



COMMUNICATION ON PROGRESS (COP)

Period covered by this Communication on Progress (COP) : December 2021 to March 2023

1. STATEMENT OF CONTINUED SUPPORT BY THE CHIEF EXECUTIVE OFFICER


March 27, 2023

To our stakeholders:

I am pleased to confirm that CORUM BUTLER SAS reaffirms its support of the Ten Principles of the United Nations Global Compact in the areas of Human Rights, Labour, Environment and Anti-Corruption.

In this annual Communication on Progress, we describe our actions to continually improve the integration of the Global Compact and its principles into our business strategy, culture and daily operations.

We also commit to sharing this information with our stakeholders using our primary channels of communication.

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Sincerely yours,
Frédéric Puzin, Chief Executive Officer



2. DESCRIPTION OF ACTIONS

2.1 Human Rights

We protect our collaborators from workplace harassment, abuse or threats:

- Our managers are trained on how to prevent and manage any individual situation that may lead to mental or physical health threats.
- Our collaborators can freely express their concerns on an anonymous basis, once per quarter (HR survey).

We want to give our employees the best working conditions, work facilities and tools:

- Our compensation policy aims at providing our employees a fair and decent remuneration, especially in the high inflation period we are facing. For instance, in July 2022, we increased by 5% the compensation package for the lower levels of salaries within the company.
- Our work facilities include resting areas, kitchens, sports facilities, showers and are all located in premium locations within Europe.

2.2 Labour

With more than 25 nationalities among our staff, we pride ourselves on cultivating diversity. In particular, in 2022, we hired a recruitment director trained on how to apply the principles of non-discrimination in recruitment, and trained all our managers on that topic. In 2022, our managers were also trained on how to manage their teams' workload and recognize the risks of burnout.

Finally, because pedagogy is at the core of our values, we doubled the number of work-study students within our staff in 2022. We also started a partnership with Entrepreneurs dans la Ville (part of the association Sport dans la Ville), a French association that establishes and manages sports centers in underprivileged neighborhoods, with the idea that sport and the values it fosters will contribute to a better integration of the local young people in the workplace. In particular:

- For the second year in a row, we gave Entrepreneurs dans la Ville our apprenticeship tax.
- Our CEO, Frédéric Puzin, dedicated a day to assess pitches from their promotion of young entrepreneurs looking to launch their start up.
- We financed a week trip for some of their students to attend professional workshops.

2.3 Environnement

In 2022, we :

- Signed a three-year contract with a French electricity provider to provide our offices with sustainable energy.
- Installed new printers with badging access. This had direct effect, as total prints went down by 26%. Their energy consumption was halved.
- Stopped providing our staff with single-use products such as soda cans and small bottled water.



- Organized a “Green month” dedicated to raise awareness on environmental issues within our staff. This included the sending of regular communications on environmental matters.
- Donated 3000€ to the Foundation Good Planet in order to finance 20 awareness workshops on environmental issues.
- Implemented a new recycling policy throughout all of our offices in Europe.

Finally, we kept participating in the circular economy. In particular:

- We gave away about 50 pieces of equipment, including 20 laptops, screens and network equipment to Ecodair, a French company that reconditions pieces of electronic gear to give it a second life, for a total worth of 5K€. We engaged to give them 45 surface laptops in 2023, for a total value of 20K€.
- Our sailing team gave away 50 pieces of sailing clothing that was still functional but not used anymore to other sailors who could need it.

2.4 Anti-Corruption

We act with transparency and pedagogy, in compliance with laws and regulations. Anti-corruption and anti-money laundering are at the core of our business and of primary importance to us. Our ultimate goal is to always protect our customers. We have a zero tolerance principle in terms of fraud and corruption, within the Group and with third parties :

- The fight against corruption is a major commitment of the Group, reflected in its organization and mode of governance (supervisory boards and risks committees are held every quarter)
- Our staff is regularly trained on the latest knowledge on anti-money laundering issues;
- To reinforce our anti-corruption strategy, we started in 2022 the implementation of a new tool dedicated to a better screening of all our prospects, clients and tenants, to ensure that they comply with all AML CFT relevant regulations.

3. MEASUREMENT OF OUTCOMES

Outcomes of our initiatives are described above