Useful on purpose

Making Sweep sustainable

SUSTAINABILITY REPORT 2025

SWEEP

PUBLISHED JUNE 2026

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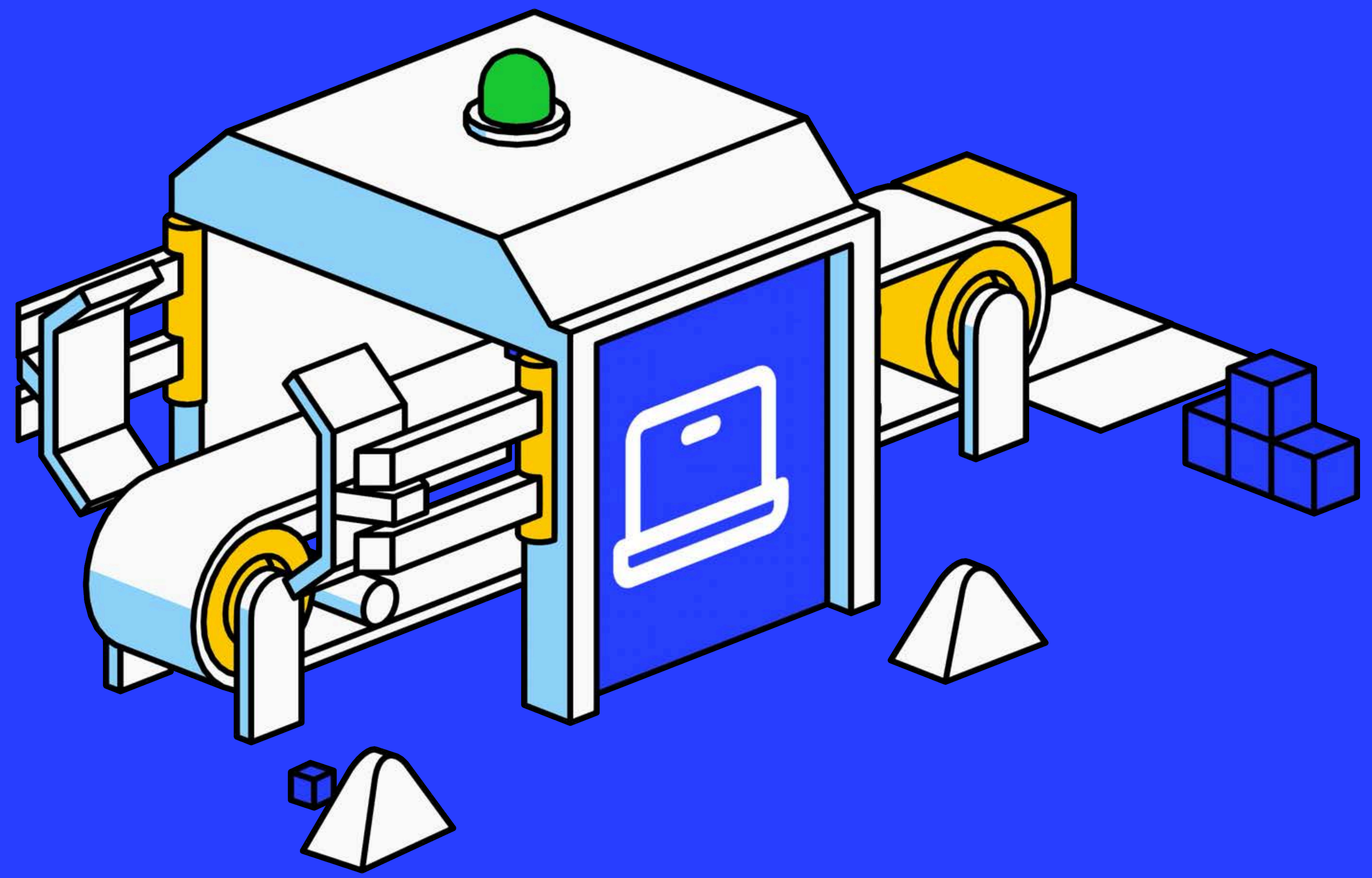

Editorial: Why this report, and why now

A word from our co-founders

Five years ago, we wrote our mission into our bylaws. Not as a slogan, but as a legal commitment, overseen by an independent committee and verified by an external auditor. This first sustainability report extends that commitment. In a single document, it brings together what we measure, what we are succeeding at, and what remains to be done.

2025 was a turning point for climate action: it grew up. The era of empty pledges is over. We are now asked to prove impact, to align climate and business, and to show that decarbonization and longevity must go hand in hand. That is exactly our path.

Our conviction holds in three sentences: others need us to succeed in their transition. We must be strong to maximize our positive impact. We are in the service of a better world, one where the most competitive companies are also the most virtuous.

The most virtuous economic model should be the one that wins. That's how you build economic sovereignty. And our political systems depend on it.

Editorial: Why this report, and why now

Our role is contribution. Sweep is a contributor to a decarbonized world, aligned with global net zero, and just. Reducing will not be enough: we must also develop climate solutions and finance the transition, without leaving anyone behind. That is precisely what our platform enables hundreds of companies to do, and the purpose of the Climate Contribution Framework we co-created.

This report is deliberately transparent: it shows our results, but also our tensions and blind spots, the share of clients moving from targets to action, data quality as we grow, and our own footprint rising with our activity. Naming them is already the first step to addressing them.

Co-founders

Rachel Delacour
Cofounder & CEO

Raphaël Güller
Cofounder & CPO

Yannick Chaze
Cofounder & CTO

Sweep in three figures

1.15 billion tCO2e
under management on the platform, close to 2% of global emissions.

+87.3%
monthly active users in one year, from 6,350 users/month on average in 2024 to 11,892 users/month in 2025.

20 million tCO2e
of potential reductions carried by the 2,191 initiatives created in Sweep.

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Sweep at a glance

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Sweep at a glance

Who we are

Sweep is a sustainability intelligence platform: we turn our clients' carbon and ESG data into intelligence they can act on across reporting, operations and decisions. Our model is 100% SaaS, built by a team of carbon, ESG, data and AI experts.

- **Hundreds of clients** and their many thousands of suppliers.
- **$100M raised,** managed with rigor for sustainable growth.
- **Analyst recognition:** leader in Verdantix Smart Innovators 2025 and the IDC MarketScape for Sustainability Management Platforms 2025.
- **An international presence:** four offices worldwide and clients across five continents.

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Sweep at a glance

Our materiality: why this report focuses on climate and people

Our double materiality analysis identifies climate as our central topic. It distinguishes two lenses:

- **Impact materiality:** the effect of our own operations on the environment and society. On the environment: our carbon footprint (purchasing, travel) and the energy and water tied to our digital, IT and AI use (chapters 3 and 4). On the social side: our people and their working conditions (chapter 5).
- **Financial materiality:** our business depends on demand for climate transparency (regulation, investors, markets). The credibility of leading by example is a commercial asset.
- **Governance topics:** ethics, data security and responsible AI complete our priority topics (chapters 4 and 5).

The positive impact of our product, the decarbonization Sweep makes possible for its clients, does not fall under impact materiality in the strict sense: it is captured in our impacts, risks and opportunities (IROs) and developed in chapter 2, the heart of our contribution.

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Sweep at a glance

Materiality matrix

1

Sweep at a glance

Our reporting scope

Entity: Sweep SAS

Period: financial year 2025 (1 January to 31 December 2025), with 2021-2025 history for emissions.

Frameworks:

GHG Protocol and Bilan Carbone® (carbon accounting), SBTi (targets), ATP-Col / WBA 2024 (transition plan), CSRD/ESRS as a voluntary reference, Climate Contribution Framework (contribution), B Corp, mission-driven company (Société à Mission).

Reporting standard:

this report has been prepared with reference to the GRI Standards for the period 1 January to 31 December 2025. A GRI content index is provided in the appendix.

Assurance:

mission execution verified by an independent third party (OTI); carbon data measured in-house on the Sweep platform. Independent assurance of the ESG data is planned, which would enable full GRI in-accordance reporting.

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Our contribution to a net zero and just world

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Our contribution to a net zero and just world

Our greatest contribution to the climate challenge is not reducing our own footprint: it is the impact our platform makes possible for our clients.

This chapter measures that contribution with method, and acknowledges the limits of the exercise.

This is the heart of our second statutory objective: supporting companies' contribution to global net zero. We do not stop at measuring emissions: we help companies actively contribute to a net-zero-aligned world, and do so in a socially just way.

For a just transition

The transition to net zero will only last if it is just. A decarbonization that widened inequality or came at the expense of the most vulnerable would not hold. Sweep carries this requirement on two levels: by giving every company, large or less mature, the same tools to act (democratizing climate data and AI), and by developing the Climate Contribution Framework to measure contribution beyond footprint alone, tailored to each sector and to companies' differentiated means, so each actor is recognized for its fair share in the transition.

Every year, since its creation, Sweep has supported every year since its creation projects whose primary aim is to improve the conditions of the populations most affected by climate change, and yet least responsible for it.

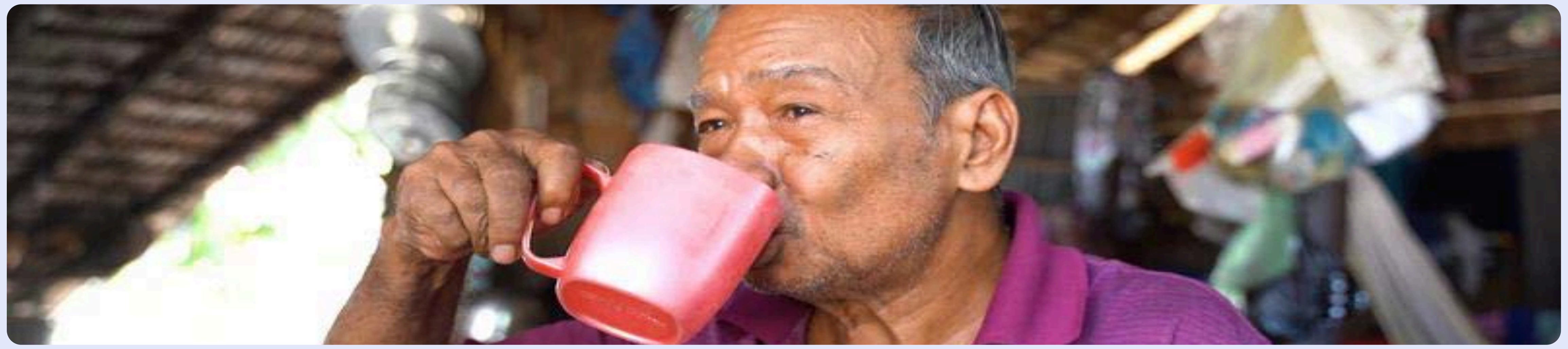

Photo: "Cleaner, Safer Water in Cambodia" project, Hydrologic Social Enterprise / Gold Standard Marketplace

2

Our contribution to a net zero and just world

2.1 Our systemic role

Every euro of Sweep's growth funds infrastructure that helps hundreds of companies, and their value chains, measure, steer and reduce their emissions. This is the leverage of transition enablers: our indirect impact dwarfs our direct footprint.

1.15 Bn tCO_2e under management, ≈ 2% of global emissions	11,892 monthly active users in 2025 (+87% vs 2024)	2,191 decarbonization initiatives created (+580% vs 2023)

The gap is staggering: our direct footprint is measured in hundreds of tonnes of CO_2e (chapter 3), while the emissions our platform helps steer and reduce are measured in the millions. That is what an enabler is: the more Sweep is used, the greater this leverage.

Our revenue and spending are aligned with our mission

100% green revenue. Every product and service Sweep sells exists to help companies measure, reduce or contribute to the decarbonization of the economy. Our entire revenue is therefore green revenue, directly tied to our mission.

By mission objective, our revenue breaks down (as a share of total revenue) into:

- **Reduction and transition plans (Objective 2): ~79%, the large majority of our activity.**
- **Sustainability reporting (CSRD, ESG, GRI, ISSB, financed emissions): ~13%.**
- **Reliable Scope 3 measurement (Objective 1): ~7%.**
- **Climate contribution (Objective 3): ~1%.**

Spending aligned with the mission. Around 58% of our expenditure is directly tied to our mission objectives (excluding most general and administrative costs), including R&D on our climate and ESG products, our internal carbon fund and the Sweep Forever program.

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Our contribution to a net zero and just world

Sweep co-founded the Climate Contribution Framework

Today, climate action is assessed almost solely on reducing one's own footprint. This ignores two essential levers of contribution to net zero: scaling climate solutions and financing the transition. To fill this gap, Sweep co-created the Climate Contribution Framework (CCF) with Mirova Research Center, I Care by Bearing Point and Winrock International, launched at COP30 in November 2025 with a reference white paper. Today, the CCF is being adopted by major, pioneering companies to guide and prioritize their climate strategy.

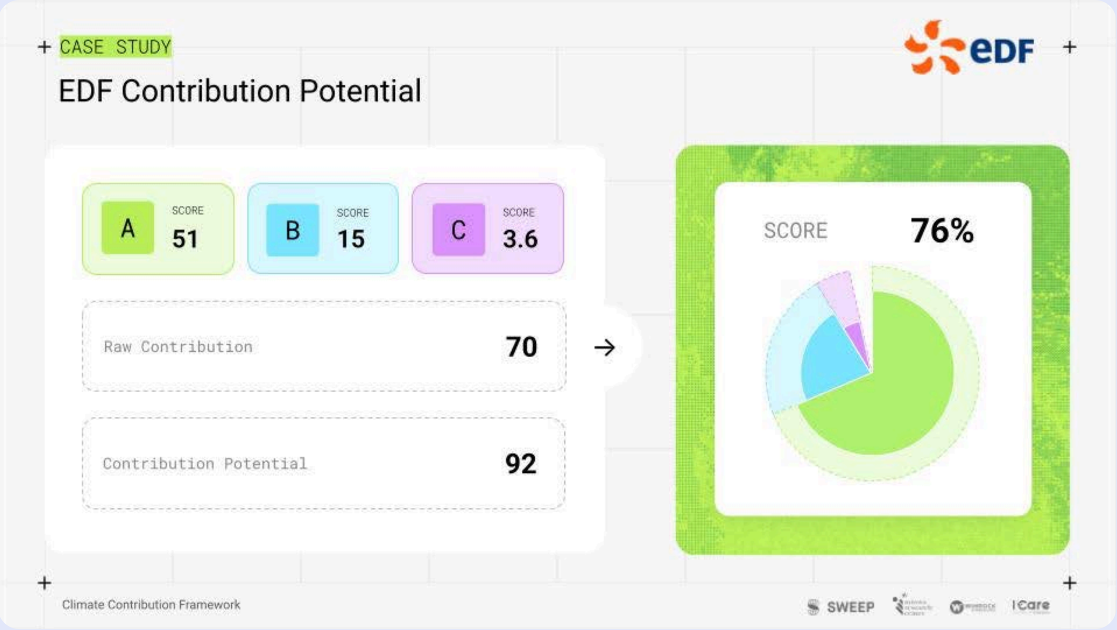
It measures a company's contribution across three non-substitutable pillars:

(A) minimizing its own footprint,

(B) scaling climate solutions, and

(C) financing beyond value chain.

For Sweep, the dominant lever is climate solutions: the emissions our platform helps our clients avoid and reduce (this chapter).



No contribution score is published for Sweep at this stage: the sector weightings required to compute a CCF score for SaaS companies are not yet available. The three pillars never offset one another; emissions avoided at our clients are never deducted from our own footprint.

Going further:
www.climatecontributionframework.org

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Our contribution to a net zero and just world

2.2 What the platform made possible in 2025

- **81% of our clients** created at least one reduction target
- **2,191 decarbonization initiatives** created in active scenarios, a potential estimated at 20 million $tCO2e$, the equivalent of 5% of France's emissions.
- **Growing adoption of the Supply Chain module,** with more than 236,000 suppliers that can be engaged on the platform.
- **80.5% of measurements based on physical data,** data quality as a precondition for action.
- **Measuring positive contribution:** clients can account for negative emissions (removals) and avoided emissions, a still-young but growing capability that takes them beyond footprint alone.

Transparency on our tensions

The last mile of decarbonization. Setting a target is one thing; acting is another. The large majority of our clients have set a reduction target; a smaller but growing share have launched concrete initiatives, and fewer still have completed them. Closing this gap between intention and action is the central challenge of our mission.

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Our contribution to a net zero and just world

2.3 Proof of impact

Beyond aggregate figures, our impact is best seen client by client: enterprise groups cascading a group target across dozens of sites, retailers engaging their supply chain, and financial institutions measuring their financed emissions. Detailed, named case studies will feature in our public report.

2.4 Sweep as a commons for carbon data

High-quality carbon data is a commons: it underpins the reliability of regulatory reporting (CSRD), the comparability of trajectories and the confidence of investors.

Data depth without equivalent

- **More than 1.87 million emission factors** referenced on the platform,
- **Including more than 1.5 million supplier-specific factors,** an order of magnitude beyond what competing platforms offer.

This granularity raises the measurement standard for the whole ecosystem: the more precise the data, the more targeted the action.

We also contribute to open standards: Climate Dividends (founding member) and Climate Contribution Framework (co-initiator). Sweep is a member of AFNOR and actively contributed to the development of ISO 14060 (net zero aligned organizations), which defines the framework for aligning companies with global net zero.

2

Our contribution to a net zero and just world

2.5 Our contribution to the Sustainable Development Goals

Our activity contributes directly to several UN Sustainable Development Goals (SDGs):

Climate action

the core of our mission, through measuring and reducing emissions at scale.

Responsible consumption and production

value-chain engagement and Scope 3 management, PCF module, emissions factors library.

Partnerships for the goals

Climate Contribution Framework, Climate Dividends, ISO14060, Activation Group 23 of UNFCCC Action Agenda.

3

Our climate transition plan

3

Our climate transition plan

This chapter follows the structure of the ATP-Col framework (Assessing low-Carbon Transition, World Benchmarking Alliance, 2024), which recognizes enablers, providers of climate solutions, as a specific category: for these players, carbon intensity takes precedence over absolute emissions, because their growth serves the decarbonization of the economy.

3.1 Positioning and ambition

Our ambition: grow to maximize our contribution while decoupling that growth from our own footprint. Concretely: SBTi-validated targets, a carbon intensity target, an internal carbon price and decarbonization levers focused on our main emission sources.

This transition plan does not stop at reducing our carbon intensity: it aims at our contribution to net zero, assessed against the three CCF pillars. We apply to ourselves the framework we offer our clients.

3

Our climate transition plan

Our CCF Self-assessment: Top 3 actions

Reviewed against our own Climate Contribution Framework, we prioritize three actions to make Sweep an exemplary contributor:

1. Better measure, and verify, our avoided emissions: objectify the climate impact made possible by the platform, with a robust, auditable method.
2. Keep our revenue and spending aligned with the mission: 100% green revenue today with a method we will continue to document and refine.
3. Reduce our carbon intensity by 20% by 2027 and strengthen our contribution plan : reducing our own footprint and financing the transition.

3.2 Our carbon footprint 2021–2025

We have measured our footprint every year since our creation, using the Bilan Carbone® methodology and the GHG Protocol, on a full Scope 3. Owning neither vehicles nor offices, Sweep has nil Scope 1 and Scope 2 emissions; our offices are leased and supplied with low-carbon electricity.

Year	Scope 1 (tCO2e)	Scope 2 (tCO2e)	Scope 3 (tCO2e)	Total (tCO2e)
2021	0	0	30.5	30.5
2022	0	0	179.9	179.9
2023	0	0	301.1	301.1
2024	0	0	459.1	459.1
2025	0	0	732.6	732.6

Reading. Our absolute emissions grow with our activity (headcount, purchasing, travel): this is expected for a scale-up. The two largest 2025 categories are purchased goods and services (413 tCO2e) and business travel (255 tCO2e). A breakdown by category is in the appendix.

3

Our climate transition plan

How reliable is this footprint?

We are transparent about the quality of our measurement. Each emission is calculated either from activity data (physical units such as kWh or km, more precise) or from spend data (monetary factors, less precise).

≈ **44% activity-based:** business travel, energy, commuting and our AI life-cycle assessment.

≈ **56% spend-based:** mainly purchased goods and services, which carry higher uncertainty.

Estimated overall uncertainty: on the order of ±20%, driven mainly by the spend-based share. We are lowering it by engaging suppliers for primary data through our own Supply Chain module (chapter 5).

Carbon intensity, our steering indicator

Why intensity? As an enabler, our growth is a lever for decarbonizing the economy: every new client is a company better equipped to cut its emissions. Steering by absolute emissions alone would penalize that impact. Our compass is therefore carbon intensity: emitting less and less per unit of activity as we grow.

- **Our indicator:** intensity per employee (tCO_2e per FTE), the most meaningful unit for a software company, without disclosing any economic data.
- **Our target:** reduce our carbon intensity by 20% by 2027 (vs 2024).

We do not publish economic intensity (per euro of revenue), as it would allow sensitive business data to be reconstructed. We will publish intensity per employee each year, using the same method, to make the decoupling verifiable.

3.3 Our targets

- SBTi-approved targets (June 2025): Sweep has committed to keeping its Scope 1 and Scope 2 emissions at zero.
- Intensity target: −20% carbon intensity by 2027 (vs 2024).
- Horizon: alignment with the forthcoming ISO 14060 standard from 2027.

We help write the rules of net zero

Sweep does not merely aim for the forthcoming ISO 14060 standard (net zero aligned organizations): we take part in its development, as a member of AFNOR and as official reviewer of the French version for stakeholder consultation. Contributing to the standards we will apply tomorrow is another way of serving our mission.

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Our climate transition plan

3.4 Our decarbonization levers

Lever	Source targeted	Status
Responsible purchasing policy (carbon criteria in supplier selection)	Purchasing (413 tCO_2e, 56% of total)	In deployment
Travel policy: rail-first, carbon budget per team	Business travel (255 tCO_2e, 35%)	In deployment
Optimizing our AI and cloud footprint (chapter 4)	Purchasing, hosting and compute	Ongoing
Soft mobility and remote work	Commuting (54 tCO_2e)	Ongoing

3.5 Financing our transition

Our activity is our transition: 100% of our revenue is green revenue and around 58% of our spending is directly aligned with our mission objectives. On top of this, we dedicate specific funds to our own footprint and contribution:

Internal carbon fund fed by our internal carbon price (below), financing supported climate projects and philanthropy.

Green-IT investments and internal climate training across the company.

Our internal carbon price

We apply an internal carbon price to every tonne emitted: €30/tCO_2e for Scopes 1 and 2 and carbon emissions from travel, and €10/tCO_2e for the rest of our scope 3 emissions. The funds generated finance climate projects on a “here and there” logic: an agroforestry project in France and an energy-efficiency project in Cambodia. This mechanism internalizes the cost of our emissions without claiming to “offset” them: it adds to our reduction efforts, it does not replace them.

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Our climate transition plan

3.6 Our engagement strategy

- **Clients:** supporting the move from measurement to action, the core of our mission.
- **Peers and ecosystem:** Climate Dividends (founding member), CCF with Mirova, I Care and Winrock, and participation in industry working groups.
- **Standards & public arena:** participation in AFNOR / ISO 14060 work and in the debate on contribution accounting.

3.7 Our environmental policies

Beyond our targets, we formalize policies that govern the environmental impact of our operations. As a software company, our direct footprint comes mainly from purchasing, equipment and travel. Our offices are leased and supplied with low-carbon electricity (hence nil or negligible Scope 2). Our policies therefore focus on energy, digital and waste.

ISO 14001 certified

Sweep is ISO 14001 certified: our environmental management system is externally audited, ensuring our environmental policies are structured, monitored and continuously improved.

Energy & climate

- Commitment to mitigating climate change by improving the energy efficiency of our operations and favoring renewable energy.
- **Lighting:** low-consumption equipment and optimized use of natural light in our offices.
- **HVAC:** energy-efficient systems and settings.
- **Annual carbon footprint:** measuring and steering our footprint (full Scopes 1, 2 and 3) since 2020, on our own platform.

Responsible digital (IT & devices)

- **IT & energy strategy:** reducing the consumption of our infrastructure (virtualization, efficient hosting and hardware choices), linked to optimizing our AI footprint.
- **Equipment life cycle:** a computer inventory and replacement policy governs purchasing, extending useful life, refurbishment and internal reuse of IT equipment to reduce electronic waste.

Waste & resources

- **Reducing waste at source:** reuse and refurbishment of equipment, lower paper consumption.
- Selective sorting and appropriate recycling streams in our offices.
- Raising team awareness of energy sobriety and sorting (see also internal carbon culture).

3.8 Climate governance

Governance of this transition plan (roles of the Board, management and mission committee, review cadence) is consolidated in chapter 5 to avoid redundancy.

4

AI & sustainability

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AI & sustainability

AI is at the heart of our platform, and our contribution. It handles the volume and complexity of sustainability data so teams can focus on analysis, risk and action.

But AI has a real environmental cost. Our stance: use AI not everywhere because it is available, but where it measurably strengthens quality, consistency and scale. This is the principle of targeted AI.

Targeted ai, in one sentence

> "We don't use AI everywhere in Sweep, only where it measurably improves accuracy, consistency and scale. Repetitive, rules-driven tasks are automated; interpretation and decision-making stay with people. That separation is essential for audit-ready sustainability data."

Yannick Chaze
Cofounder & CTO

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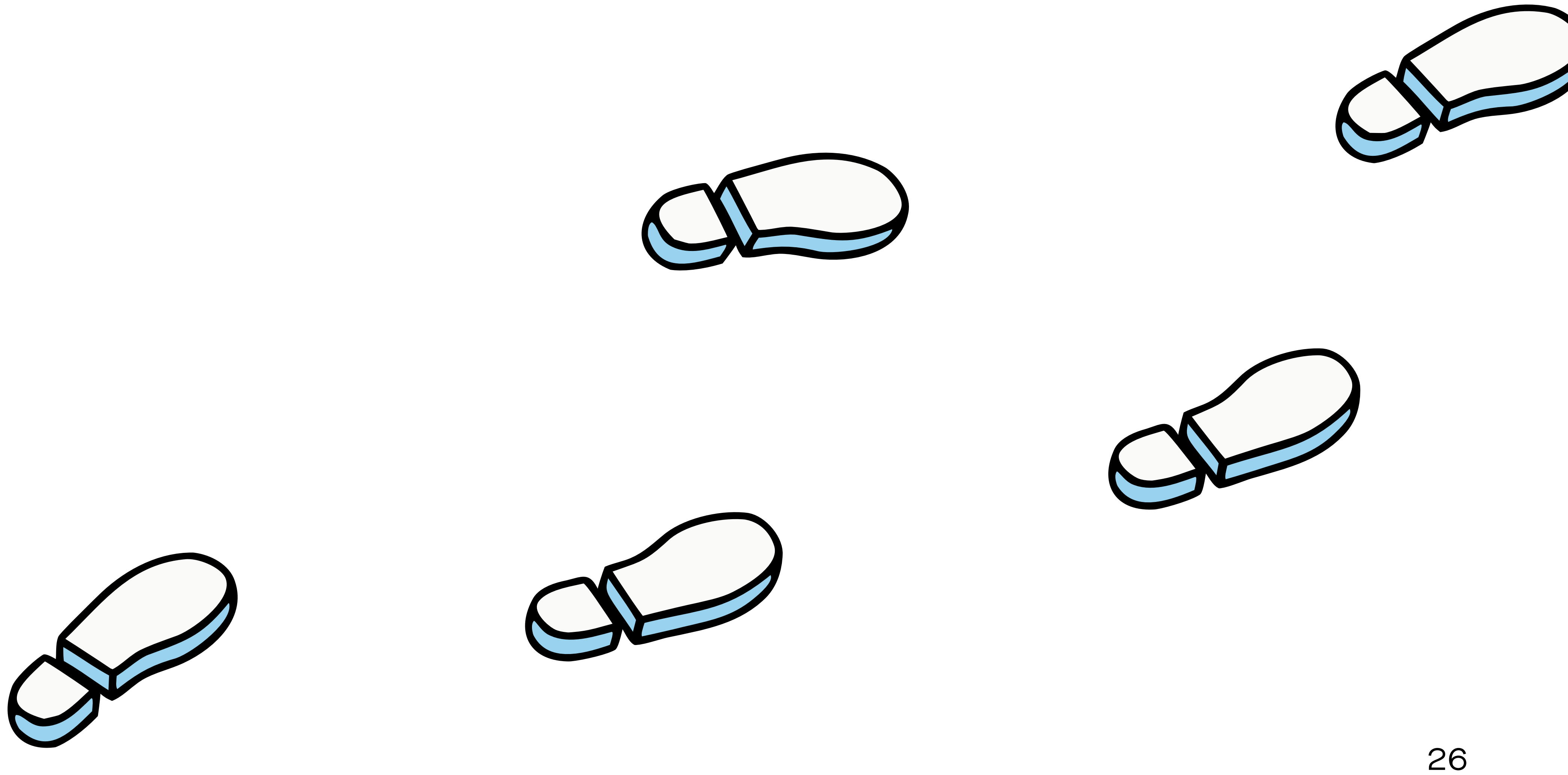
AI & sustainability

4.1 The footprint of AI: real, without caricature

The debate on AI's energy use swings between extremes. On one side, researchers such as Mahmut Kandemir (Penn State) warn that data centers used 4.4% of U.S. electricity in 2023, a share that could triple by 2028, with high water demand and rapid hardware turnover. On the other, analysts such as Hannah Ritchie, drawing on the International Energy Agency, note that data centers currently account for around 1-2% of global electricity, and that efficiency gains have long contained that growth.

Both readings converge: AI's footprint is real and rising, and the true constraint is not algorithmic but physical, the capacity to deliver the energy and water required. This is what our CTO calls the "physical wall of AI." The risk is not panic but complacency. What matters most is how we design, deploy and govern AI from here.



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AI & sustainability

In the creation of this section, we used Claude Cowork to assist in text creation and refinement.

We affirm that all AI-generated content underwent thorough vetting, editing, and curation by the human co-authors.

The final document accurately reflects our understanding, expertise, and intended meaning.

While AI tools were instrumental in the writing process, we maintain full responsibility for the content, its accuracy, and its presentation.

This disclosure is made in the spirit of transparency and to acknowledge the evolving role of AI in content creation and other intellectual work and consistent with our own Transparency Principle: we disclose AI involvement in deliverables and processes where AI materially shaped the work.

4.2 How our AI accelerates sustainability

Sustainability is first a data problem: organizations must collect, reconcile and report information across thousands of activities, suppliers and business units, using systems never designed for it. Three challenges compound: fragmented, heterogeneous data sources (ERPs, procurement, spreadsheets, supplier portals); rising regulatory pressure (CSRD, California SB-253) demanding granular, audit-ready data across Scopes 1-3; and the shift from annual to continuous reporting.

AI does not replace sustainability expertise: it amplifies it. It takes on the “plumbing” of data so teams can focus on strategy, governance and decarbonization. Concretely, our agents act where human work is slow, tedious or error-prone: ingesting and classifying large volumes, cleaning and mapping decentralized data, spotting anomalies, and supporting scenario and risk analysis.

Launched in 2024, **Sweepy**, our conversational agent, helps users collect, qualify and analyze their ESG data. It is being rolled out to all clients, targeting 100% by the end of 2026. Three specialized agents complete the set: Builder (data structuring), Analyst (analysis and dashboards) and Writer (regulatory drafting support, notably CSRD).

- **Measured impact:** on average 180 hours saved per client per year on data collection, tens of thousands of hours returned to climate action across our client base.
- **Quality:** Sweepy helps keep more than 80% of measurements based on physical data, despite the arrival of less mature clients.
- **Democratization:** 11,892 monthly active users, well beyond sustainability teams alone.

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AI & sustainability

4.3 Our responsible AI: guiding principles

As AI becomes embedded in the tools that collect and analyze carbon and ESG data, it creates new responsibilities. The same principles govern how we build Sweepy and how every Sweeper uses AI in their own work.

Human Oversight Principle. Keep humans at the center. Transparency about how outputs are produced, human review steps for important decisions, documentation of assumptions and model boundaries, and the ability to correct or override a suggestion. Internally, this is operationalized through the Human-in-the-Loop Decision Map in progress: it classifies how much a given AI use actually shapes a decision, and sets the matching review requirement for that level, team by team. All important decisions must be validated by a human.

Proportionality Principle. Use AI only where it strengthens the workflow. Cleaning and standardizing data, detecting gaps and anomalies, mapping to reporting formats, exploring scenarios: high-volume, rules-based tasks. Strategic decisions, interpretation and prioritization stay human-led. Internally, we are building a framework to estimate the AI "cost of a task", so every team can judge where AI is the right tool and where a simple search or judgment serves better.

Responsibility & Transparency Principle. Build for transparency, auditability and trust. Sustainability data feeds financial and regulatory disclosures: our AI features are explainable, repeatable, with traceable data lineage, and aligned with reporting and assurance standards. Internally, every Sweeper remains fully responsible for reviewing, validating and taking accountability for any AI-assisted work before using or sharing it, and we ask everyone to disclose when AI tools were used in deliverables and processes where AI materially shaped the work.

4

AI & sustainability

Our security and compliance guardrails

Certified security: ISO/ IEC 27001:2022 and SOC 2 Type II.

Zero training on client data: our clients' data is never used to train models.

Compliance: GDPR and EU AI Act.

Internal guardrails: our AI guiding principles are embedded in our Code of Conduct, binding for every Sweeper

AI Steering Committee: a cross-functional leadership team oversees our AI policy and its enforcement

4.4 Sweep in practice: we measure our AI's footprint

We apply to ourselves the rigor we offer our clients. Sweep conducted a Life Cycle Assessment (LCA) of its platform, using ADEME's Product Category Rule for cloud services and covering its cloud infrastructure (Amazon Web Services and Snowflake). Two metrics emerged:

0.00015 kg CO2e
per measurement (Sweep platform use)

0.013 kg CO2e
per credit (Sweepy AI use)

What this changes

- Clients can now account for Sweep in their own value-chain emissions (under "purchased software").
- The Sweepy credit metric helps understand the environmental cost of an AI-assisted workflow and benchmark it against other tools.
- The study provides a documented, repeatable baseline, a commitment to measure our own footprint with the same rigor we offer clients.
- Primary reduction lever identified: infrastructure configuration choices (cloud region, service selection, query optimization).
- Transparency commitment: we will broaden the scope of this LCA and open it to third-party review to strengthen its credibility.

4

AI & sustainability

In 2025, we measured how Sweepers use AI internally:

5.56 tCO2e Dust, our internal AI assistant, calculated from per-model usage data multiplied by Ecologits emission factors	19.38 tCO2e other AI-related purchases	3.4% share of Sweep's total 2025 footprint attributable to internal AI use

Note: This is a first, partial picture: usage data from some providers was not yet available, so the figure will be refined as coverage improves. A first version of our internal AI Footprint dashboard is now live in 2026, giving us quarterly visibility by tool

4.5 Toward leaner AI

Competitive advantage will go to organizations that apply AI intentionally: purpose-built tools, with human judgment at the center.

Having reached high adoption of AI across the company, we are now shifting from driving adoption to driving effective use: training employees, analyzing where AI genuinely pays off, and closely monitoring the ROI of our AI usage in an iterative loop. It is not about using more AI, but using it wisely, and proving it

5

People & Social: caring for people

5

People & Social: caring for people

Our mission rests on the people who carry it. “Forever company”: we want to last, and that starts with caring for our teams. This chapter covers our people, equality and inclusion, development, wellbeing, ethics and responsible procurement.

5.1 Our teams

Sweep brings together more than a hundred Sweepers, experts in carbon, ESG, data and AI. Diversity is in our DNA: **more than 21 nationalities** across several countries, France (majority), the United Kingdom, the United States, Spain, Denmark and Germany, with a significant share of remote work. Our working conditions follow the Syntec collective agreement.

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People & Social: caring for people

5.2 Equality, diversity & inclusion

Inclusion is a condition of a just transition, starting at home. We train our teams in diversity and in managing multicultural teams, and we celebrate our nationalities throughout the year.

Gender equality index: 86/100

2025 score: 86/100 (published February 2026). Breakdown of indicators:

- Pay gap: 31/40 (a 7.2% gap in favor of men).
- Individual pay-rise gap: 35/35 (in favor of women).
- Pay rises on return from maternity leave: 15/15 (100%).
- Gender balance among the 10 highest earners: 5/10 (2 women).

5.3 Training & development

Upskilling is continuous. In 2025, we delivered 5,177 hours of training, around 31 hours per person. Programs combine mandatory modules (anti-harassment, diversity & inclusion, code of conduct, data protection), feedback and review rituals ("Loop Reviews"), an "AI at Sweep" curriculum and a product onboarding path ("How to Dust"). Every Sweeper builds their own career plan ("Build your Career Plan").

5

People & Social: caring for people

5.4 Wellbeing & engagement: the Sweep Forever program

Sweep Forever is our internal corporate social responsibility program, run by volunteers. It is built around five chapters: environmental action, wellness, events and cultural celebration, training, and community involvement (philanthropy and local impact). On wellbeing: a "Mental Health Week" (workshops, speakers), three Sweepers trained as Mental Health First Aiders, ergonomic furniture, a hybrid working framework and a right to disconnect.

Sweep forever, 2025 in numbers

+12
events over the year

21
nationalities celebrated

50
participants in sports events

+€4,000
donated to charities (including CARE, Dignité International and Fondation Terre Solidaire)

+12,000 km
covered by Sweepers

100%
inclusion commitment and participation

5

People & Social

5.5 Ethics & compliance

Our rules are written, shared and trained. Our Code of Conduct is mandatory reading and subject to annual training, alongside anti-corruption, harassment-prevention and data-protection modules. These commitments are stewarded by the Forever Team (“Business Ethics” chapter), which defines policies, oversees reports of misconduct and ensures the annual mandatory training.

5.6 Sustainable procurement

Procurement is where our values meet our value chain. As a software company, purchased goods and services are our single largest emission source (56% of our footprint), so sustainable procurement is both an environmental and a social lever, and one where we apply our own product. We are building our approach around an internal Sustainable Procurement Policy, complemented by clear environmental, social and ethical expectations for our suppliers.

Sustainable Procurement Policy (internal commitment)

Qualitative objective: Sweep commits to managing the risks of adverse environmental and social impacts across its supply chain, and to selecting suppliers that demonstrate strong ESG practices, alongside conventional criteria of price, quality and reliability. Because our spend is concentrated in cloud and IT services, professional services and travel, we focus our efforts where they matter most.

5

People & Social

Our sustainable procurement targets

- Train 90% of employees involved in purchasing decisions on supply-chain environmental and social issues by 2027 (baseline 2025).
- Reduce the carbon intensity of purchased goods and services by 20% by 2027 (baseline 2024), consistent with our company-wide intensity target.
- Integrate ESG criteria into 100% of new strategic supplier selections (cloud, IT, professional services) by 2027.
- Prioritize cloud providers and regions committed to renewable energy and science-based targets.

Supplier requirements

We expect our suppliers to align with the principles of our internal Code of Conduct: business ethics and anti-corruption, respect for human rights and labor standards, data protection and information security (consistent with our ISO/IEC 27001 and SOC 2 commitments, zero training on client data, GDPR), and environmental responsibility. We plan to formalize these expectations in a dedicated Supplier Code of Conduct.

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People & Social

5.7 Mission governance

Our ESG strategy is documented and accessible to all, around three pillars: exemplarity (carbon footprint, transition plan, internal carbon price), credibility (B Corp 107, CDP B, EcoVadis Bronze, SBTi targets approved) and engagement (mission-driven company status, Forever program).

Independent dual oversight

The mission committee, separate from the company's governing bodies and including at least one employee, oversees the execution of the mission (article L.210-10 of the French Commercial Code) and presents an annual report attached to the management report.

An evolution in 2026. The committee was previously composed of Nicolas Reboud (chair), Élisabeth Laville (Utopies), Ana Busto and Vanessa Laubin (ADEME), whom Sweep warmly thanks for their invaluable help over these five years of structuring our mission.

The new committee: Carine de Boissezon (CSO, EDF), chair, Thomas Breuzard (Norsys, B Lab, Mouvement Impact France), with Corentine Piette and Renaud Bettin as Mission Managers.

An independent third-party body (OTI) verifies the execution of the mission; its opinion is attached to the 2026 mission report.

6

Our commitments & progress

6 Our commitments & progress

6 · Our commitments & progress

We believe in external assessments: they objectify our progress and hold us to account. Here is where we stand, without embellishment, including where we aim higher.

Commitment	2025 status	Result	Next step
SBTi	Targets approved (June 2025, SME route)	Science-based targets validated: keep Scopes 1 & 2 at zero	Periodic review; ISO 14060 alignment targeted for 2027
CDP	Disclosed (2024 cycle)	Score B, Climate	Goal: A in 2026
EcoVadis	Assessed	Bronze medal	Goal: Silver in 2026
B Corp	Recertified 2024	Score 107 (top 10% worldwide), 84 in 2021	Maintain > 100; new B Corp standard
Mission-driven company	Mission verified by the OTI	2026 mission report published, opinion attached	Next verification cycle
Climate Contribution Framework	Co-initiator (with Mirova, I Care, Winrock)	Framework launched at COP30 2025 + white paper	1,000 pilot companies assessed by 2027
Climate Dividends	Founding member	4 boards, 4 technical committees in 2024–2025	Continued work
AFNOR / ISO 14060	Member, contributor	Contribution to the forthcoming net-zero standard	Alignment targeted for 2027

2026–2027 horizon

- CDP A and EcoVadis Silver in 2026.
- Carbon intensity: −20% vs 2024 by 2027.
- 2 billion tCO_2e under management and 50% of clients having started an initiative by end 2027.
- 1,000 companies assessed via the CCF by 2027.

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Appendices & methodology

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Appendices & methodology

A. Emissions by category (Scope 3, tCO_2e)

Category (GHG Protocol) in tCO_2e	2024	2025
3.1 Purchased goods and services	293.6	412.9
3.5 Waste generated in operations	2.28	2.7
3.6 Business travel	105.12	255.4
3.7 Employee commuting	45.57	54.4
3.8 Upstream leased assets	4.94	7.2
3.11 Use of sold products	0.03	0.03
Total	**459.1**	**732.6**

Categories not relevant to our activity: 3.2 capital goods (not reported in 2025), 3.3 fuel and energy, 3.4/3.9 upstream/downstream transport, 3.10 processing of sold products, 3.12 end-of-life, 3.13 downstream leased assets, 3.14 franchises, 3.15 investments.

B. Energy, water & waste (2025)

Our offices are leased (consumption accounted for under Scope 3 “upstream leased assets”). The figures below correspond to the share attributed to Sweep, prorated by occupancy.

Indicator	Montpellier	Paris	London	Total
Electricity (kWh)	2,314	20,738	≈ 6,717	≈ 29,770
Water (m^3)	—	≈ 72	≈ 15	≈ 87
Non-hazardous waste (kg)	≈ 686	—	≈ 3	≈ 2,189
Hazardous waste	0	0	0	0

Source: Sweep internal tracking (energy, water, waste 2025). Offices supplied with low-carbon electricity. Some values are estimated.

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Appendices & methodology

C. Methodology, data quality and uncertainty

Footprint measured in Sweep using the GHG Protocol and Bilan Carbone®, full Scope 3. Emission factors drawn from recognized databases (e.g. ADEME Base Empreinte) and supplier-specific factors where available.

Data quality

Around 44% of our footprint is calculated from activity data (physical units: kWh, km, and our AI life-cycle assessment) and around 56% from spend data (monetary factors), the latter concentrated in purchased goods and services. Spend-based factors carry materially higher uncertainty than activity-based ones.

Uncertainty

We estimate the overall uncertainty of our 2025 footprint at approximately ±20%, driven mainly by the spend-based share. We are reducing it over time by engaging suppliers for primary (activity-based) data through our Supply Chain module.

D. CCF methodology, pillar B (climate solutions)

The measurement of emissions whose reduction is facilitated by the platform follows the Climate Contribution Framework white paper (scope, attribution rules, assumptions and limits). Detailed methodology will be published alongside the public report.

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Appendices & methodology

E. Methodological limits we acknowledge

- The ‘20 Mt CO_2e potential’ aggregates initiatives created by our clients, not all yet implemented: it is a potential, not a result.
- Tracking of actual reductions depends on clients keeping their initiative statuses up to date.
- Avoided emissions (CCF pillar ②) rely on counterfactual scenarios, inherently uncertain; they are never deducted from our own footprint.

F. Mission objectives tracking

Detailed tracking of the three statutory objectives (operational objectives, actions, KPIs, results at 31 December 2025) is maintained in our mission tracking matrix and summarized in the 2026 mission report, to which the OTI verification opinion is attached.

G. GRI content index

Statement of use: Sweep has reported the information cited in this index with reference to the GRI Standards for the period 1 January to 31 December 2025. GRI 1 used: GRI 1 Foundation 2021.

GRI Standard / Disclosure	Reported in
GRI 2 General disclosures (organization, governance, strategy)	Editorial, ch. 1, ch. 5.7
GRI 3 Material topics (double materiality)	Ch. 1 (materiality)
GRI 201 / green revenue alignment	Ch. 2 (revenue and spending aligned with the mission)
GRI 205 Anti-corruption	Ch. 5.5 (ethics & compliance)
GRI 302 Energy	Ch. 3.7; Appendix B
GRI 305 Emissions (Scopes 1-2-3, intensity)	Ch. 3.2-3.3; Appendix A, C
GRI 306 Waste	Ch. 3.7; Appendix B
GRI 308 / 414 Supplier environmental & social assessment	Ch. 5.6 (sustainable procurement)
GRI 401 Employment / 403 Health & safety	Ch. 5.1, 5.4
GRI 404 Training and education	Ch. 5.3
GRI 405 Diversity and equal opportunity	Ch. 5.2 (equality index)

This is a “with reference” index. Moving to full GRI in-accordance reporting requires covering all required disclosures for each material topic and obtaining independent third-party assurance, which is planned.

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H. Glossary

ATP-Col

Assessing low-Carbon Transition (WBA, 2024), a framework for evaluating transition plans

Avoided emissions

emissions that did not occur thanks to a product or service, measured against a reference scenario

Carbon intensity

emissions per unit of activity (employee, unit of revenue), the key indicator for enablers

CCF

Climate Contribution Framework, a framework for measuring companies' contribution to net zero (reduction + solutions + finance).

OTI

independent third-party body that verifies the execution of a mission-driven company's mission

SBTi

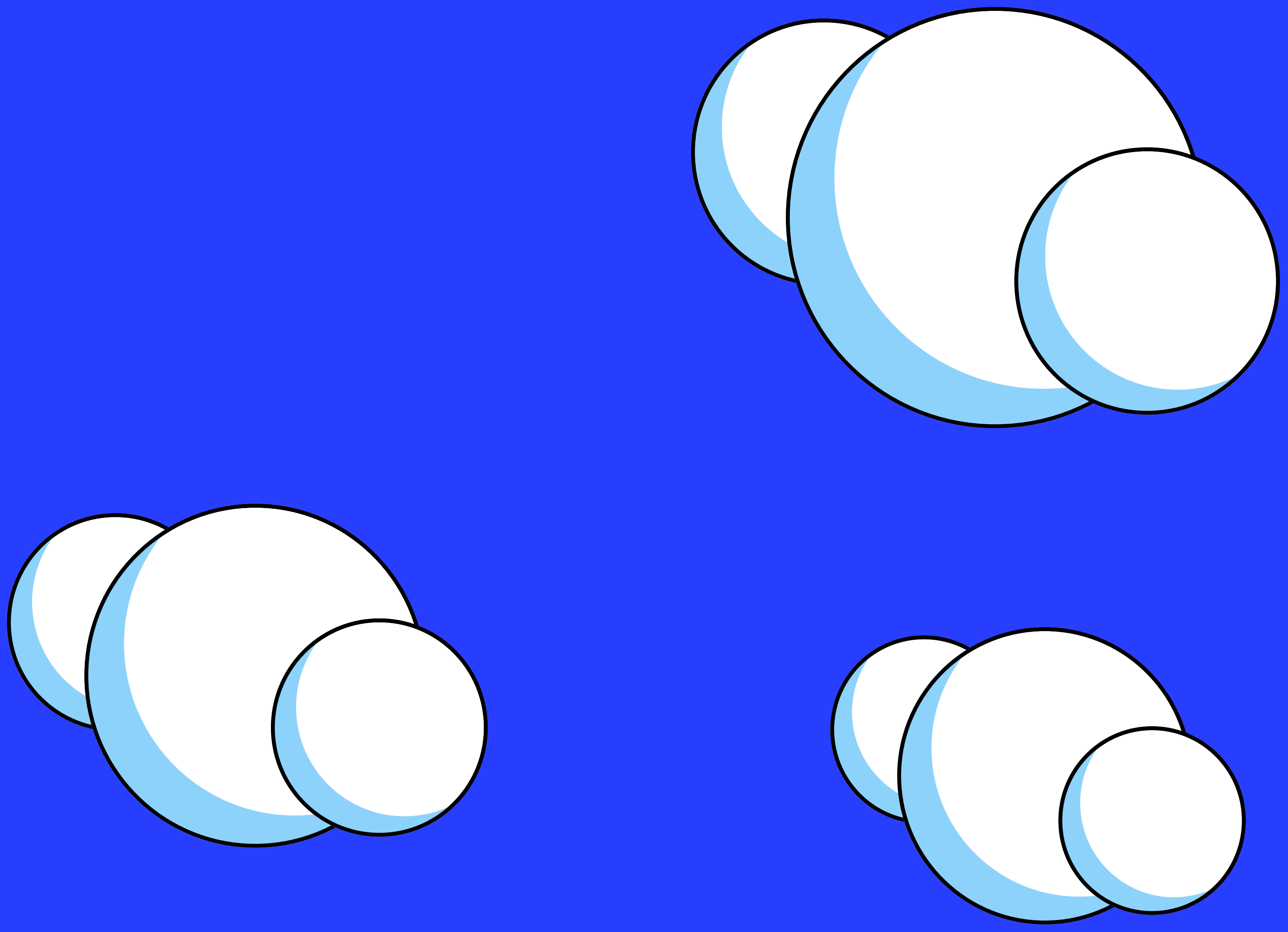
Science Based Targets initiative, which validates targets aligned with climate science

Scopes 1, 2, 3

direct emissions (1), emissions from purchased energy (2), and other indirect upstream/downstream emissions (3) under the GHG Protocol.

tCO2e

tonne of carbon dioxide equivalent, the common unit for greenhouse gases



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