Alcyconie CSR Policy

Responsibility, restraint and trust

2026 Report

RESPONSIBILITY, RESTRAINT AND TRUST: OUR SOCIAL AND ENVIRONMENTAL RESPONSIBILITY POLICY

*"Since Alcyconie was founded in 2018, we have chosen to build a company guided by **meaning**, **responsibility** and **consistency**. Social and environmental responsibility has never been a mere formality for us: it is a guiding principle, a discreet but constant driving force that inspires our decisions, guides our investments and shapes the way we grow.*

***Our work is meaningful.** Every day, we are fully committed to supporting our clients through the most critical phases of their organisation. This responsibility – **to accompany, protect and help them navigate uncertainty** – is our duty. It reinforces our conviction that a company like ours must be exemplary: in its practices, in its choices, in its impact.*

*From the very beginning, we made some **fundamental choices**: selecting committed partners, prioritising digital sobriety, encouraging soft mobility, and designing a respectful and caring working environment. These choices, which had previously been integrated informally, deserved to be structured into a clear policy.*

Today, as the company continues to grow, we felt it was essential to share these commitments, to make them visible, clear and collective.
This CSR policy reflects both what we have already achieved and our desire to continue to progress: to measure better, act more effectively and strengthen our positive impact, for the benefit of our teams, our customers and our regions.

Responsibility is not a constraint: it is an opportunity.

At Alcyconie, she is a pillar of our high standards, our ambition and the commitment we demonstrate every day.

Stéphanie LEDOUX
CEO - Alcyconie

OUR VALUES

They are the foundation on which Alcyconie was built and continues to grow.

In a profession where **trust**, **precision** and **human** commitment are essential, our values are neither abstract principles nor intentions: they guide our behaviour, our decisions and our relationships on a daily basis, both with our clients and internally.

They reflect who we are, what we want to preserve as we grow and what brings us together: **a demanding, committed team that is deeply attached to the meaning of its mission.**

HUMILITY & AUTHENTICITY

We move forward with humility, aware that each situation is unique and that the challenges, like the responses to them, are constantly evolving.

Our relationships are open and genuine, nourished by free, honest communication that is consistent with our actions.

EXEMPLARITY & RIGOROUS

We strive for excellence and exemplary behaviour in everything we do, with a constant focus on quality and precision.

Every task is carried out methodically, accurately and with attention to detail. Nothing is left to chance: it is this balance that makes all the difference in decisive moments.

PASSION & COMMITMENT

What drives us every day is the pride we take in doing meaningful work.

With high standards, loyalty and enthusiasm, we are committed to supporting our clients in the long term.
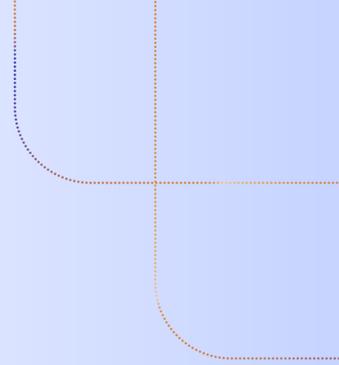
SHARING & CLOSENESS

We cultivate a climate of trust based on listening, transparency and sharing experiences.

Our collective strength is our strength. Being close means understanding, adapting and moving forward together, both as a team and with our customers.

SUMMARY

I. Our commitment: a concrete approach that we are continually strengthening

☑ At Alcyconie, our Social and Environmental Responsibility is not a promise: it is a reality that already guides our decisions, investments and actions.

☑ In recent years, we have structured and implemented a series of strong choices — responsible purchasing, sustainable mobility policy, digital sobriety, rigorous selection of our IT suppliers, ethical approach — and we are continuing this effort as part of a process of continuous improvement.

Our ambition: to combine performance, innovation and exemplary conduct in pursuit of our mission to be a leading player in cyber crisis management.

II. Committed and structured governance

Our CSR approach is supported at the highest level of the company and integrated into our strategic decisions.

In concrete terms:

☑ Since the company was founded in 2018, strong choices have been made in terms of CSR.

☑ In 2023, in line with the company's development, we **appointed a CSR representative**, responsible for coordinating actions and leading the roadmap.

Our CSR governance is not merely declarative: it is embodied in our daily decisions.

III. Reducing our environmental footprint

3.1 Digital sobriety and responsibility

With digital technology at the heart of our business, we have made some fundamental choices:

- ☑ Selection of a **European cloud provider whose CSR is the cornerstone of its development**, with strong commitments to energy efficiency and carbon-free energy.

- ☑ Selection and deployment of tools based on a **principle of frugality**: optimised resources, sensible use of generative AI.

- ☑ Eco-design of our website, in the version launched in 2022 and in the new site to be launched in 2025.

- ☑ **Systematic extension** of the life cycle of our equipment and use of reconditioned equipment where relevant: 70% of our mobile phone fleet is reconditioned.

3.2 Sustainable mobility: a policy already in place

Our mobility policy is not just a simple commitment: it has shaped everything from our choice of premises to our decisions on layout and organisation.

In concrete terms:

☑ **The location of our offices has been designed to encourage sustainable mobility and public transport.**
Our headquarters in Saint-Malo and our Paris offices were chosen for their close proximity to bus routes, train stations and underground stations, allowing our teams and visitors to easily access our sites without motorised vehicles.

☑ We have chosen to **provide dedicated parking spaces for bicycles and scooters** in our building's car park — and **no parking facilities for cars**. This structural choice embodies our sustainable mobility policy.

☑ The train is **always the preferred option**, even when it means a longer journey.

☑ We only use cars or aeroplanes **when there is no realistic rail alternative**.

☑ Our only company vehicle is a **hybrid**.

☑ The way we organise our work helps to **limit unnecessary travel** by encouraging consultants to work in close geographical proximity and to hold remote meetings where appropriate.

☑ Finally, we are maintaining a **strong incentive for sustainable mobility** for commuting to work with the introduction of a 'sustainable mobility' allowance from 2022.

3.3. Energy consumption and waste management: concrete choices already implemented

Our offices have been designed and furnished to reduce our environmental footprint in a sustainable manner.

In Saint-Malo in particular, a complete renovation was carried out as soon as we arrived, including:

☑ **The installation of an environmentally friendly, centralised and programmable heating system**, enabling energy consumption to be finely optimised.

☑ **Complete replacement of lighting with LED light tiles**, which are more energy efficient and durable.

☑ **The use of refurbished or second-hand furniture** whenever a suitable alternative is available.

Our internal policy also aims to limit waste generated by daily activities:

☑ **Zero paper policy**, where possible: a **single printer** is available for the entire company, in order to encourage digital usage.

☑ **No individual bins**: only **communal bins** are provided to reduce unnecessary waste.

☑ **Systematic waste** sorting throughout our premises.

This approach, already in place, shapes our internal culture and guides our future investments.

IV. A strong social commitment

4.1 Quality of life at work

Alcyconie has built a model based on trust, autonomy and attention to each individual's work-life balance:

☑ Implementation of a **flexible working environment** (teleworking, organisation adapted to lifestyles),

☑ Prevention of psychosocial risks (PSR) and caring management,

☑ Regular training: safety, ethics, cybersecurity, development of technical and interpersonal skills.

4.2 Diversity, equity and inclusion

Our HR and recruitment policy guarantees:

☑ **Zero tolerance** for any form of discrimination.

☑ Proactive measures to **promote gender diversity in cyber professions**.

☑ HR processes ensuring **pay equity and objective recruitment practices**.

V. Ethics and integrity in our business

Trust is at the heart of our mission and is a non-negotiable pillar of our business.
This commitment is reflected in a demanding, formalised framework that is systematically applied.

In concrete terms:

☑ **Upon joining the company, each employee signs an Ethics and Confidentiality Charter** that strictly governs our practices and outlines the fundamental obligations associated with our profession.

☑ We have also implemented an **AI Charter**, mandatory for all, which precisely and strictly defines the conditions of use for artificial intelligence tools, in order to guarantee data security, regulatory compliance and transparency of practices.

☑ We apply a **rigorous data protection and confidentiality policy**, consistent with our role as a cyber crisis management actor.

☑ We **refuse assignments that are contrary to our values**, professional integrity or ethics.

☑ All our employees receive **regular training on ethical issues**, confidentiality and compliance.

This set of measures guarantees a clear ethical framework that is shared and embodied by the entire team.

VI. Societal contribution:
sharing, opening up and advancing the ecosystem

Our commitment goes far beyond the scope of our missions.
We devote time, skills and resources to actively contributing to the cyber ecosystem and the dynamism of our regions.

In concrete terms:

☑ **Skills sponsorship and academic support**
We sponsor a **training programme at Sorbonne Paris Nord (Paris 13)**, designed to improve access to careers in cybersecurity. Our employees also participate in the programme, supporting **people undergoing retraining and students from a variety of backgrounds**.

☑ **Awareness-raising and outreach activities for careers in cyber security**
We regularly conduct outreach activities with:
☑ **high school students**, particularly in Brittany, to show that cyber professions are not solely technical and to **encourage women to pursue careers in this field**, **people undergoing retraining**, to explain how to access careers in crisis
☑ management and cyber resilience,
and students at colleges and universities who want to discover the operational
☑ reality of the sector.

☑ **Local commitment and support for local entrepreneurship**
Alcyconie's management is actively involved in institutions that shape the regional ecosystem, notably **La French Tech Le Poool Rennes – Saint-Malo**, in order to:
☑ support local entrepreneurship and innovation,
☑ contribute to the development of local businesses,
☑ encourage the emergence of new talent.

VII. Monitoring and continuous improvement

Our CSR approach is dynamic and evolving.

Every year:

- ☑ We update our **action plan**, incorporating the progress made.

- ☑ We are setting new **measurable targets** to strengthen our impact.

- ☑ We are gradually expanding the scope of our indicators.

- ☑ In 2026, we will conduct our first carbon assessment.

The leading player in cyber crisis management

PACS (Cyber security support and consulting service provider) qualified by ANSSI.

alcyconie

Your crisis management partner

Saint-Malo, Paris & Marseille

www.alcyconie.com

contact@alcyconie.com

+ 33 2 99 19 62 77