



MEGA Sustainability Report 2024

Based on 2023 Data



MEGA
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MEGA's Corporate Social Responsibility commitment

MEGA International: a multicultural leading software company

MEGA International is a global SaaS software company headquartered in Paris, France, with offices in 10 countries. To guide organizations in their business transformation initiatives, the company develops leading software solutions for Enterprise Architecture, Business Process Analysis, Governance, Risk & Compliance, and Data Governance.

To support transformation, MEGA created a single SaaS platform that connects business, IT, data, and risk perspectives into a shared enterprise repository. By leveraging this single source of truth, organizations can understand their operating model, design sustainable transformation plans, and maintain control over their assets.

With 350 multicultural employees, MEGA provides software and supports more than 2000 customers in 52 countries especially in the financial industry, public sector, and energy.

About MEGA's CSR commitment

MEGA's commitment to corporate social responsibility (CSR) is rooted in a proactive stance, with the primary objective of actively reducing negative social and environmental impacts. To guide this approach, the company adopts the United Nations' Sustainable Development Goals (SDGs) compass as a framework. This helps shape the CSR strategy, engage stakeholders, and map out a progressive trajectory.

In the year 2023, MEGA has pinpointed specific SDGs as top priorities, including Quality education (4), Gender equality (5), Decent work and economic growth, Innovation and infrastructure (9), Responsible production and consumption (12), and Climate action (13). This reflects MEGA's dedication to addressing critical global challenges through targeted initiatives.

From the environmental point of view, MEGA conducts an annual assessment of its 3-scope carbon footprint to measure and monitor its impact. This process involves identifying improvement opportunities and developing action plans to support sustainable development. It necessitates a reconsideration and renovation of habits, methods, and tools throughout the organization, addressing visible aspects such as facilities, logistics, physical waste, water, travel, and commutes, as well as less-visible aspects like digital impacts.

As a player in the digital ecosystem, the primary contributor to MEGA's carbon footprint is from digital. This led MEGA to adopt a Sustainable IT approach, resulting in obtaining the Sustainable IT Label in 2023 granted by the Institute of Sustainable IT (ISIT). With a double digital responsibility and a corresponding double lever for progress, the company actively measures and reduces its negative environmental impact across operations (via Green IT), software and services (through eco-design).

From a social and societal perspective, MEGA is committed to a sustainable HR strategy grounded in human rights and people empowerment principles. This commitment is reflected in the creation of a responsible

employee experience, spanning from the talent hiring and onboarding phases to the offboarding phase, encompassing career development ambitions, well-being at work, diversity, and inclusion initiatives.

As part of the well-being at work program implemented at MEGA (with options like telework and flexible offices), the company also encourages employees to participate in civic activities. It grants them a day of work time each year to volunteer for causes they care about.

MEGA also organizes awareness-raising activities such as implementing the “Climate Fresk” workshops, and the “Digital Cleanup Day” to better understand climate change and physical impacts from digital activities, and to collectively find feasible solutions to reduce impacts.

ENVIRONMENT: Facing major challenges

Environmental impact is factored into MEGA's decision-making, applying the following values and long-term goals:

- **Demonstrate the Lean philosophy fundamentals** through MEGA's activities: identify and address needs and focus on what adds value. This also means chasing waste and inefficiency in a continuous, Plan-Do-Check-Act improvement cycle, for process improvement in MEGA's value streams,
- **Foster ecological awareness and behaviors** as a part of the company culture, identity, and purpose,
- **Reduce the impact of the employee work environment**, information system, products, and services, throughout their lifecycle,
- **Apply a Zero waste approach** about consumption (5Rs): Refuse, Reduce, Reuse, Recycle, Rot).
- **Raise expectations for suppliers and partners** regarding their environmental performance, while positively influencing competitors, clients, prospects, and individuals

Carbon footprint analysis – GHG emissions

Since 2020, MEGA has been evaluating its carbon footprint for France and Corporate yearly (which represents over half of the worldwide employees), covering scopes 1, 2, and 3. These are publicly available in the repository of ADEME, the French Agency for Ecological Transition. Starting with the 3-scope carbon footprint for the year 2023, MEGA completely covers all offices and activities worldwide, serving as the baseline as MEGA moves forward.

The 3-scope assessments apply methodology in line with the international Greenhouse Gas (GHG) Corporate Accounting and Reporting Standard. It follows carbon accounting rules, converting activity data (energy consumption in kWh, distance traveled in kilometers, expenses, etc.) into equivalent tons of CO₂. The Carbo application facilitates its measurement, though the process goes beyond the tool, with data collection and tracking throughout the year, to ensure consistent considerations for assessments. Driven by the Sustainability committee, the General Services and Facilities notably support it, and IT departments for key operational data collection. Upon each exercise, MEGA gains experience and improves the precision and quality of the analysis.

Transition plan

Based on the 2022 exercise, MEGA has already identified the following reduction actions to continue minimizing its carbon footprint:

- on scopes 1 and 2, migrating the car fleet to electric vehicles, changing energy providers for greener energy, optimizing occupied office space,
- on scope 3, moderating purchased goods and services where possible.

As expected for its sector, the largest portion of MEGA's impact is in the scope 3 upstream, for purchased goods and services (notably digital). These measures have been a driver for MEGA's pursuit of corporate digital responsibility and resulted in an audit by the French Institute for Sustainable IT (ISIT/INR) to be recognized for the actions carried out in terms of sustainable IT.

MEGA's sustainable IT approach to reduce its environmental impact

In 2022, MEGA began the process to earn the "Sustainable IT Label" from the Institute for Sustainable IT (INR/ISIT), operated by the LUCIE agency. MEGA achieved the Sustainable IT Label level 1 in July 2023 and is committed to a two-year action plan for further improvement. This is not limited to the IT department and software R&D, but also includes marketing and services. MEGA publicly displays its commitment to a Sustainable IT approach, as a signatory of the "Sustainable IT Charter" from the Institute for Sustainable IT (ISIT/INR).

MEGA's strengths recognized by the labeling committee:

- Configuration in the economic mode of equipment and VMs
- Eco-gestures and good digital practices (welcome booklet)
- Upkeep, maintenance, and repair policy for IT equipment
- Data Collection Policy (DPO) and GDPR issues (employee awareness)
- Backing up, storing, and deleting data with regular security audits
- Training and support on the use of HOPEX
- Simple and accessible website (EcoIndex and Kastor)

Commitment to develop initiatives with an iterative approach:

- Deploying Sustainable IT in the overall company strategy,
- Raising employee awareness of Sustainable IT with a training plan,
- Requesting a Sustainable IT commitment from suppliers (label, reparability index, reconditioned, channels, lifespan, etc.),
- Inventorying software solutions and applications, including volume of users, scope, purposes, licenses, open source, eco-design, internal/external development, hosting, criticality of personal data, updates, etc.,
- Describing eco-design principles (e.g. accessibility rate),
- Evaluating hosting service providers' practices: energy efficiency, water footprint, carbon footprint, and cooling methods.

This ongoing program involves MEGA's integration, formalization, and deployment of responsible digital as a part of IT policies, embedded in strategy. Actions underway include more clearly showcasing and promoting responsible digital skills, tools, and knowledge as a company, but also through commercial offers, allowing to get internal and external stakeholders on board.

These elements are reflected in MEGA's "IT Charter Policy for Secure and Responsible Information System Use" and cover both eco-design efforts and green IT commitments.

Eco-design to reduce energy consumption

Regarding MEGA's products, eco-conception concerns not only agile DevOps operations and practices, but also the final product and the impact of its use. From the design phase, the MEGA HOPEX solution aims to focus on core needs, avoiding/removing unnecessary features. MEGA aims to minimize disk space usage, CPU usage, power requirements, data processing, and screen rendering. To assure these considerations, an

eco-responsible validation step is a part of project review processes, as well as establishing an indicator of estimated impact for evolutions.

Over the last few years, the company has been overhauling the software's architecture (multi-session & multi-instance, optimization of resources and performance, refresh-on-demand, serialization), applying green code practices ("Responsible Digital Design Collective" (CNumR) principles, lean "customer value orientation"), virtualizing machines, and relying as much as possible on the cloud. Also, MEGA started to analyze the customer usage through SaaS supervision logs. That information will be very important to understand the company's customer practices better and to improve performance, memory, and data management.

MEGA follows the EcoIndex score of the company website. This tool calculates performance and environmental footprint of the webpage. Though the MEGA webpage is very light 0,75 Mo, it is still too complex with 642 elements and carries too many queries (138). In 2023, MEGA also measured with a Kastor green tool, obtaining a score of 80/100 for eco-conception. These results influence website evolutions and improvements.

Green IT to drive sustainable and energy-efficient practices

MEGA adopts responsible life cycle management - extending lifespan as much as possible - for equipment (workstation, printing, telephony, consumables, etc.); software, applications, and remote services; infrastructures (networks, servers, data centers, etc.); and data. After reparation and reuse in function of defined profiles with requirements, MEGA donates to associations equipment for repurposing, or to organizations for appropriate recycling.

Superfluous IT usage is reduced with virtual machines' auto-extinction, data (and machine) backup and destruction policies, as well as project offboarding processes. Screens and machines timeout for automatic sleep at programmed times and when unused and are only turned back on manually by users.

When it comes to suppliers, MEGA is a Microsoft partner, notably for Azure services, providing us steering information and capacities for ideal efficiency and optimization on cloud usage. Microsoft does not publish the Power Usage Effectiveness (PUE) of each data center, but MEGA follows the average PUE per geographical location of servers, which are principally in Europe (PUE 1.185). As per MEGA's Sustainable Purchasing and Supplier Policy, MEGA selects more ecological equipment based on energy performance and durability, trusting labels such as EnergyStar, TCO, and EPEAT Gold.

Digital pollution is reduced by correctly using MS 365 tools and collaborative features, avoiding emails, and attachments, while each department has chased regular unnecessary email alerts. The annual Digital Cleanup Day (in March) is a key moment to clean up data collectively and individually, and address electronic equipment, but more importantly, raise awareness to instill best practices, reduce overconsumption of electronic products, and avoid digital waste accumulation.

Sustainable practices in offices: promoting sobriety to reduce environmental impact

● Energy consumption

MEGA has been able to reduce this consumption with sober thermostat settings during work hours vs nights and weekends, associated with communication to employees for their understanding. Starting in 2023, energy indicators include consumption for all offices worldwide.

Since 2019, MEGA's headquarters has been equipped with a new heating and air conditioning system that utilizes reversible air treatment and a heat pump, reducing energy consumption. MEGA has changed incandescent light bulbs to LEDs to waste less energy through generated heat, and for pass-through areas set-up motion-based or timed light auto-extinction.

Reminders for best eco-friendly practices (heating, lights and electronics extinction when unneeded, taking the stairs vs the elevator...), are posted in the shared working areas and instructed in the teleworking guide "How to Work Remotely".

● Water consumption

Water-saving aerators are installed in all sink faucets. MEGA's water consumption is reasonable, as it is only for use in restrooms, and for washing dish items in the employee break room.

● Waste and the Circular economy

As the best waste is the one that isn't created, MEGA provides plastic-free reusable cutlery, dishware, cups, and mugs to avoid disposable items, or the need thereof by employees. Water dispensers help avoid purchases of plastic water bottles.

On each building floor, generated waste is separated into paper, other recyclable packaging (aluminum, plastics), and non-recyclables. In addition to awareness from presentations, signage above the separate waste bins guides correct usage. Composting was experimented for a few months but had to be suspended due to local professional waste disposal rules and organization.

The IT department, with Facilities management, ensures end-of-life appropriate destruction for electronic waste and IT hardware, as well as specific items like ink cartridges, toners, batteries, and lightbulbs. MEGA works with a specialized cleaning and waste company "Nettoyage de A à Z", and the EcoCitoyen recycling company (Used paper to make sustainable development education notebooks for schoolchildren).

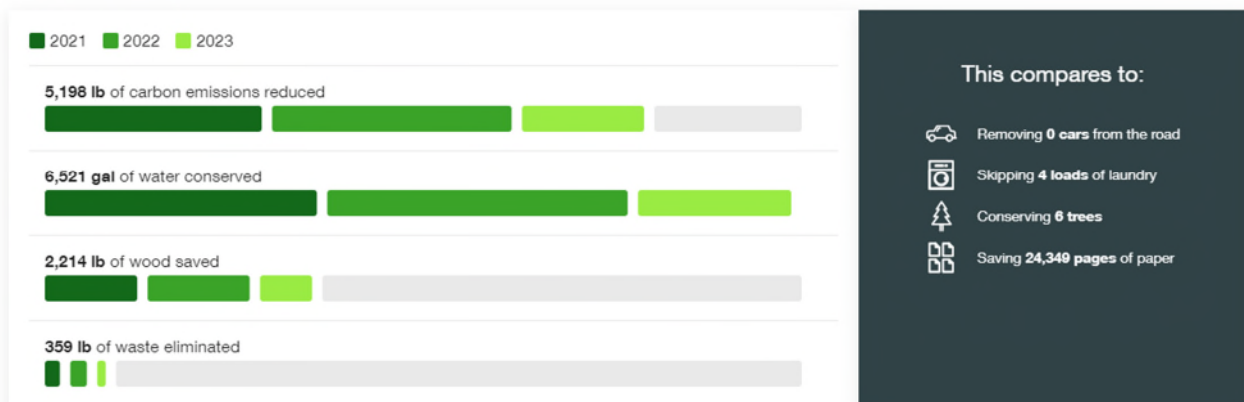
● Paperless office approach

MEGA has reduced the number of printers by half over the last three years. Printing relies on a badge-based pull system, associated to individuals, creating a responsibility for the person regarding their consumption, including the exception for color printing. Quantities are surveyed and capped using recycled paper to reduce superfluous printing and printer paper consumption.

MEGA digitalizes contractual paperwork. The "envelopes", notably contracts, treated with the electronic signature tool system, Docusign, avoid the environmental impact of paper production and distribution.

Extract from the system showing usage and environmental savings:

MEGA INTERNATIONAL's environmental savings



Mobility, commute, and travel

MEGA's travel policy encourages the use of public transport as opposed to cars or taxis, and trains over planes whenever possible. When travel is necessary for PreSales, MEGA limits the number of team members intervening. Though MEGA promotes distant work with prospects and clients, MEGA's travel strongly depends on the clients. Their physical location and security requirements regarding on-site work (often associated with highly sensitive data), are not deciding factors for accepting a contract. What is most important is only to travel when necessary, and to do so in the least impacting way possible.

Working from home, and co-working, in a hybrid working culture, reduces the impact of office commutes.

In the Paris offices, charging stations are available for eBikes and eCars, MEGA subsidizes employee public transport, and has begun converting cars in the fleet to electric and hybrid (57% of total owned vehicles in 2023).

Raising awareness on climate change and sustainability

MEGA carries out awareness-raising actions with their employees to inform them about the challenges of sustainable development and mobilize them around initiatives to raise awareness of the social and environmental impacts of its activities and work together to reduce them.

Digital Cleanup Day

Every year, the Digital Cleanup Day event takes place in March to help employees understand and reduce the environmental impact of their digital habits. In 2023, MEGA joined the global event for the first time, hosting a webinar on sustainable IT. Tips included reducing data storage, sending fewer emails, and being mindful of attachments. Employees were also encouraged to donate functional devices or recycle non-functional ones through a partnered organization.

● Climate Fresk

Since 2023, MEGA has set up workshops dedicated to raising awareness of climate change, called Climate Fresk. These collaborative workshops help understand the causes and consequences of global warming and the systemic nature of the phenomenon. This is what leads companies, for example, to calculate and reduce their carbon footprint.

● Reforestation

Since 2021, MEGA has committed to reforestation initiatives with Reforest'Action, a French B Corp-certified company, to contribute to the conservation of forests worldwide and preserving biodiversity. MEGA gives its employees the opportunity to contribute to this initiative by offering trees to plant in different regions. This not only raises awareness about environmental issues but also supports the development of sustainable societies. In 2023, 500 trees were planted in South Africa, Mexico, and Ivory Coast. Additionally, 1500 trees were planted in 2022 in Kuzuko, South Africa, and Palizada, Mexico.

Regarding contribution to global neutrality, MEGA participates in certified preservation projects in the most impacted areas: Brazil, Indonesia, and Cambodia (300 VCS carbon credits in 2023), plus a certified project in France in 2022 (100 Label Bas Carbone carbon credits).

As part of its commitment to sustainability, MEGA is forging ahead with a plan to minimize its environmental footprint, centered around the establishment of science-based targets.

Beyond raising awareness among its employees, MEGA extends its influence on its ecosystem of Enterprise Architecture and software development, emphasizing sustainable practices. MEGA is a member of the LUCIE community and actively contributes to discussions on sustainable development by participating in conferences (The OpenGroup, Digital 113) and authoring articles. The topics covered include eco-design and the pivotal role of enterprise architecture in fostering durable growth.

SOCIAL: Making MEGA's social practices a vector of well-being

MEGA recognizes its obligations to all its stakeholders, especially its employees, and conducts its operations lawfully, honorably, and ethically, per international human rights and labor laws standards. The company upholds and applies high ethical standards, guided by a human resources strategy rooted in the win-win principle:

- Nurturing a healthy, positive working environment
- Promoting cohesion by combating all forms of discrimination
- Facilitating work-life balance
- Paying attention to working conditions
- Investing in training
- Considering the individual needs of employees
- Introducing innovative working models
- Organizing moments of exchange and feedback

This focus on employees enables MEGA to enhance its attractiveness, retain talent, cultivate better social cohesion, anticipate market developments, and cultivate a high capacity for adaptation.

One of the main MEGA's priorities is to support its employees throughout their careers in the company by creating career paths.

Creating an open, stimulating, and inclusive employee journey

Empowering Journeys: onboarding and career growth

Upon the arrival of new recruits, MEGA ensures a personalized onboarding journey, aligning with everyone's career plan and potential mobility within the company.

Throughout the entire spectrum from onboarding to offboarding, MEGA strongly emphasizes the well-being and professional development of its employees. The MEGA HR team is dedicated to supporting employees throughout their experience at MEGA, collaboratively shaping their career paths.

The MEGA experience is characterized by regular milestones, enriching collaborations, and constructive exchanges contributing to a fulfilling professional journey.

MEGA's comprehensive onboarding program includes an eco-friendly welcome pack and access to MEGA University, offering an extensive eLearning training path on MEGA solutions.

MEGA actively encourages and values employee feedback, particularly initial impressions related to the onboarding process, integration, and positions. This commitment allows the company to enhance the employee experience and retain talents. Furthermore, MEGA conducts an annual talent review to identify growth opportunities.

Commitment to Skills Development and Mobility

MEGA is dedicated to fostering its employees' professional growth and career advancement by providing a structured pathway to identify opportunities within the organization. The commitment extends to ensuring that all job openings in France and subsidiaries are initially made available internally, emphasizing both professional and geographical mobility.

Numerous subsidiaries within MEGA offer employees the exciting prospect of envisioning an international career. The company has outlined best practices in its Mobility Charter to support and streamline this process. This charter serves as a guide, promoting transparency throughout the mobility process while preserving the cohesive spirit within teams. The key focus is on empowering the workforce to explore diverse career paths and embrace new personal and professional development challenges.

Enhance training and skill building

Innovation forms the core of MEGA's business. In an ever-evolving landscape of technologies and methodologies, training stands as a crucial element to ensure that employees' skills remain at the forefront. Annually, more than half of the company's workforce undergoes training, underscoring its commitment to continuous improvement.

The human resources department gathers employees' development aspirations through regular interviews, enabling us to tailor personalized training programs that facilitate their growth. Prioritizing the individual journey of each employee, MEGA offers bespoke courses that enable them to adapt and thrive in a dynamic professional environment.

The employees also have the opportunity to partake in in-house English courses. This initiative elevates their language proficiency and equips them with the skills to enhance oral presentations, refine work materials, and elevate their technical vocabulary. Investing in employee development fortifies the workforce and enables innovation and adaptability.

Proximity Management and Feedback Channels

As a multicultural and human-sized company that believes in local management, team spirit, and commitment, MEGA emphasizes the virtue of continuous follow-up and feedback for ongoing improvement.

The local management relies on several milestones, providing MEGA employees with opportunities to receive and share feedback actively, contributing to the construction of their career paths:

- **The “Nice to meet you”** in the recruitment phase: This toolkit is a part of the transparent recruitment process, making clear the steps, interviews, and a pre-onboarding meet-up with a future team member.
- **First steps Feedback** during the first months: To assess skills, implement ways of improvements and enable long-term collaboration.

- **The “MEGA is listening”** interview at the end of the onboarding phase: To identify areas for continuous improvement.
- **Performance Reviews:** To share noteworthy achievements, difficulties, and wishes for self-development in a constructive dialogue.
- **Career Review:** To design a career path for each one and encourage progression.

Additionally, MEGA values regular and direct communication with employees through webinars. Transparent communication is essential for building a positive relationship. These interactions come in the form of themed meetings:

- **MEGA Talks:** These internal webinars allow employees to share their experiences, passions, commitments, or discoveries, nurturing a sense of openness and connection beyond the professional sphere.
- **HR Live:** An opportunity to discuss relevant HR topics with the MEGA employees, providing a live exchange platform for queries and discussions.
- **CSR Live:** This session shares information on Corporate Social Responsibility (CSR) strategies and projects, promoting dialogue with internal stakeholders on sustainable development topics.
- **MEGA Global Updates:** Conducted quarterly, these updates offer all employees visibility into the company's results and activities, providing an overview of upcoming initiatives.

Providing a stimulating work environment and new working models

Fostering well-being at work

At MEGA, remote work has been part of the company's culture for many years, reflecting a fundamental aspect of its identity. Recognizing the evolving nature of work, the company has undertaken a comprehensive transformation of its workspaces, establishing a modernized and comfortable office environment to enhance the overall employee experience.

Several “new workplace” projects were implemented at MEGA - in Paris headquarters and its subsidiaries - to reimagine workspaces, boosting more collaborative, innovative, agile, and welcoming environments. It involved the creation of open workspaces to encourage interaction and provide enhanced flexibility to accommodate diverse needs. Another component of this transformation is the spacious and modular cafeteria, designed to serve as a space for exchanges, work, and relaxation.

Utilizing a project-oriented approach and fostering collaboration with managers in comfortable workspaces, the initiative seeks to promote synergies among team members. This adaptability in the work environment contributes to the well-being of MEGA employees.

More globally, to ensure the inclusion of employees with special needs, MEGA collaborates with the Occupational Health Service to establish adapted workspaces based on individual requirements. This includes implementing recommended equipment by doctors, such as tall modular desks for taller individuals, special mice, and pads for those with wrist fragilities, and customized screens for employees with visual impairments.

Facilitating work-life balance

MEGA believes in the advantages of a hybrid approach: interactive time and focused time, together and sometimes teleworking, allowing for synergy, creativity, and connection.

As it recognizes the significance of a flexible work environment that accommodates employees' diverse needs and responsibilities, the company is dedicated to promoting work-life balance. It offers flexible work arrangements, including telecommuting options, flexible hours, and alternative work schedules.

Under the MEGA Telecommuting Charter, employees can benefit from up to three teleworking days per week, reducing their weekly commuting times and easing a more balanced lifestyle. Teleworking arrangement benefits a significant 79% of participants, proving to be an asset for the overall quality of work life.

Complementary to the Charter, associated best practices for disconnecting underscore the importance of judiciously using digital tools to respect designated rest times and maintain equilibrium between personal and professional life.

MEGA's employee engagement for sustainability

In addition to webinars, training sessions, and awareness-raising challenges, MEGA actively encourages its employees to participate in and contribute to sustainable development. Since 2022, the company has provided each employee with an annual one-day solidarity credit to support various associations. Employees may engage in voluntary activities, promoting awareness on environmental, diversity, disability, and education themes, and even organize responsible team-building activities, focusing on contributing to SDGs MEGA identified as priority.

A significant 62% of MEGA employees have expressed interest in this citizen engagement program, with 18% completing a solidarity mission using the company-provided day off for this purpose.

Awareness challenges have also been organized, including initiatives for climate mobilization. One notable event featured a presentation of the "Ocean Fresk" to enlighten employees about marine world protection, covering the four challenges of the ocean: fishing, maritime industries, climate, and pollution.

MEGA employees have also actively participated in the yearly "Run for the Planet" challenge, the first eco-designed French race dedicated to raising public awareness about ecological, social, and ethical challenges and raising funds for committed associations.

MEGA is part of the Movement for Engagement Days at Work

- In 2023, MEGA joined the "Movement for Engagement Days at Work", a French initiative known as the "Mouvement pour des Jours d'Engagement au Travail", which encourages employee engagement during regular working hours. At MEGA, all employees enjoy one solidarity day yearly to actively participate, make a difference, and raise awareness about social and environmental issues. By doing so, MEGA aims to inspire its employees to be aware and engage while on the job.

Health and safety

Ensuring the well-being of employees, safeguarding both their physical and mental health, and mitigating risks associated with their professional activities is a priority. Emphasis is placed on preventive measures. Regular medical check-ups are also organized at key moments in the employee journey, especially in France where the Occupational Health Service (Médecine du travail) organizes regular checkups, including upon returning to work after events such as maternity leave.

The implementation of MEGA's Health and Safety Policy is consistent, with routine safety inspections conducted across the premises. Annual fire extinguisher training sessions are organized for employees, complemented by an agile evacuation plan designed to accommodate the increasing prevalence of teleworking. Regular drills are carried out to maintain readiness.

Diversity and equity

Talent diversity

With a workforce of 350 employees in 2023 spread across 10 countries, including 180 in France, MEGA has a multicultural composition, representing 15 nationalities such as Egyptian, Italian, Moroccan, Mexican, Algerian, German, Beninese, American, Bulgarian, and British. Recognizing the benefits of diverse cultural backgrounds, MEGA acknowledges their positive impact on fostering open-mindedness, creativity, and innovation, attributes evident in the daily dynamics of the teams.

The Diversity Charter, adopted by MEGA since 2014, is a formal commitment to cultural, ethnic, and social diversity within the organization, opposing all forms of discrimination. Emphasizing pluralism and prioritizing diversity in recruitment and career management are viewed as progressive factors for the company. This approach significantly contributes to efficiency and enhances the quality of social relationships.

MEGA actively supports the integration of young talent into the company and emphasizes the retention of senior employees. With a well-distributed age demographic, the company facilitates synergy between different generations, demonstrating the tangible benefits of a balanced age group composition. This approach encourages a two-way exchange of skills and knowledge between senior and junior workforce members.

Reflecting the diversity of society, the MEGA workforce is managed inclusively, respecting individual differences as a lever for cohesion and well-being at work. Diversity is recognized as a source of economic and social performance. MEGA, as an inclusive software company, prioritizes diversity as a key driver of engagement and prosperity. Pluralistic recruitment and career management policies focus on evaluating skills regardless of age, disability, gender, ethnic origin, or sexual orientation.

MEGA actively addresses gender disparities in technical professions and aims for gender parity in internal promotions. Equitable progression for women and men is maintained through policies such as individual pay raises, ensuring equal recognition.

Supporting Women in Tech

As a software company, MEGA faces challenges in recruiting female talent. Globally, only 20% of engineers are women, and the representation of women in technology businesses hovers around 20%. Despite these industry trends, MEGA is pleased to report a global female workforce comprising 32% (29% in France), with 23% holding management positions (21% in France). According to the French Index of professional equality between women and men, MEGA was granted a score of 90/100 in 2023. The score is distributed as follows: salary gap 35/40, increase rate gap 35/35, employees returning from maternity leave who received a salary increase 15/15, and parity between the 10 highest salaries 5/10.

The Board of Directors reflects a commitment to diversity, with women constituting 28% of its members (4 out of 14).

Digital technology presents an opportunity for female empowerment, illustrated by women's career paths at MEGA in technical roles such as product designer, Salesforce administrator, technical support engineer, senior data scientist, and more.

MEGA adheres to a policy of systematically increasing the salaries of women returning from maternity leave, ensuring that their choice to have children does not result in any disadvantages. The company will persist in integrating more female talent into its teams. Recognizing that performance is intrinsic to its DNA, the company underscores the importance of gender equality in achieving optimal outcomes.

Inclusion of People with Disabilities

Navigating outside of one's comfort zone and adopting constant adaptation illustrates the resilience of employees with disabilities, which is a valuable attribute within a team. The recruitment and integration of

individuals with disabilities not only enhances MEGA's workforce, but also prompts a reevaluation of team dynamics, fostering an environment where everyone can thrive according to their abilities.

MEGA actively promotes disability awareness among its employees, aiming to nurture inclusivity and retention. The company further champions the employment of individuals with disabilities by regularly engaging with sheltered and adapted sector companies for various needs such as paper recycling, catering, floral decoration, etc.

To encourage the recruitment of people with disabilities, MEGA publishes recruitment ads on specialized platforms. The company extends its commitment to supporting ecosystems and organizations employing disabled or vulnerable populations. For instance, Recyclage EcoCitoyen manages a collective of Establishments Adapted to Disabled Workers (ESAT) specializing in responsible and solidarity recycling of professional waste. Addressing sustainable development challenges, MEGA provides meaningful work opportunities for people with disabilities tailored to local needs.

Empowering Inclusion: Joining Forces for Employment and Disability Integration

- In November 2023, MEGA became a part of the #activeurdeprogrès community initiated by Agefiph, a French public association, dedicated to fostering employment and driving societal transformation regarding disability.
- Through this membership, MEGA is committed to the inclusion of people with disabilities through:
 - Awareness-raising activities for our employees
 - Training for our managers
 - Recruitment and access to employment for people with disabilities

Ethics policy and anti-harassment reference

MEGA upholds a solid ethics policy, articulated through its Code of Conduct and Professional Ethics. This charter encapsulates the fundamental values and principles of ethical conduct. Serving as the cornerstone of decision-making and operational processes, these ethics are integral to the Corporate Social Responsibility (CSR) approach, reflecting MEGA's commitment to transparency.

Every MEGA employee, irrespective of their role or position in the hierarchy, must adhere to the principles outlined in this code. As part of the company's ongoing commitment, all employees undergo mandatory annual awareness training, accompanied by a certification test to ensure comprehension.

MEGA firmly condemns all forms of harassment, striving to maintain an environment free from intimidation, humiliation, insults, or hostility. This prohibition explicitly covers instances of violence and sexual harassment within the workplace, extending its reach to include both suppliers and clients. Any employee found guilty of engaging in psychological or sexual harassment will be subject to disciplinary measures.

A dedicated employee has been appointed as the anti-harassment reference to enhance efforts in identifying and preventing various forms of misconduct within the company. This individual has received specialized training to fulfil this crucial role.

GOVERNANCE

MEGA CSR committee

In 2022, MEGA established a CSR Committee, which includes representatives from every department and meets monthly. Its primary function is to define the roadmap for sustainable actions based on best practices and key principles: Human and Labor rights, Ethics, and Environment.

In 2023, MEGA took a step further by officially creating the Corporate Social Responsibility Manager position. Olivia OUADIA obtained this promotion based on her professional training and certification in the Fundamentals of Sustainable Business (CentraleSupélec) and Carbon Footprint GHG protocol methodology (Institut de Formation Carbone). Leslie ROBINET, as part of the sustainability committee and CSR ambassador, underwent training via the EcoVadis Academy over the past years, while several other members of the Sustainability Committee completed the Sustainable IT certification delivered by ISIT and La Rochelle University (Olivia OUADIA, Virak KOEUT).

MEGA CSR Committee members:

- Olivia OUADIA – Communications and CSR Manager
- Leslie ROBINET – Services Director and CSR Ambassador
- Eric ROUSSEL – Chief Financial Officer
- Christine DURAND – Chief People Officer
- Virak KOEUT – Chief Technology Officer
- Sylvie CHABE - Software Development Manager

The objective is to leverage the expertise and involvement of all stakeholders and members of the Sustainability Committee, leading in each specific project.

This aligns with the company's commitment to continuous improvement, achieved through training within the Sustainability Committee and the entire organization. Notably, the company conducts awareness initiatives, including the implementation of 'Climate Fresk' workshops for all employees.

MEGA has been providing sustainability reporting since 2020, focusing on the French headquarters and operations, and publishing a consolidated global sustainability report since 2023. As a governance practice, the company adheres to indicators and produces yearly reporting in Q1 of the following year, with the following objectives:

- Demonstrate and evaluate the past year's results,
- Produce reporting and deliverables for the year's activities,
- Brainstorm, crowdsource, and share creative ideas for continuous improvement,
- Establish the goals for the coming year,
- Communicate to the entire company results, and ambitions.

The reporting includes metrics collected and monitored indicators to follow improvement.

MEGA CSR advocates and ambassadors

To support the efforts of the Sustainability Committee, MEGA has assembled a team of dedicated employees passionate about CSR and ESG issues. This team leads on specific projects and local initiatives to promote awareness of sustainability actions in all the countries where MEGA is present worldwide.

An ambassadors (advocates) group, comprising volunteering employees, has been created to ensure that MEGA's operations around the world are actively involved as relays of corporate initiatives and key drivers in the development of local sustainability best practices to share with the entire company (Paris Head offices, APAC, USA, LATAM, Italy, UK, DACH and Morocco).

MEGA's commitment to ethics

MEGA recognizes its obligations towards stakeholders, and society in general. Reputation and trust in these relationships are precious assets, maintained by requiring and applying the highest moral standards, for legal and honorable behavior. The "Code of Conduct and Professional Ethics" conveys the essential values and behaviors on which MEGA demands respect, for the full spectrum of sustainability. These aim to define attitudes and to provide benchmarks that, beyond following mandatory rules, demonstrate exemplary personal and professional behavior. A part of MEGA's CSR approach, this ethical charter constitutes the foundation for decision-making processes, administrative and operational. Annually, all employees follow mandatory awareness training, and must successfully obtain a certificate of understanding, covering the respect of MEGA's principles on ethics, IT Security, and sustainable digital.

MEGA's whistleblower process also allows alerts on any unethical behavior, to be addressed swiftly and safely, with a dedicated contact and e-mail box ethics@mega.com

To go further in securing ethical conduct, MEGA seriously manages the following aspects with the according current and applied policies and documentation (available upon request):

Ethical preoccupation	Policies and tools
Bribery & corruption	Anti-Bribery and Corruption Policy
Modern slavery	Modern Slavery Policy
Money laundering	Anti-Money Laundering Policy
Conflicts of interest	Conflicts of Interest Policy
International sanctions	Sanction Policy, Use of LexisNexis for official sanctions lists to secure with whom MEGA collaborates
Risks, business continuity, and incidents	Crisis management plan; DUERP (French regulatory Single Document on operational professional risk appraisal, Business Continuity Plan
Physical safety	Hazardous Material Management Policy; Health and Safety Policy
Competition	Competition Law Compliance Policy

MEGA develops its risk culture with awareness and mastery of a methodology and software modules on Governance Risk and Compliance (Risk management, compliance, internal and external audit and controls, continuity management). Notably consultants who accompany clients in these domains are well-trained. For physical security, first-aid rescue workers are trained and responsible for building evacuation procedures in case of an incident, and simulation exercises occur.

Responsible procurement and a controlled supply chain

Aware that a large part of MEGA’s footprint comes from suppliers and subcontractors, and having a desire to set an example, MEGA proactively communicates to partners and service providers its sustainability approach (code of conduct, policies), covering social behavior, human rights, security, economy, and the environment. Suppliers, subcontractors, and partners are made aware of MEGA’s sustainability principles and commitments along with the expectation that they hold up the same values.

MEGA chooses carefully with whom it works and challenges its supply chain towards more responsible practices and products. This is reflected in the “Prospective Partner Due Diligence Policy” and “Sustainable Purchasing and Supplier Policy”. Buyers for each department are trained in responsible purchasing and apply these policies. As much as possible, products are locally sourced, ethical, and ecological for prospect, client, and employee goodies (“cadoetik” for example). Many of MEGA’s selection of providers have a high ESG performance, some even being gold medalists on the EcoVadis barometer and ISO 14001 certified. Contracts with subcontractors carry responsibility clauses on sustainability. At present there are no formalized, signed commitments on their part in return, prerequisites for improvement, or audits. Still MEGA is aiming in the coming years to be influential on this for parties on which this is possible (other SMEs).

Management systems and data privacy

MEGA respects the GDPR internally through compulsory training for all employees, and the “MEGA Personal Data Protection Policy”. MEGA also allows customers to do this thanks to the Data Privacy software solution addressing this subject.

MEGA is certified compliant for System and Organization Controls (SOC) 2 Type II. It is a comprehensive reporting framework in which independent, third-party auditors are responsible for an assessment and subsequent testing of controls relating to the Trust Services Criteria (TSC) of Security, Availability, Processing Integrity, Confidentiality or Privacy.

As a company, MEGA fully addresses its Enterprise Risk Management, and with associated governance and control systems. Key board members piloting the company’s strategy constitute the Global Security and Risks Management (GSRM) committee, responsible for aspects including data security and confidentiality, business continuity management, data management, cooperation with regulators, and de-risking outsourcing via supply chain management. This GSRM meets monthly for action plans and follow-up, and twice a year, they perform MEGA’s risk assessment. The description of the governance in place is included in the SOC2 report.

Ethical preoccupation	Policies and tools
Data privacy (personal, client, confidentiality)	Personal Data Protection Policy; Personal Data Access Procedure; Privacy by Design & Risks Evaluation; Data Privacy
IT Security	Information System Security Policy (ISSP); IS incident & data breach management process; IS Physical Security Policy; Customer Data Destruction Procedure; Data Retention Policy; Data Destruction procedure Policy for Third-Party to Access R&D Resources
Systems and Organizations Controls	audit-based SOC2 compliant (certified)

ANNEXES

United Nations Sustainable Development Goals (UN SDGs)

MEGA's corporate social responsibility (CSR) strategy is grounded in the United Nations' Sustainable Development Goals (SDGs), serving as a blueprint to shape its approach, involve stakeholders, and chart a progressive path. In 2023, the company has identified the following priorities: Quality education (4), Gender equality (5), Decent work and economic growth, Innovation, and infrastructure (9), Responsible production and consumption (12), Climate action (13), and Peace, justice and strong institutions (16).



Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all

ESG category	Actions	Indicators	2023	2022
Target 4.3 By 2030, ensure equal access for all women and men to affordable and quality technical, vocational and tertiary education, including university				
Social	Annual training and professional development program	% of employees benefiting from an individual performance evaluation	100	100
		Number of employees trained	119	108
		Total number of training hours provided	1689	2390
		Average number of training hours per employee	14	11
		Number of promotions	36	11
	Work-study recruitment program to integrate young people and people far from employment	% of young people on work-study programs (FR)	17	15
		Number of people in a second chance (POEI), retraining program (FR)	2	0
Target 4.4 By 2030, substantially increase the number of youth and adults who have relevant skills, including technical and vocational skills, for employment, decent jobs and entrepreneurship				
Social	Granting free licenses to universities to contribute to education at lower costs	Number of licenses granted	116	NA
		Number of beneficiary universities	13	NA



Achieve gender equality and empower all women and girls

ESG category	Actions	Indicators	2023	2022
Target 5.1 End all forms of discrimination against all women and girls everywhere				
Social	Gender diversity	% of women on the board committee	28	13
		Proportion of female Directors (%)	19	17
		% of women in managerial positions (Directors + Managers)	23	22
Target 5.2 Eliminate all forms of violence against all women and girls in the public and private spheres, including trafficking and sexual and other types of exploitation				
Social	Policy in favor of professional equality between women and men	% of women in the labor force	33	31
		Professional gender equality index (France)	90/100	77/100
		Salary gap (general)	35/40	27/40
		Increase the rate spread	35/35	35/35
		Employees returning from maternity leave who received a salary increase	15/15	15/15
		Parity between the 10 highest salaries	5/10	0/10



Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all

ESG category	Actions	Indicators	2023	2022
Target 8.4	Improve progressively, through 2030, global resource efficiency in consumption and production and endeavour to decouple economic growth from environmental degradation, in accordance with the 10-Year Framework of Programmes on Sustainable Consumption and Production, with developed countries taking the lead			
Environment	Initiatives to mitigate the environmental impact of digital devices/Green IT	% IT asset with eco responsible Labels (TCO +	100	100
		Increase the lifespan of IT equipment - % of PCs over 3 years old	48	NA
		Increase the lifespan of IT equipment - % of PCs over 5 years old	26	NA
		Internal data weight: total volume occupied (Tb)	150	NA
		Number of physical servers	28	28
		Azure Carbon emissions (mtCO2e) scopes 1, 2, & 3	45.08	54.14
		Hardware (mtCO2e)	25.000006	NA
		Software & telecom used (mtCO2e)	136	NA
		Workspace and collaboration (MS365): usage (mtCO2e)	0.024	NA
Target 8.5	By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value			
Social	HR policy aimed at promoting diversity, equity, and inclusion - Workforce / Recruitment. Code of Conduct and Professional Ethics	Number of employees (world)	350	369
		% of women among employees	34	31
		% of disabled employees	0	7
		% of people under 26	11	11
		% of employees over 50	15	15
		% of workforce turnover	21	26
		% of job offers offered to people with disabilities	100	100
		Number of employees trained/aware of diversity, inclusion, discrimination, and harassment issues.	50	NA

Target 8.8 Protect labour rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment				
Social	HR policy - Health and safety at work	Number of employees trained on health and safety	10	1
		Number of work accidents (FR) %	4	4
		Work accident frequency rate (FR) %	0.66	0.75
		Absenteeism rate %	5.24	4.22
	HR policy - Well-being at work	% of employees having completed the health check (FR medical checkup)	100	100
		% of employees benefiting from health coverage (mutual/provident insurance)	100	100
		% of employees benefiting from a flexible work organization (teleworking)	91	92
		Initiatives implemented to promote well-being at work: Telework, MEGA NeWorkPlace (flexoffice, new premises promoting exchanges and collaboration)	NA	NA
		MEGA Talks organized annually to give employees a voice on their passions or subjects that are important to them. Number of sessions (FR)	3	3
		% of employees covered by a staff representative body (FR "IRP")	100	100
		% of employees covered by a collective agreement	100	100
		Number of hours/day of solidarity time (FR)	1	1
		Number of employees who used solidarity day (FR)	12	21
		Number of days dedicated to solidarity action (FR)	7	11



Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation

ESG category	Actions	Indicators	2023	2022
Target 9.4	By 2030, upgrade infrastructure and retrofit industries to make them sustainable, with increased resource-use efficiency and greater adoption of clean and environmentally sound technologies and industrial processes, with all countries taking action in accordance with their respective capabilities			
Environment	Accounting for CO2 emissions per unit of added value/product	Data center efficiency/server (tCO2e)	2.6	2.6
		Energy consumption (kWh)	26000	26000
Target 9.5	Enhance scientific research, upgrade the technological capabilities of industrial sectors in all countries, in particular developing countries, including, by 2030, encouraging innovation and substantially increasing the number of research and development workers per 1 million people and public and private research and development spending			
Environment	Research & Development (R&D) Investment	Number of R&D employees	25	24
		% of turnover in R&D	22.6	20.8
Target 9.b	Support domestic technology development, research and innovation in developing countries, including by ensuring a conducive policy environment for, inter alia, industrial diversification and value addition to commodities			
Environment	Development of R&D activities in Morocco: services and support	Number of R&D employees at MEGA Morocco	53	55
		% of engineers in the workforce at MEGA Morocco	94	95



Ensure sustainable consumption and production patterns

	ESG category	Actions	Indicators	2023	2022
Target 12.1	Implement the 10-Year Framework of Programmes on Sustainable Consumption and Production Patterns, all countries taking action, with developed countries taking the lead, taking into account the development and capabilities of developing countries				
	Environment	Actions promoting the transition to sustainable production methods through an eco-design approach for HOPEX products	Accessibility Score WACG 2.0 - An internal audit has been carried out. A first internal estimation shows that HOPEX supports WACG 2.0 around 75%.	75	NA
	Governance/ Ethics	Information systems security	Number of incidents related to data security and personal data protection	0	0
% of employees trained on Ethics, and personal data protection IS Security & Sustainability practices			98	97	
Target 12.2	By 2030, achieve the sustainable management and efficient use of natural resources				
	Environment	Hardware footprint per unit	Carbon intensity relating MS Azure impact (mtCO2) - Scopes 1, 2 & 3 - per M€ of SaaS revenue	4.10564663	7.00388098
			Carbon Intensity as provided by MS Azure (mtc02e/usage) Scopes 1, 2, 3	0.0000196	0.000027
Target 12.5	By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse				
	Environment	Recycling rate, quantity of recycled materials	Number of electronic waste collected in 2023 (Kg) Partnership with Ecologic started on the 2023 Digital CleanUp day	20	NA
Target 12.8	By 2030, ensure that people everywhere have the relevant information and awareness for sustainable development and lifestyles in harmony with nature				
	Environment	Degree of integration of citizenship education, education for sustainable development	% of employees participating in "Climate Fresk" awareness workshops deployed at MEGA (onsite)	14	NA
			% of employees who participated in the reforestation program to raise employee awareness of the role of carbon sinks and the preservation of fragile forest ecosystems	22	21
			% employees participating in the Digital CleanUp day to raise awareness of responsible digital technology (reduction of stored data, reuse collections and electronic waste for recycling)	28	NA
Governance/ Ethics		% Employees trained on Ethics, and personal data protection IS Security & Sustainability practices	98	97	



Take urgent action to combat climate change and its impacts

ESG category	Actions	Indicators	2023	2022
Target 13.2	Integrate climate change measures into national policies, strategies and planning			
Environment	MEGA's Environmental footprint Measuring the 3-scope carbon footprint, produced waste, and consumed energy	Total GHG emissions (mtCO2 e)	1064.64	597.16 (FR)
		GHG emissions - scope 1 (mtCO2 e)	15.99	11.06 (FR)
		GHG emissions - scope 2 (mtCO2 e)	54.73	21.72 (FR)
		GHG emissions - scope 3 (mtCO2 e)	993.92	564.38 (FR)
	MEGA's environmental policy regarding waste, energy, and GreenHouse Gases	Energy consumption (Mwh)	310 444*(FR) 372 505	380 214(FR)
		Waste production (Kg)	1 210* (FR) 2 765	15 995 (FR)
		Recovered waste produced (Kg)	774* (FR) 1 336	3798 (FR)
		Ecoindex of MEGA corporate website (environmental impact)	E/32	D/43
		Kastor.green index of MEGA corporate website (eco-socio-design)	78/100	80/100
		GHG emission reduction initiatives on transports	% Employees benefitting from company subsidies for public transports commute (FR)	71
Environment	GHG emission reduction initiatives on transports	% Employees benefitting from company subsidies for public transports commute (FR)	71	75
Target 13.3	Improve education, awareness-raising and human and institutional capacity on climate change mitigation, adaptation, impact reduction and early warning			
Environment	Degree of integration of citizenship education, education for sustainable development	% of employees participating in "Climate Fresk" awareness workshops deployed at MEGA (onsite)	14	NA
		% of employees who participated in the reforestation program to raise employee awareness of the role of carbon sinks and the preservation of fragile forest ecosystems	22	21
		% employees participating in the Digital CleanUp day to raise awareness of responsible digital technology (reduction of stored data, reuse collections and electronic waste for recycling)	28	NA
		Support running for environmental causes (number of participants sponsored by MEGA)	10	6



Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective,

	ESG category	Actions	Indicators	2023	2022
Target 16.5	Substantially reduce corruption and bribery in all their forms				
	Governance/Ethics	Ethics Policy - Code of Ethical Conduct	% of employees trained in fraud/corruption risks	98	97
	Governance/Ethics	Policy against corruption and fraud	Number of alerts launched for fraud/corruption situations	0	0
Target 16.b	Promote and enforce non-discriminatory laws and policies for sustainable development				
	Governance/Ethics	HR policy to combat discrimination in hiring and career management Appointment of a "Disability referent" and a "Harassment referent"	Number of cases of discrimination in the previous 12 months	0	0
			Number of cases of harassment in the previous 12 months	0	1

Carbon Footprint analysis – GHG Protocol

Emissions are presented in metric tons (mtCO₂e) and calculations are consistent with the GHG Protocol Corporate Accounting and Reporting Standard. Until 2022, MEGA's carbon accounting was based solely on French operations and the Paris (France) headquarters. Starting with the footprint of 2023, accounting is extended to all MEGA operations worldwide: EMEA, LATAM, North America and APAC. The carbon footprint analysis was carried out by a third-party platform (Carbo - www.hellocarbo.com) and the results are published on the French ADEME platform with the BEGES accounting specifications.

Greenhouse gas emissions (mtCO ₂ e)		
	2023	2022* (FR)
Scope 1 Owned vehicles and AC fugitive emissions	15.99	11.06
Scope 2 Energy consumption	54.73	14.52
Scope 3 - Total	993.92	571.58
Scope 3 - Purchased goods and services	837.51	494.80
Scope 3 - Use of products sold	1.01	2.84
Scope 3 - Capital goods	46.71	18.53
Scope 3 - Waste	1.48	2.14
Scope 3 - Business travel	49.64	30.43
Scope 3 - Employee commuting	51.69	15.64
Scope 3 - Other energy-related emissions	5.88	7.20
TOTAL EMISSIONS **	1064.64	597.16

Greenhouse gas emissions intensity by revenue (mtCO ₂ e/ million €)		
	2023	2022* (FR)
Scope 1	0.42	0.47
Scope 2	1.43	0.62
Scope 3	25.88	24.32
TOTAL EMISSIONS	27.73	25.41

Greenhouse gas emissions intensity by employee (mtCO ₂ e/number of)		
	2023	2022* (FR)
Scope 1	0.05	0.06
Scope 2	0.16	0.07
Scope 3	2.84	2.92
TOTAL EMISSIONS	3.04	3.05

* MEGA's carbon footprint analysis for 2022 concerns only the French operations and headquarters.

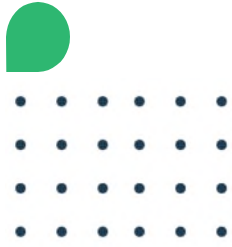
** All Scope 1, 2 and 3 emissions are Location-based.

Human resources

MEGA's human capital figures across all operations worldwide, including the head office located in Paris, France. Some figures are only available at the head office level in France and are marked as such (FR only).

	Global	Global or FR only
	2023	2022
Total number of employees	350	372
Permanent employees	91%	93% (FR only)
% teleworking	90%	79% (FR only)
% interships	1%	6% (FR only)
Average age	38	39
% under 26	10%	10%
% over 50	15%	18%
% having received training	21%	54% (FR only)
Absenteeism	5%	2,89% (FR only)
Number of work accidents	4	4 (FR only)
Average seniority (years)	7	7
Turnover rate	21%	26%
Gender		
Global % female	33%	31%
Global managers % female	22%	22%

MEGA does not track the percentage of employees from minority and/or vulnerable groups, since the sexual orientation, ethnicity, and religion of employees are personal data.



About MEGA International

MEGA International is a global SaaS software company offering solutions for Enterprise Architecture, Business Process Analysis, Governance, Risk and Compliance, and Data Governance operating in 52 countries. MEGA created HOPEX, a collaborative platform that provides a single repository to help companies collect, visualize, and analyze information to plan better and adapt to change.

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