

Your CSR partner

Darwin X value proposal

2025



Our CSR services

Discover the pillars of our offering designed to support our clients in implementing these complex transformations

1

CSR Strategy

You wish to initiate a CSR approach, align yourself with regulations, or expand your existing strategy

2

Climate strategy

You wish to implement a climate strategy that combines an ambitious low-carbon trajectory, risk and opportunity management, and appropriate governance

3

Responsible digital technology

You want to align the IT department's strategy with the environmental objectives of CSR

And find out more about us in the appendix on page 12



Green Deal, New Rules

Context & Challenges

Our convictions

Our approach

CSR Strategy

You wish to initiate a **CSR approach**, align yourself with **regulations**, or expand your **existing strategy**.



Context & Challenges: CSRD as a structuring approach

Your business model is subject to increasing sustainability challenges, regardless of regulatory volatility. Whether mandatory or voluntary, the frameworks of the European sustainability reporting directive help you reflect on and better manage your risks and impacts.

Everyone is affected, starting now

The CSRD's new sustainability frameworks will gradually be applied to companies according to a new regulatory timetable. Whether mandatory or voluntary, despite the supposed backlash, the momentum initiated by the application of the first texts continues, and your ecosystem is maturing (investors, customers, suppliers, competitors, etc.).

Aligning business strategy and CSR ambitions

Effectively managing your company's environmental and societal risks cannot be done in isolation. CSR ambitions must be aligned with your development strategy, business model and digital transformation, all of which may need to be adjusted if necessary. This angle of analysis can also lead to the identification of new opportunities.

New rigorous standards

Reporting standards (ESRS or VSME*) are evolving, as are methodological requirements. The quality of analysis processes, the rigour of ESG data collection and processing, and the formulation of associated objectives and policies: the entire approach must be strengthened.

What about you? What's on your agenda?

* Spread over 2025 and 2026 (financial years 2024 and 2025) for large companies, 2027-2029 for small and medium-sized listed companies and subsidiaries of foreign groups.



Context & Challenges: Change is systemic



- A new **legal landscape** to understand
- A profound **transformation** of its **strategy** and **operations** to be carried out
- Diverse and specialised expertise to be acquired
- A **continuous improvement** process to be sustained
- Heterogeneous **internal and external data** to be mastered



Our convictions: 4 key success factors

Engage top management

- The **strategic** dimension of CSR must be recognised by senior management. It is the **sponsor** of the initiative and the **guarantor** of the achievement of objectives.
- Business lines, risks, HR, operations: the **entire 'corporate system'** is involved in this transformation.
- Integration of the business model, business strategy, organisation and risks into the development of the CSR strategy
- Integrated governance that aligns transformation and day-to-day operations.

Mobilising all employees

- CSR is a major issue that can be highly **motivating for teams** and become a genuine corporate project.
- The strategic vision must be implemented through **co-construction**, with the strong involvement of employees.
- Co-construction enables us to pass on our expertise so that, in the **long term**, the company can become **autonomous** in these areas.
- Multi-thematic awareness-raising sessions that are ongoing
- Training sessions to ensure skills development
- Co-construction workshops with stakeholders

Iterate continuously

- Implementing a CSR policy is a **long-term process**.
- It requires a **profound transformation** of the company and must be done step by step, building on initial successes.
- To achieve this, **ambitious but achievable goals** must be set that will be realised over time.
- A progressive roadmap, with successes to be achieved at each stage
- Change management focused on collaboration, awareness and business process transformation

Measure and improve

- **Measurement** must be at the heart of the CSR approach
- Deploying a **rigorous and scalable** methodology is essential
- A data strategy that prioritises governance and quality over tools
- Rigorous environmental KPIs that comply with standards and current knowledge
- Internal dashboards and indices that enable effective management and decision-making



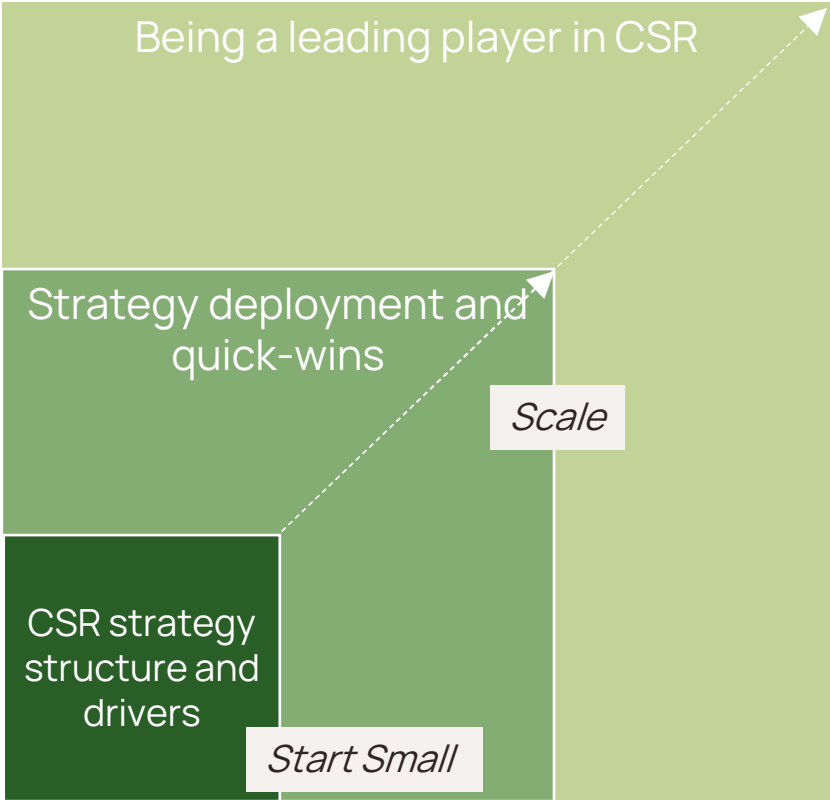
Our convictions :

« Think big, start small, scale »

Become a leading player in CSR within your sector and equip yourself with the means to achieve your ambitions.



Quickly implement the approach by activating integrated governance and delivering on initiatives and expected results.



Our approach

Objectives

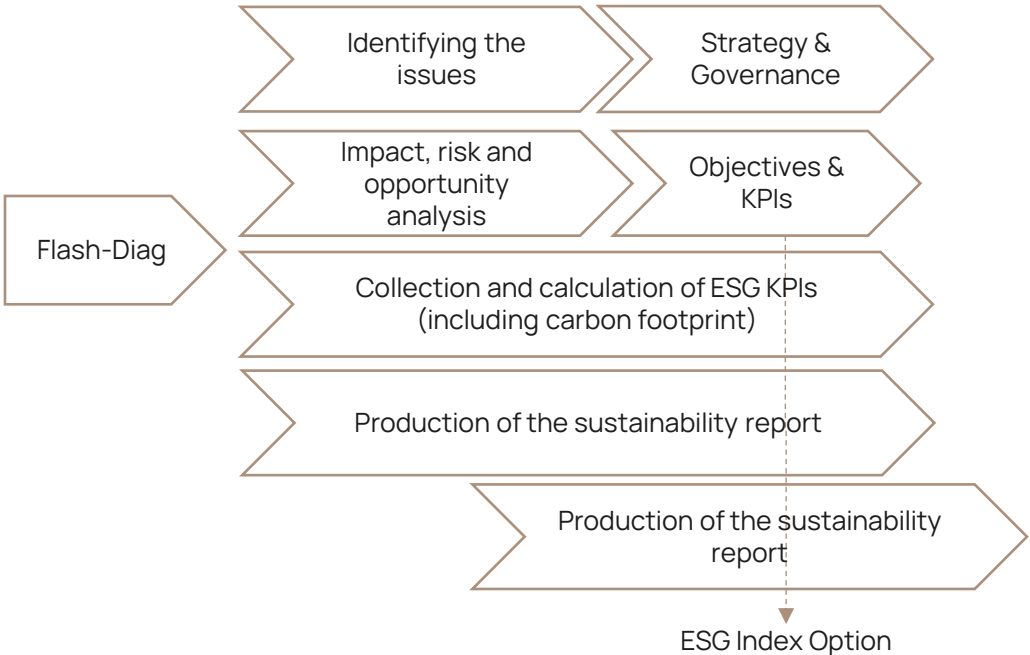
- Assess the company's areas of responsibility and **measure** itself against the competition.
- Define a **CSR strategy and its associated objectives** based on environmental, social and governance pillars.
- Anticipate or comply with sectoral and/or partner **regulatory requirements**.
- Raise **awareness** and engage all **stakeholders** in the process.
- Take the **first steps**.

Deliverables

- **Awareness sessions** (COMEX, CODIR, middle management) and operational and **regulatory training**
- CSR Flash Diagnosis - Benchmarking and competitive landscape, regulatory and sector monitoring
- Classification of issues using the Materiality Matrix and quantitative/qualitative analysis of **Impacts, Risks and Opportunities**
- Strategic Plan, **ESG objectives** and indicators (including carbon footprint)
- Adaptation of **governance** and definition of CSR business processes

Phases

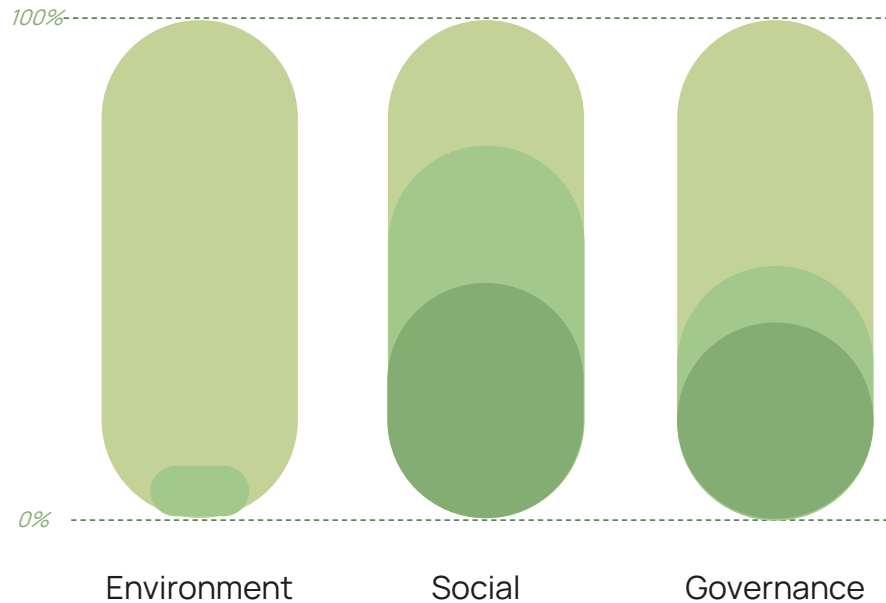
Parallelise to maximise impact



With the assistance of our partner auditor, we ensure that the CSRD report complies with regulations ahead of your audit.



Our approach: navigating with our ESG index



- Our ESG index allows you to assess yourself, identify areas for improvement and demonstrate your maturity.
- It is based on current standards (ISO 26000, ESRS) and is compatible with market assessments (CDP, Ecovadis, Gaia, etc.).
- It is tailored to the specific challenges you face in steering your strategy.



Who
We
Are



Why Darwin X?

An innovative consultancy firm

- We help our clients carry out complex transformations combining business and technology.
- We combine strategy and execution capabilities in short cycles that generate rapid change and visible results.
- We devote a large part of our energy to R&D, particularly in the field of CSR and sustainable digital technology, which has earned us Young Innovative Company certification.



Proprietary assets

- We build proprietary indices to assess and benchmark digital maturity, ESG and sustainable digital dimensions.
- We offer a catalogue of university-level CSR conferences and training courses, as well as gamification tools.



A committed team

- Strategy consultants, business architects, technical engineers, data scientists, AI experts and CSR specialists, we are thinkers and doers who combine our expertise to make an impact.
- Our CSR expert is a recognised contributor to eco-responsible digital technology in France, through his commitments to the HCNE, the Shift Project, the Boavizta association and the Grandes Ecoles d'Ingénieurs. He is a trainer with recognised training organisations.
- Our CSR consultants are facilitators of the climate fresc and the 2 Tonnes workshop.



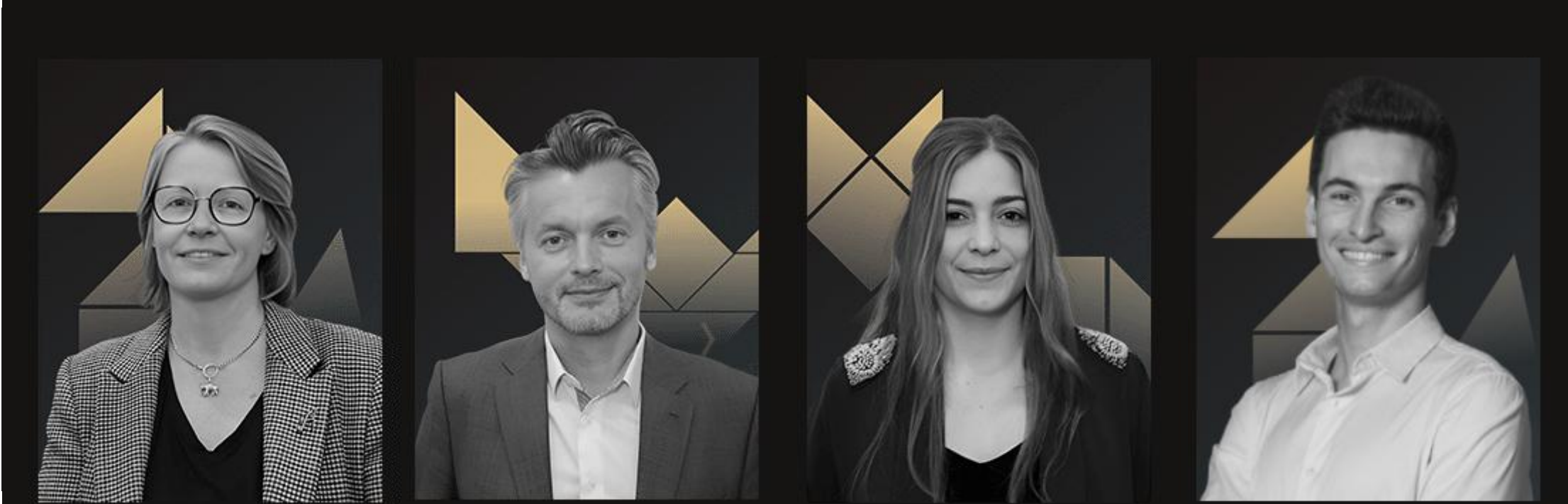
Why Darwin X ?

Our support approach is collaborative and agile.

- We favour a **co-construction approach** with teams, using workshops that combine teaching and the production of deliverables, enabling them to:
 - grasp the full complexity of the issues;
 - understand impact measurement processes;
 - take ownership of the actions;
 - sustain the approach independently.
- Aware of **operational constraints**, we aim to maximise their added value in the project by limiting their contributions to predefined timeframes.
- We do not start from scratch; we take into account your specific requirements and the work already underway.
- We are **thinkers and doers**; we know how to take a step back but also how to be highly operational.
- We know how to **communicate with all stakeholders**, from top management to operational staff (business/IT, etc.), whose codes and culture we share.



Our team of CSR experts and consultants



ÉMELINE RECHAUSSAT
Leader Consultant

ARNAUD GUEGUEN
Sustainability Leader

MARION MINMEISTER
Consultant

MAXIME DEPOILLY
Consultant

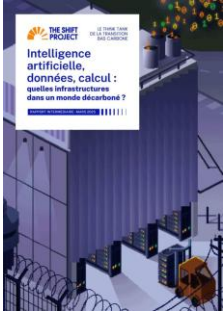
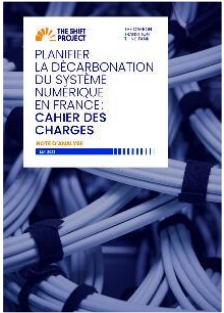


Some achievements

For the past four years, we have

- **Supporting international groups** from start to finish, from developing their CSR strategy and launching their transformation to publishing their DPEF, and now assisting them with **CSRD**, in **partnership with auditors** to ensure compliance upstream.
- We have carried out 'starter' missions on CSR, climate change and eco-responsible digital technology for **SMEs and mid-cap** companies, consisting of a short period of time spent raising awareness, measuring, defining ambitions and drawing up an **action plan**.
- Raised **awareness among senior management**, boards of directors and employees in various ways, including conferences, creative workshops and games, and **trained operational teams** on sustainability issues with a focus on eco-responsible digital technology.
- Developed **proprietary ESG indices for sector-specific** CSR assessments and internal CSR performance measurements.

Contributions to collective works on digital technology by our expert



PROPOSITION DE FEUILLE DE ROUTE DE DÉCARBONATION DE LA FILIÈRE NUMÉRIQUE

Article 301 de la loi « Climat et Résilience »

REMARQUE LIMINAIRE : La feuille de route rassemble des propositions d'actions en faveur de la décarbonation du secteur du numérique qui reflètent la diversité des points de vue des acteurs consultés. L'objectif de la consultation n'est pas d'atteindre le consensus mais d'identifier l'ensemble des leviers de décarbonation. Les décideurs pourront ainsi sélectionner parmi les leviers identifiés les mesures les plus pertinentes pour atteindre les objectifs fixés.

L'article 301 de la loi du 22 août 2021 dite « loi Climat et Résilience » dispose que, pour chaque secteur fortement émetteur de gaz à effet de serre, une feuille de route est établie conjointement par les représentants des filières économiques, le gouvernement et les représentants des collectivités territoriales pour les secteurs dans lesquels ils exercent une compétence.

Le numérique ne constitue pas un secteur au sens de la Stratégie Nationale Bas Carbone, la SNBC. Toutefois, ses émissions de GES ont fait l'objet d'études récentes soulignant leur importance et leur forte

dynamique, nécessitant leur prise en compte par les pouvoirs publics à travers l'élaboration d'une feuille de route de décarbonation.

La première étape des travaux de la feuille de décarbonation du numérique a démarré fin 2022, et s'est traduite par une première proposition de feuille de route élaborée par les acteurs de la filière et adressée aux pouvoirs publics dans le cadre de la planification écologique. Cette proposition contribuera à l'élaboration d'un objectif d'évolution de l'empreinte carbone du numérique et d'un plan d'action associé dans le cadre de la prochaine SNBC.

Logos: GOUVERNEMENT, FRANCE NATION VERTUEUSE, Cigref, ERICSSON, FEDERATION FRANÇAISE DES TELECOMS, FRANCE DÉCARBONATION, InfraNum, NOKIA, EUM.

Boavizta

TOGAF® Series Guide



Environmentally Sustainable Information Systems

Are the CO2 emission reductions promised by cloud providers realistic

THE Open GROUP



Together, which area would you like us to invest in?

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Environmentally Responsible Digital Technology

You want to **align the IT department's strategy** with the **environmental objectives of CSR**.

