporting its clients over the long term in reducing their carbon footprint by rethinking its support offering and placing it at the heart of its value proposition.

2026 FLAGSHIP ACTION

1st half

Nomadia is evolving an existing application maintenance offering into a **Specialized Maintenance Assistance** offering that includes optimization parameters with an environmental impact.

This recurring support offering is based in particular on:



Route optimization with reduced CO₂ impact

Recalculating routes and visit plans to reduce kilometers traveled and the associated emissions.



Measuring and managing the field carbon footprint

Calculating, monitoring and analyzing travel-related emissions.



Decarbonization support

Defining reduction trajectories (territory design, organizational scenarios) and sustainable operational recommendations.

52/122
CLIENTS

Action completed

An inventory of clients subscribing to an **application maintenance service** was the starting point for this approach. This analysis showed that **52 out of 122 clients** currently benefited from this support.

The content of this service was then enriched to incorporate more precisely the optimization parameters with an environmental impact and the amended General Terms and Conditions of Sale. A dedicated presentation for the sales teams, led by the Sales Director, is scheduled for June 2, 2026 to promote this new approach and encourage its rollout to clients.

2nd half

One of the monitoring indicators chosen is the number of clients who have subscribed to the **Specialized Maintenance Assistance** offering including sustainability objectives. Nomadia aims to support around ten clients by the end of the year. By the end of May, 7 clients had already signed up. We expect to exceed our objective by the end of the year



STATUTORY OBJECTIVE NO. 1 ACHIEVED

The Mission Committee notes that this objective has been subject to structured management and a significant ramp-up during the financial year.

Beyond developing features that enable a growing number of clients to measure the kilometers traveled and the CO₂ emissions generated by their activities, Nomadia has strengthened its support by evolving its Specialized Maintenance Assistance offering to include a component dedicated to reducing carbon footprint. This evolution reflects a desire to go beyond supplying software by supporting clients in adopting the tools and continuously improving their practices.

The Committee also highlights the relevance of the work undertaken to better measure the actual use of environmental features, an essential element for assessing the real impact of the solutions offered.

The Committee considers that the actions undertaken are consistent with Nomadia's mission and recommends continuing efforts to measure the emission reductions actually achieved by clients thanks to the solutions deployed.

2.1

CONTRIBUTE TO AN INCLUSIVE, HEALTHY AND ENGAGING WORK ENVIRONMENT

Listen



Evolve



Grow

2026 FLAGSHIP ACTION

Engagement within the organization

1st half: rollout of the 2025 employee engagement survey action plan

Following the 2025 internal engagement survey, Business Unit directors were mobilized around **3 priority areas to roll out 12 concrete actions:**

- Collaboration · Communication · Alignment
- Development · Recognition
- Tools · Efficiency



Action completed

At the end of the first half, the overall completion rate of the action plan exceeds 98%.

Inclusion within the organization

1st half: organization of the 1st Group seminar

For the first time, Nomadia organized a **kick-off** at the start of the year bringing together **223 employees**, responding directly to wishes expressed in the 2025 engagement survey: creating more opportunities to get together and meet one another.

Action completed

Overall rating: nearly **70%** of Nomadians said they were “Very satisfied” with the organization of this 1st Nomadia seminar.

1st half (March): Quiz and survey on discrimination

CORINNE DOMITER

CHRO

"Because **March 2026 is dedicated to the fight against discrimination**, we are launching, for the first time, an anonymous survey to better understand how you feel about discrimination and inclusion. Your participation is essential: it will help us identify any situations of discrimination and put in place concrete actions to improve everyone's well-being."

125

Participants

54%

Participation rate

Did Nomadia employees know what is considered discrimination under the French Labor Code?

This survey reveals partial knowledge of the situations that may be classified as discrimination under the French Labor Code.

12%

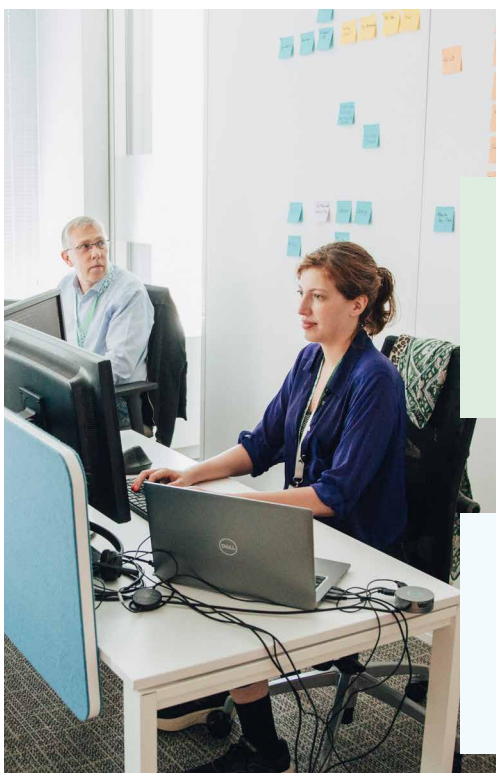
Did not know

37%

Knew

51%

Knew perfectly



Have they witnessed or experienced discrimination during their professional career?

32%

Have witnessed discrimination during their professional career.

26%

Have experienced discrimination during their professional career.

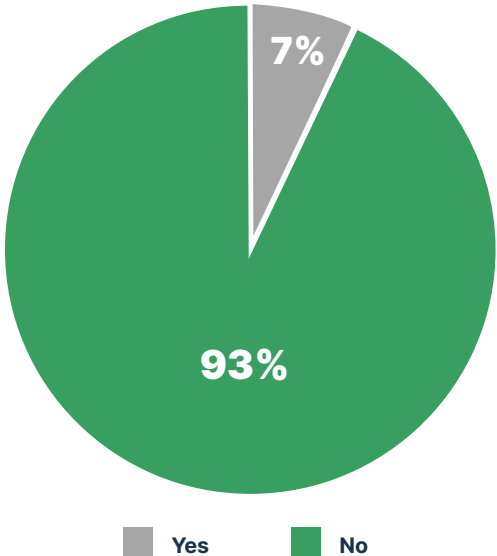
Of the 25 grounds of discrimination, those most frequently experienced during their professional career are:

Sex / Gender **Origin** **Ethnicity** **Disability**
Religion **Physical appearance** **Pregnancy** **Age**

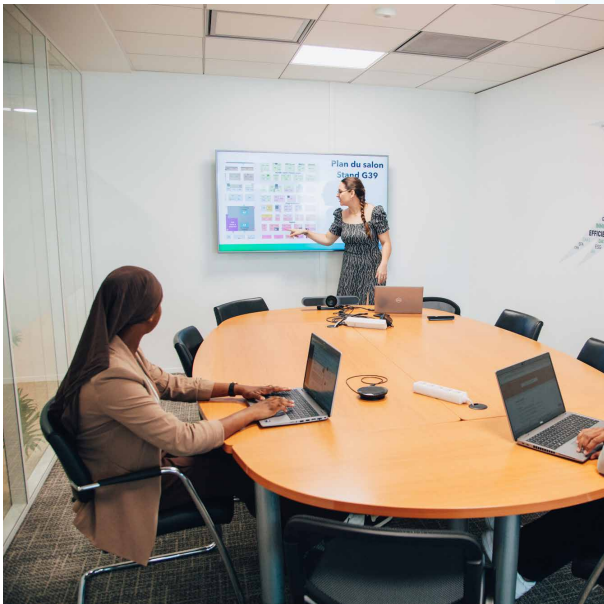
In the last 12 months, have they witnessed or experienced discrimination at Nomadia?

This survey shows that discrimination remains limited at Nomadia: 7% of respondents report having witnessed or experienced some form of discrimination in the last 12 months.

Note: no employee came forward to the DEI officer, despite the opportunity to talk confidentially.



What actions did victims or witnesses take?



- 30%** Expressed their disagreement
- 20%** Did not know what to do
- 20%** Talked to a colleague
- 20%** Felt it was none of their business
- 10%** Alerted their manager/HR team

 Action completed

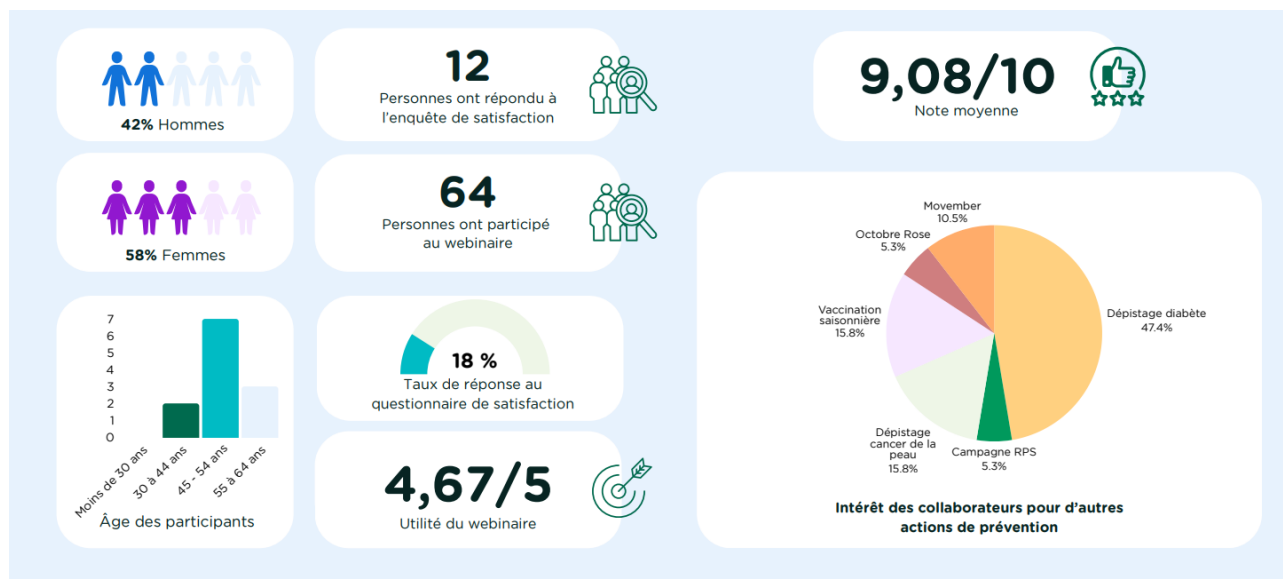
This first awareness and consultation initiative helped us better understand team perceptions, open dialogue on these topics and identify concrete areas for action for the coming year.

1st half and throughout 2026

Nomadia regularly showcases its employees' contributions and achievements during the monthly *Nomadia News* sessions, held remotely and open to all Group teams. The Group also encourages internal mobility by advertising vacancies to Nomadia employees first. Particular attention is paid to career paths and skills development, through in-depth discussions with employees to support their professional growth and increased responsibilities.

Health within the organization

1st half: psychosocial risk prevention webinar



Action completed

This session, led by a psychologist, **raised awareness among 64 employees** of psychosocial risks. The satisfaction questionnaire highlights **the usefulness of the webinar, rated 4.67/5**. According to participants, the main benefit of this prevention campaign was receiving concrete recommendations to improve their daily habits.

Trajectory 2027

The employee engagement survey will be conducted across all Nomadia teams and will lead to a new action plan.

Other prevention actions may also be rolled out with our provident fund and occupational health services to foster a healthy and inclusive work environment.

2.2 SUPPORT THE TRANSFORMATION OF JOBS.

Transform



Evolve



Grow

2026 FLAGSHIP ACTION

1st half

Artificial intelligence is revolutionizing the way our teams work. Numerous actions have been put in place across the following 6 categories:



Awareness



Business experimentation



Training



Tool deployment



Client feature rollout



Tracking tools

7

COMPLETED

15

ONGOING

2

UPCOMING



H1 REVIEW

7 actions completed, 15 in progress and recurring, and 2 upcoming/recurring in the last quarter of 2026.

2nd half



Since January, the Human Resources department has rolled out Savoirs d'Avenir, an online training platform with multiple formats that allows employees to learn independently through courses, podcasts and interactive content.

This tool also encourages collaborative learning through gamified features, such as challenges and "battles" between colleagues. **A total of 2,596 topics and 24 skill categories.**



LAURENT PICHON

Chief Technology Officer

"When I started at Nomadia in 1998 as a software engineer, we gave little thought to the impact of our infrastructure. Today, as CTO, it is one of my strongest convictions: a rich career is also one in which your perspective changes. Optimizing our server resources and reducing our digital footprint is not a constraint imposed from outside; it is something that became obvious with experience. Doing more with less is the natural thread of a career in which each stage has taught us to focus on what matters."



MARIAM TIAM

HR Apprentice

"When I joined Nomadia a year ago as an HR Assistant Apprentice, I discovered much more than a job: a mission-driven company that gives meaning to every action. Taking part in CSR initiatives has gradually shaped my view of the role of human resources. My onboarding and internal training enabled me to build a solid and engaging learning path. Each step teaches me to combine rigor, values and commitment. Today, I look ahead with confidence to a professional future aligned with these convictions."



Trajectory 2027

Nomadia will continue its awareness and support actions for employees on issues related to artificial intelligence, with the aim of increasing the number of training paths completed throughout the year.

2.3 ENCOURAGE EMPLOYEE INVOLVEMENT IN THE COMPANY'S CSR INITIATIVES.



34

CSR ACTIONS
DEPLOYED IN 2026

Nomadia's CSR Team, made up of committed volunteer employees, meets every week to steer and roll out the action plan defined at the start of the year.

2026 FLAGSHIP ACTION

1st half

12 awareness and engagement actions carried out. We calculated that employee engagement in CSR actions reached 44% in the first half of 2026. That is double the 2025 figure.

Three major actions mobilized the teams:

Psychosocial Risks Webinar
in collaboration with Médicalis

64 PARTICIPANTS

Digital Cleanup Day
digital data cleanup

89 PARTICIPANTS

Carbon Footprint
in collaboration with SAMI

52% PARTICIPATION

Several communication channels were selected to reach the teams:

74%

Average open rate

of the CSR newsletter for Nomadians since January 2026. Available in several languages and as an audio podcast.

24

CSR posts published

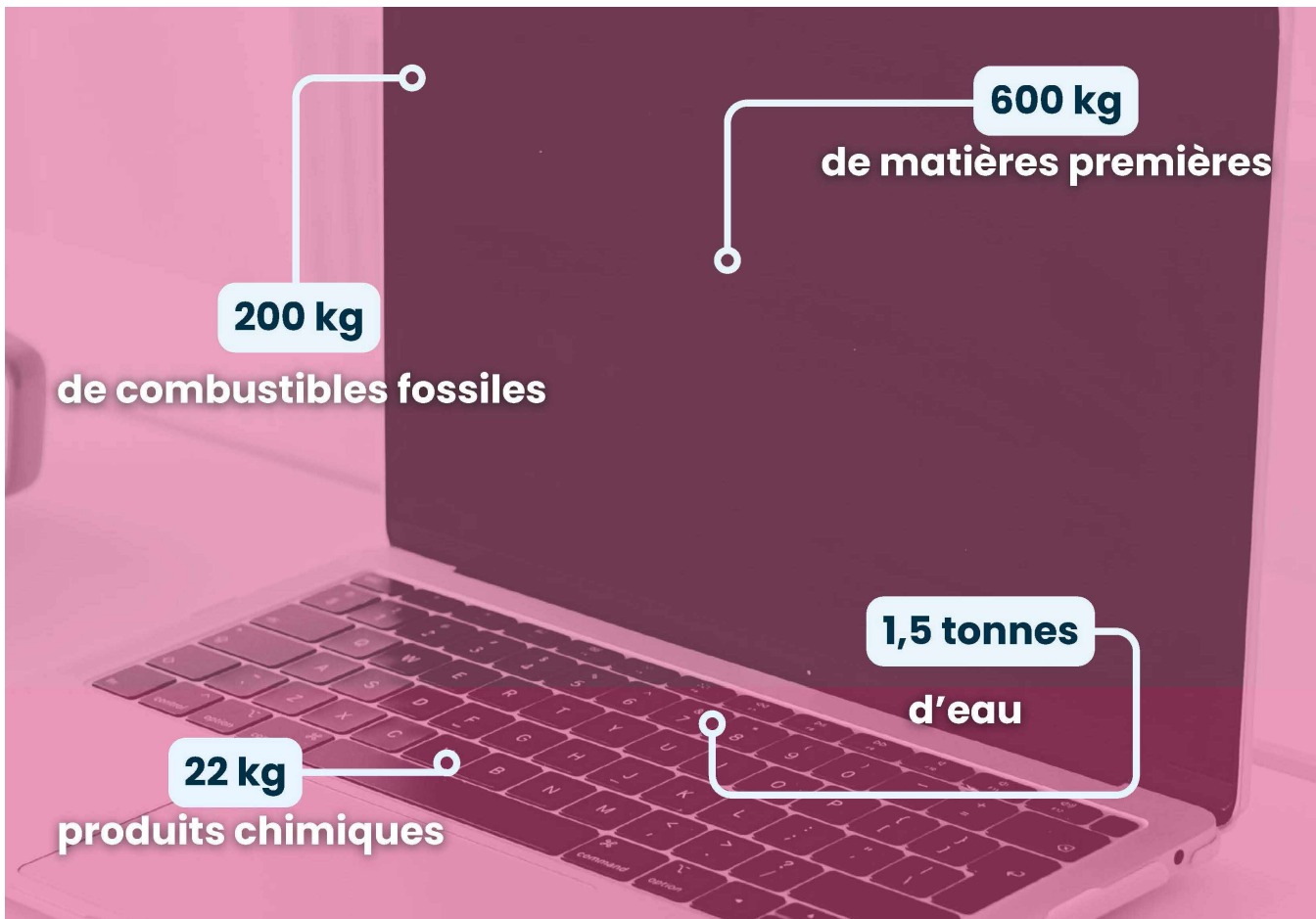
in the General channel since March 2026. An average of 8 themed posts per month.

2nd half

Based on the analysis of our 2025 carbon footprint results, we plan to roll out an action plan to **reduce our CO₂ emissions**. We will also continue our commitments around **Pink October and Movember** and will launch a **CSR engagement survey** among Nomadia employees in order to build a roadmap aligned with their expectations and aspirations.

Trajectory 2027

In a spirit of continuous improvement, our priorities for 2027 are to roll out a structured action plan based on the results of the 2026 CSR survey and to build a 2027 CSR roadmap aligned with employee expectations and our statutory objectives.



2.4 PROMOTE LOW-CARBON MOBILITY

Reduce



Act



Encourage

Existing measures



Promotion of **low-emission travel** and limiting non-essential travel,



Rollout of a **mobility bonus** and contribution to **Pass Navigo reimbursement**,



Supervision of **business travel**, subject to manager approval,



Systematic use of **Microsoft Teams** to limit travel between sites,



Train prioritized for journeys under 4 hours,



Gradual renewal of the fleet with **hybrid or electric vehicles**, favoring European models where possible,



Distribution of **safety equipment** (reflective, waterproof backpack covers) to encourage active mobility,



Introduction of the Sustainable Mobility Package.

2026 FLAGSHIP ACTION

1st half

The main action is to determine the current adoption rate of the **Sustainable Mobility Package** and to encourage employees to use it.



Action completed

Despite incentive schemes for commuting, the adoption rate of the **Sustainable Mobility Package** remains limited, with only **16% of employees benefiting**.

Trajectory 2027

Our aim is to **increase the number of employees benefiting** from the Sustainable Mobility Package, by stepping up communication about the scheme and simplifying the enrollment process.



STATUTORY OBJECTIVE NO. 2 ACHIEVED

The Mission Committee considers that the actions carried out reflect a balanced approach combining quality of life at work, inclusion, skills development, support for job transformation, employee engagement in the CSR approach and the promotion of responsible practices.

The Committee particularly notes the initiatives relating to job transformation in the face of the development of artificial intelligence, which show anticipation of changes in work and a willingness to support employees rather than leave them to bear these changes.

The Committee encourages Nomadia to continue this momentum by consolidating the indicators used to assess the concrete effects of the actions undertaken on engagement, skills development and the company's attractiveness.

HELP IMPROVE END USERS' QUALITY OF LIFE.

Diagnose



Adopt



Make an impact

Mobile professionals are at the heart of many sectors' activities, yet they often remain insufficiently considered in digital tools.

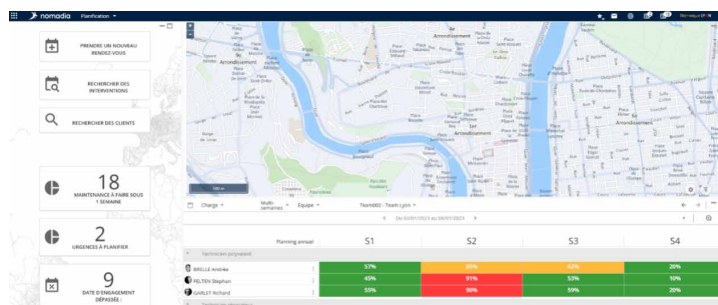
Our applications are designed to promote a balanced distribution of workload, taking into account available time, operational constraints and field realities. They thus enable organizations to better plan activities and ensure fairer working conditions for their teams.

2026 FLAGSHIP ACTION

1st half

An internal study has been launched to **identify and quantify the number of clients equipped with a workload-balancing feature or service.**

This analysis will make it possible to **measure the adoption rate of these tools**, identify priority areas for rollout and strengthen support for clients in improving the working conditions of field teams.



- Action being finalized: deadline end of the 1st half of 2026

Trajectory
2027

Roll out an awareness action for our clients aimed at improving end users' quality of life.



3.2

HELP REDUCE THE STRAIN ON MOBILE WORKERS THROUGH DIGITAL TOOLS.

Transform



Digitize



Improve workers' conditions

2026 FLAGSHIP ACTION**1st half****328**

CLIENTS

**Action completed**

The internal study identified **328 clients** equipped with a theoretical workload-balancing feature or service. It also estimates that 38,210 mobile professionals have benefited from better-balanced schedules thanks to Nomadia solutions.

1st half

Still with the aim of providing ergonomic, high-performance tools for mobile professionals, Nomadia is launching, for the first time, an internal study to determine the active user rate of its mobile applications.

OF
MOBILE
PROFESSIONALS**Action completed**

The study revealed that **63% of mobile professionals** using Nomadia solutions use the mobile app in their daily work.

■ 2nd half

To assess its contribution to reducing the strain on mobile workers, Nomadia has decided to add new questions to its client satisfaction survey (NPS).

This approach aims to directly measure, among the mobile users of its solutions, the perceived benefits in terms of simplified tasks and time saved day to day.

In particular, the survey will assess the extent to which Nomadia solutions help reduce the time spent on administrative tasks, through the following questions:

Q1

Since you started using our solution, do you feel you have saved time on your administrative tasks?

Q2

If so, can you estimate this average time saving in minutes per day?

The results of this survey will feed into the monitoring indicators for the objective of reducing the strain on mobile workers through digital tools.

● Action being finalized:

The survey was integrated into the process in the first half; the results will be analyzed in the last quarter of 2026.

Trajectory 2027

Analysis of the estimated time savings on administrative tasks and definition of the action plan.

3.3

PROVIDE ERGONOMIC, HIGH-PERFORMANCE TOOLS FOR MOBILE PROFESSIONALS.

Diagnose



Keep improving



Boost the user experience

Nomadia keeps a close eye on the performance and adoption of its solutions among mobile professionals. Our goal is to offer solutions that are ever more **intuitive, high-performing and suited to field use.**

2026 FLAGSHIP ACTION

■ 1st half

Based on the defined indicators, two internal studies were carried out across all mobile applications.

STUDY 1 | Active user rate



The usage rate of our mobile apps ranges from **35% to 90%** depending on the mobile solution used.

STUDY 2 | UX improvements deployed per year

12 RELEASES PER YEAR



New features added with each release in the business mobile apps.

■ 2nd half

The implementation and rollout of a **design system** will help mobile staff save time and reduce their mental load thanks to a more consistent, intuitive and harmonized user experience across our software.



● Action being finalized:

The design system will be implemented during summer 2026.

Trajectory 2027

Nomadia will continue rolling out the action plan stemming from the 2026 internal study on mobile app usage, while gradually implementing the design system recommendations across the different apps according to the defined priorities.



STATUTORY OBJECTIVE NO. 3 ACHIEVED

The Mission Committee considers that this objective is a direct expression of Nomadia's purpose.

The work undertaken on workload balancing, continuous improvement of the user experience, reducing the strain on mobile workers and developing more ergonomic interfaces reflects an approach centered on usage and the benefits delivered to users.

The Committee particularly welcomes the desire to better integrate the voice of users into the assessment of the solutions' impact, through qualitative surveys and richer satisfaction indicators.

The Committee recommends continuing the work to measure more directly the operational gains and improvements in working conditions generated by Nomadia solutions.

4.1

COMMIT TO THE SECURITY OF CLIENT AND EMPLOYEE DATA.

Commit



Secure



Take responsibility

Our definition of Responsible Digital

“It means combining technological mastery with positive impact. We design innovative, frugal and efficient solutions, ensuring the reasoned use of resources, user well-being and the environmental performance of our services.”

“Mission-driven company” working group, December 2025.

2026 FLAGSHIP ACTION

1st half - ISO 27001 certification



Nomadia follows a structured information security management approach, notably through certification and renewal of **ISO 27001**, the international benchmark for data protection. It is launching an ISO 27001 surveillance audit covering the legal entities within the operational deployment scope of the mission:

Nomadia Group

Nomadia Delivery

Nomadia Sales

TourSolver

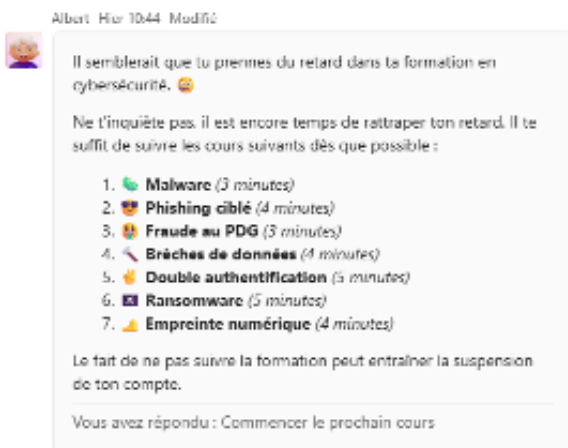
Nomadia Field Services

OpenPharma

● Action being finalized:

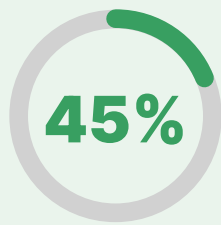
The ISO 27001 surveillance audit is scheduled for **December 2026**.

1st half - Cybersecurity: ongoing digital hygiene



To strengthen the cybersecurity culture within the company, Nomadia relies on **the RIOT tool**, integrated into Microsoft Teams. This solution delivers regular awareness content in the form of short, educational messages.

This approach helps develop concrete security reflexes (phishing, password management, good digital practices) and durably embed responsible behavior in everyday work.



EMPLOYEES TRAINED

👏 Action completed

45% of our employees have completed the full cybersecurity awareness program via the Riot tool. We will track this indicator over time.



Trajectory 2027

- Obtain renewal of the audit.
- Obtain 70pteam certification, with a corrective plan if needed.
- Explore extending the ISO 27001 scope to the Group's other solutions.
- Quickly onboard new employees onto Riot.

N°4

Act for and promote “Responsible Digital” in the development and operation of our solutions.

4.2

RAISE AWARENESS AND TRAIN TEAMS IN RESPONSIBLE DIGITAL PRACTICES, AND INFORM OUR CLIENTS OF OUR PRACTICES.

Raise awareness



Train



Bring clients on board

2026 FLAGSHIP ACTION

1st half

Client newsletter & LinkedIn

15,600

Client email addresses

Average open
rate: 20%

837

Average views / post

LinkedIn
newsletter

16,645

Subscribers

LinkedIn
community

Digital Cleanup Day — First participation



Action completed

408,853

Emails deleted

166,783

Cloud files deleted

1,065

PC GB deleted

83

Apps uninstalled

70

Cloud GB deleted

Responsible digital training content

8

MODULES

Provision of **8 training modules** (courses and MOOCs) dedicated to responsible digital, available on the **Savoirs d'Avenirs** platform and on the website of **the Institut du Numérique Responsable**.



We plan to co-write a responsible digital charter, drawing on the people who have been made aware of this topic through the training paths available.

Trajectory 2027

- Stepping up Responsible Digital actions.
- Identify the best format to raise team awareness of Responsible Digital.

N°4

Act for and promote “Responsible Digital” in the development and operation of our solutions.

4.3

EXTEND THE LIFESPAN OF IT EQUIPMENT.

IT equipment life cycle

To reduce the environmental footprint of digital technology, Nomadia is implementing a structured approach to better manage the **life cycle of its IT equipment**.

2026 FLAGSHIP ACTION

1st half

2025 annual review of IT equipment reused or sent to recycling channels, carried out in partnership with **Ben Informatique**, a specialized provider.



Review completed — Ben Informatique partnership

Reuse

824

TABLETS REUSED

Recycling

573

TABLETS RECYCLED

2nd half

A detailed inventory of the installed base (workstations and phones) will be drawn up, including tracking of equipment lifespan.

These actions will improve equipment traceability, optimize usage time and promote appropriate reuse or recycling solutions, in line with circular economy principles.

Trajectory 2027

- Extend equipment lifespan by **20%**
- **Drafting of a responsible purchasing policy** for IT equipment.



4.4 OPTIMIZE OUR RESOURCES.

Measure



Steer



Improve

Every year, Nomadia carries out its carbon footprint assessment to evaluate its CO₂ emissions and identify its main reduction levers. In this context, digital services account for a significant share of our footprint, sometimes even the largest, consistent with our business as a SaaS software publisher.

2026 FLAGSHIP ACTION

1st half



Inventory of 2025 releases completed for all solutions, supplemented by a methodology for calculating kWh consumption per release to objectively assess their environmental impact.



Analysis of the energy consumption of cloud environments (Azure), based on an initial baseline, with monthly monitoring integrated into the steering committee.



Biweekly review of the analysis reports from our most energy-intensive hosting provider to optimize resource use.



Formalization of a data archiving policy per solution to reduce unnecessary storage.



PRODUCTION RELEASES AND VERSION CHANGES

Production releases of SaaS solutions and version upgrades consume resources and generate CO₂ emissions. Nomadia is committed to better quantifying and managing these emissions.

166
KWH CONSUMED
IN 2025

 Action completed

We estimate that releases consumed approximately 166 kWh in 2025, providing an initial baseline to monitor and reduce this impact over time.

912
tCO₂e

 Action completed

Our total carbon emissions for 2026 amount to **912 tCO₂e** i.e. **36%** less than in 2025 on a like-for-like basis.

10%
AZURE
CONSUMPTION

 Action completed

The baseline assessment of our AZURE infrastructure consumption, with monitoring through a twice-monthly steering committee, enabled us to observe a **10% reduction in our consumption.**

 Action completed

Archiving policy:

Our archiving policy has been updated for our clients in our contractual terms.

2nd half

This work will help identify optimization levers and put in place an action plan to streamline production releases and versioning cycles, while maintaining the quality and performance of our solutions.

**Trajectory
2027**

Target of 2 major versions per year (or 4 depending on the solution) to limit the frequency of deployments and their energy impact.



STATUTORY OBJECTIVE NO. 4 ACHIEVED

The Mission Committee notes that this objective has undergone significant structuring during the financial year.

The actions undertaken cover most dimensions of responsible digital: data security, raising awareness among employees and clients, digital sobriety, infrastructure optimization, extending the lifespan of IT equipment and continuous improvement of development practices.

The Committee emphasizes that this objective is particularly consistent with Nomadia's business as a software publisher, since it focuses efforts on the company's main environmental and societal impacts.

The Committee encourages Nomadia to continue this momentum by gradually developing indicators to measure the environmental impact of its various solutions and of the technical choices made.



MISSION COMMITTEE'S OVERALL OPINION

At the end of its work, the Mission Committee considers that the four statutory objectives have been subject to structured management, concrete actions and monitoring based on appropriate indicators.

The Committee observes that Nomadia has continued to structure its mission-driven company approach by strengthening the measurement of its impact, further involving its stakeholders and evolving its practices to address the environmental, social and technological challenges specific to its business.

The Committee considers that the actions undertaken are consistent with the company's mission and issues a favorable opinion on the execution of the statutory objectives for the 2026 financial year, while encouraging the company to continue its efforts in impact measurement and the evaluation of results achieved.



