

Your CSR partner

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**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 11**



# We need a Planet

Context & Challenges

Our convictions

Our approach

## Climate strategy

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



# Context & Challenges: The European Green Deal is a game changer

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The brand-new European sustainability reporting directive remains just as demanding on the transparency criteria of your climate strategy. So do your investors, customers and partners.

## **No more tolerated approximation**

Coordinating climate action first requires harmonising and ensuring the reliability of calculation methods for measuring its impact, which will be audited in the same way as your financial statements.

## **Ambitious trajectories**

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The quality of the measurement must enable you to identify all the reduction levers across your entire value chain in order to achieve targets in line with the '+1.5°C' trajectories set out by country and sector.

## **A global approach**

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Managing impact reduction is part of a comprehensive policy that must also address the physical and transition risks – as well as potential opportunities – to which your business model is exposed.

**And you? What is your trajectory?**



# Our convictions: 5 key success factors

## Align key sponsors

- Develop dedicated awareness plans, from the Board of Directors to operational staff, including middle managers
- Identify risks and opportunities through financial assessments

## Experiment, adapt, communicate

- Gradually implement policies and processes as soon as they are designed, continuously adapting
- Establish reliable metrics to monitor the impact of the transformation
- Achieve and promote successes to fuel momentum

## Changing mindsets and capabilities

- Raise awareness among all staff to increase acceptance of and adherence to plans.
- Identify ambassadors within the organisation and leverage their commitment to spread the transformation.
- Strengthen the skills of key stakeholders in relation to their roles and responsibilities and aim for autonomy.
- Integrate climate issues into all governance mechanisms.

## Adopting a systemic approach

- Conduct an in-depth analysis of your ecosystem and potential scenarios to identify all impacts, risks and opportunities.
- Include the entire value chain, from marketing to suppliers, in your action plans.
- Define a path forward based on local operational challenges, sector trends and national commitments.
- Pay particular attention to the information system and the impacts of the digitalisation of business models

## Relying on international standards

- Build your strategy based on TCFD (\*) guidelines
- Assess risks and opportunities using an approach based on official scenarios (IPCC, NGFS, WWF, etc.)
- Provide a carbon footprint that complies with official standards (ISO 14064, GHG Protocol, Bilan Carbone ©).
- Develop a low-carbon strategy based on the SBTi's NetZero framework (\*\*)
- Publish in accordance with the requirements of various standards (BEGES, CDP, ESRS)



# Our approach

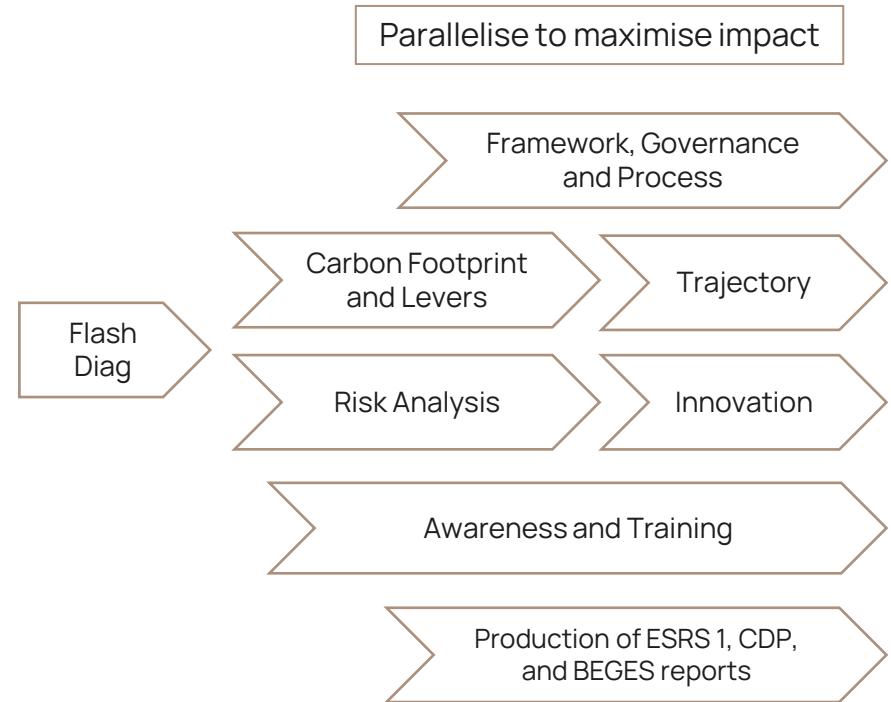
## Objectives

- Assess climate **risks, impacts and opportunities**
- Conduct a **carbon assessment** and develop a **roadmap** based on **reduction levers** validated by the business and operations
- **Structure and deploy a framework** and governance system to manage and assess the impact of action plans
- **Raise awareness** of the initiative among all stakeholders
- **Train** operational staff on topics such as climate risks, carbon assessment, eco-responsible digital technology, eco-design,...

## Delivrables

- **Awareness sessions** (COMEX, CODIR, middle management) and **operational and regulatory training** courses
- **Carbon footprint assessment**, trajectory and publication
- **Risk analysis and action plans**
- **Design Thinking** for new opportunities
- **Design and implementation** of data architecture
- **Support for changes in governance** and business processes
- Support for **BEGES, CSRD – ESRS 1 and CDP** (Carbon Disclosure Project) reporting

## Approach



# Examples of deliverables: Carbon Footprint Assessment and Transition Plan

The purpose of a carbon assessment is to provide the information needed to take action and commit to targets that are both ambitious and achievable.

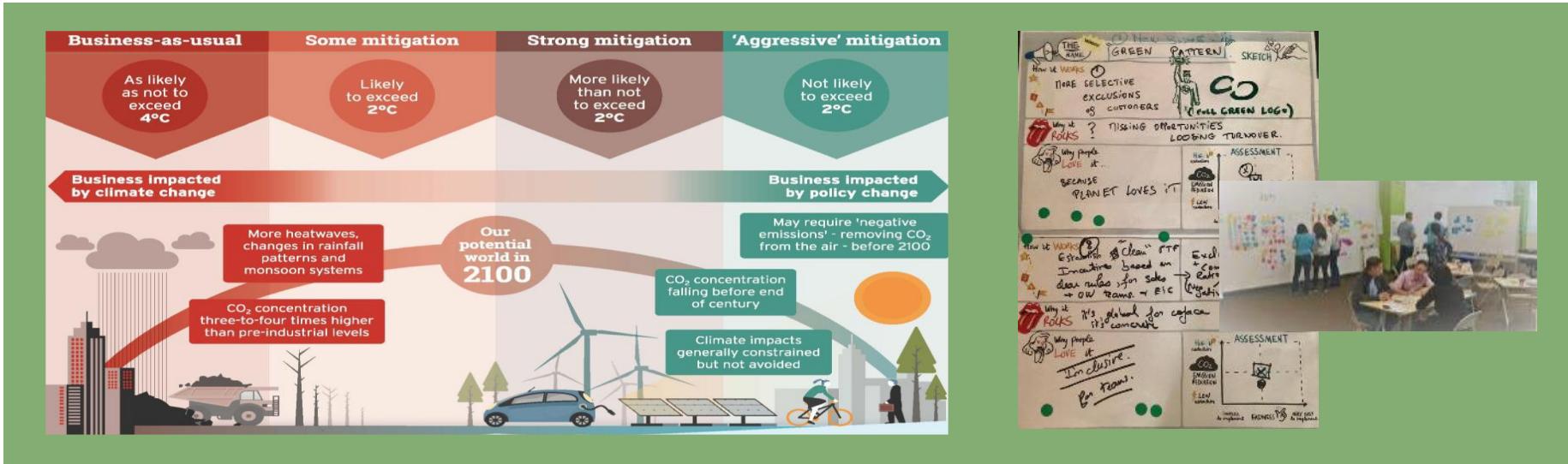
- We approach the assessment from both a financial (income statement) and operational (upstream-internal-downstream value chain) perspective to ensure the study is comprehensive and consistent.
- Beyond regulatory assessments, we offer operational analytical assessments and involve all functions and sites in the construction of trajectories aligned with standards (SBTi).
- We take into account the most recent economic decarbonisation scenarios and energy studies to construct long-term trajectories.



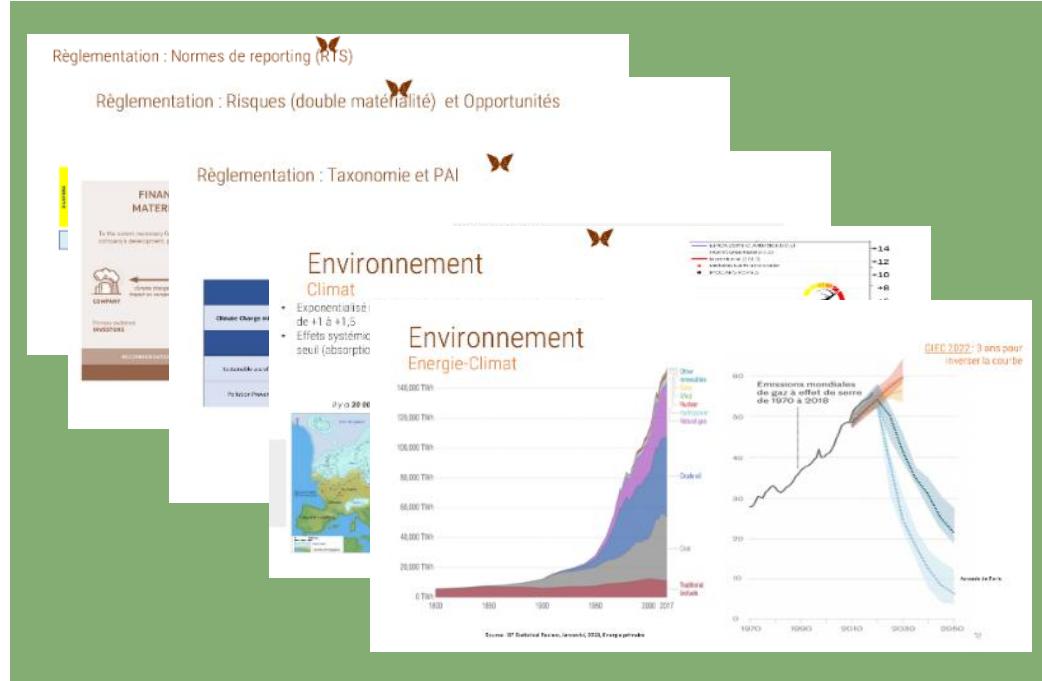
# Examples of deliverables: Climate scenarios at the heart of risk and opportunity analysis

As recommended by the TCFD and CSRD, the Climate Strategy must be informed by a systemic approach to risk and opportunity analysis based on different transition scenarios.

- For example, one scenario in the context of strong global mitigation dynamics, in order to assess transition risks and associated plans; another in the context of a 'business as usual' situation to explore physical risks and adaptation measures.
- Risk management must be complemented by forward-looking analyses of business opportunities, for example through design thinking workshops to imagine new business models by harnessing the creativity of employees.



# Examples of deliverables: Climate training to deepen analysis and embed action plans



We offer to support the development of new specific CSR skills for stakeholders most exposed to these issues.

We can design and deliver a tailor-made action learning programme for a specific working group (Risk, IT, Business), which aims to:

- Support the convergence of financial and non-financial concerns
- Promote ownership and anchoring of commitment
- Support strategic thinking on 'risks and opportunities'
- Be autonomous on climate issues

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# 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 ?

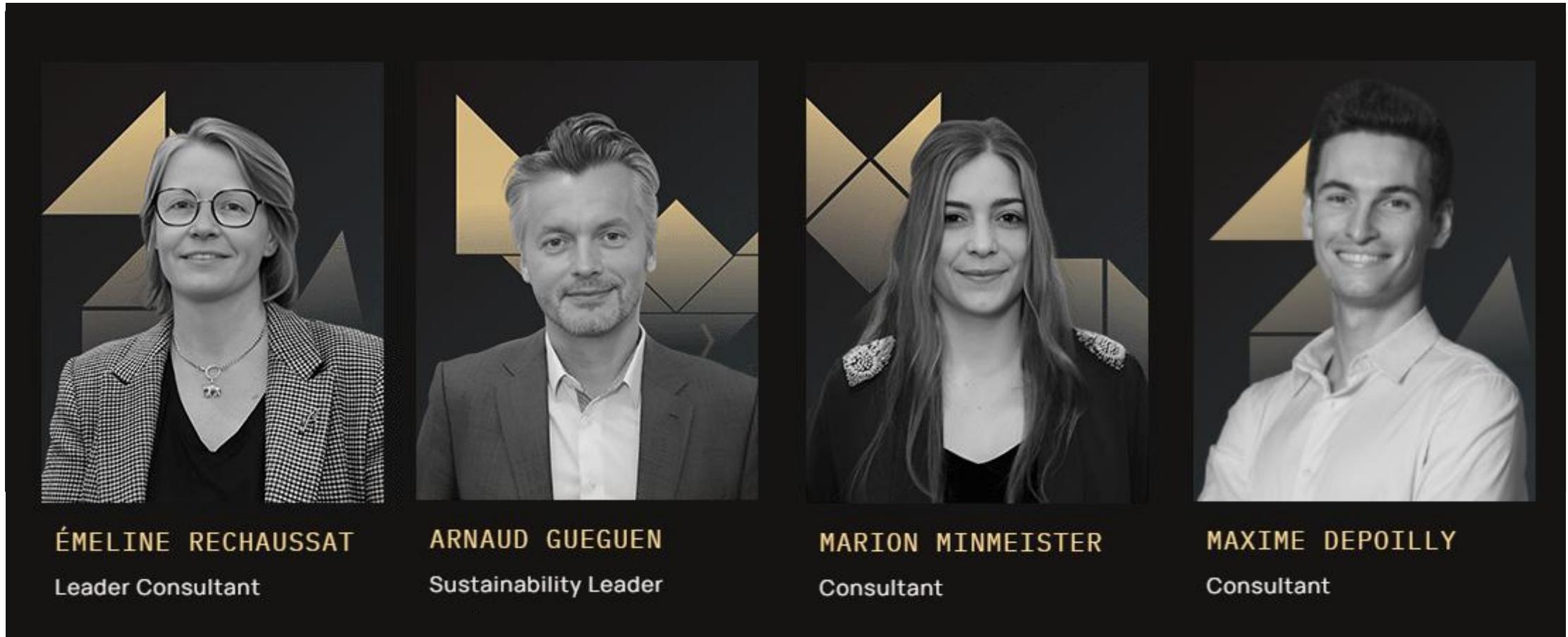
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## Our support approach is collaborative and agile.

- 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.



CAISSE  
D'EPARGNE



SAINT-GOBAIN



VIEL & Cie



acolad.

SQUIREL by SNCF

KINGÉROP  
Inventons demain

BOURSE DIRECT

## Contributions to collective works on digital technology by our expert



Boavizta



Are the CO2 emission reductions promised by cloud providers realistic



TOGAF® Series Guide

Environmentally Sustainable Information Systems

THE Open GROUP



### 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 contribution n'est pas d'atteindre le taux de réduction visé, 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 dit *« 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 route du secteur du numérique a débuté 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.



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

## CSR Strategy

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

## Climate Strategy

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

## Environmentally Responsible Digital Technology

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

