Vusion

ESG Executive Summary 2025

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A Word from Vusion's CEO

Dear Stakeholders,

In 2025, Vusion delivered another year of double-digit growth while continuing to embed sustainability more deeply into our business model and the technologies we bring to physical retail. Our offer of efficiency-enhancing digital solutions continues to gain momentum in a global retail landscape that presents growing challenges: economic pressure in the face of more regulation, margin pressure on retailers worldwide, and a sophisticated consumer base with ever-increasing demands.

We believe that our success is driven by the value we bring to an industry in flux. The transformation of retail is entering a new era that is placing physical stores at the heart of the omnichannel model. More than ever, Vusion's technologies are key to this transformation. The solutions our Group offers enhance the capabilities of physical retail stores through cutting-edge technologies that drive operating efficiency and margin-expanding inventory management solutions. They directly address the structural changes taking place in the retail sector, marked by increased digitalization of processes, flows, and in-store experiences.

As we continue to meet the digital needs of physical stores, sustainability guides our business strategy, technological choices, and value creation model. Our business strategy, technological choices, and value creation model all encompass sustainability considerations at their core. Vusion's cloud-based and energy-efficient solutions provide tangible means for retailers to optimize and reduce their carbon emissions. The growing deployment of connectivity, geolocation, and data analytics position digital technologies as key levers for retail decarbonization. Vusion's solutions are human-centric, providing the means for in-store execution improvements that lead to more fulfilling and value-added jobs, and greater product information transparency for consumers. Our Technologies for Positive Commerce bring powerful solutions and improvements to an emerging physical/digital model.

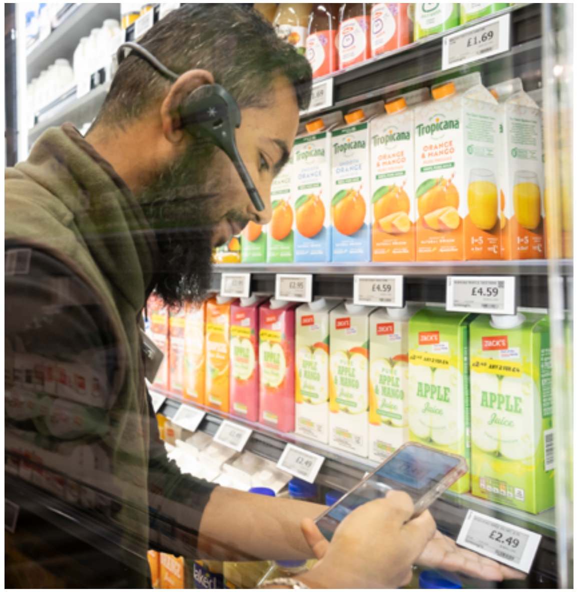
In 2025, we also continued to make progress in reducing the carbon footprint of our own operations, in line with our SBTi commitments, as our product development priorities remained focused on developing lower carbon-emitting products and services to reduce the carbon intensity of our solutions. We have made strides on social issues such as increased representation of women in management, enhanced benefits that lead to improved work-life balance and strengthened governance measures. Our ESG performance continues to receive external recognition. EcoVadis awarded Vusion Platinum status for the fourth consecutive year, reaffirming our position among the world's leading sustainability performers. In 2025, we also achieved ISS ESG Prime status for the first time and were recognized as a CDP Supplier Engagement Leader, highlighting the strength of our climate strategy and our commitment to driving decarbonization across our value chain through active supplier engagement.

I am pleased to share this 2025 ESG Executive Summary, which reflects both the progress already achieved and the work ahead. We remain committed to building technologies that support a more efficient, resilient, and sustainable model for physical retail.

Thierry Gadou
Chairman and Chief Executive Officer

Our Sustainability Impact

In 2025, Vusion continued to advance its comprehensive ESG approach. Key achievements included reducing its carbon footprint in line with its SBTi targets, fostering inclusion and employee well-being, strengthening supply chain due diligence, and enhancing risk management through high ethical standards, cybersecurity, and business continuity.



Environment

Scopes 1 and 2 GHG emissions
-20%
(versus 2022 baseline)

Carbon intensity
-35%
(versus 2022 baseline)

Second Life Program - Recycled labels
15.3m

Percentage of recyclable content in products
87.7%

Percentage of recyclable content in packaging
99.6%

Social

Percentage of women in management positions
30%

Employee Net Promoter Score (eNPS®)
32 in H2 2025

Workers on the value chain

Code of Conduct signature rate among EMS and critical suppliers
100%

98.1%
of industrial procurement covered by the due diligence process

Governance

Cyber risk SLA compliance rate:
98%
in Q4 2025

Transition and adaptation plans: business continuity and resilience assessed on critical sites and key raw materials

Anti-corruption training completed by at-risk employees
91%

Code of Ethics signature rate among employees
94%

2025 ESG Highlights and Initiatives

2025 marked the achievement of multiple milestones in Vusion's sustainability journey, translating its ambitions into concrete action at every level of its operations. These achievements collectively reflect the Group's commitment to operating as a technology leader committed to responsible and sustainable growth.

Establishment of Vusion's Climate transition plan, an operational trajectory to integrate the Group's climate mitigation measures, the deployment of decarbonization levers through 2030, and the foundations for a net-zero strategy by 2050.

Formalization of a circular economy policy, based on the key principles of energy efficiency and modular design, and structured on three pillars:

- Product durability and longevity
- Repairability
- Recyclability

Enhanced work-life balance support, focused on parental leave for women and men, and based on equality and flexibility.

Strengthened supplier engagement by increasing collaboration with upstream suppliers to promote the adoption of low-carbon materials and alignment with science-based decarbonization pathways.

Reinforced Conflict Minerals Policy to strengthen the Group's responsible mineral sourcing:

- Suppliers required to provide greater detail on location and compliance of upstream smelters
- Conflict minerals training required for all EMS partners

Enhanced Supplier Code of Conduct and supply chain due diligence, incorporating explicit biodiversity requirements and prohibiting the sourcing of raw materials from High Conservation Value areas, in addition to ongoing monitoring of suppliers' compliance with RoHS[1] and REACH[2].

(1) The European Union's Restriction of Hazardous Substances Directive.
(2) European Union regulation on Registration, Evaluation, Authorisation and Restriction of Chemicals.

2025 RATINGS AND RECOGNITIONS

- Earned EcoVadis platinum status (top 1%) for 4th year in a row
- Earned CyberVadis platinum status
- Awarded ISS ESG Prime status for the first time
- CDP rating: B
- Supplier Engagement Program assessment by CDP: A

Certifications

- ISO 9001
- ISO 14001
- ISO 27001

Commitments and memberships

- UN Global Compact
- UN Women's Empowerment Principles
- World Food Program
- World Economic Forum
- The Consumer Goods Forum
- World Business Council for Sustainable Development

ESG Pillars and Priorities

Pillar 1: Environmental performance

Vusion is committed to a two-pronged climate strategy: to decarbonize its own operations, and to develop low-carbon IoT devices for its clients, thus producing a business model that works to limit global warming and contributes to the reduction of carbon emissions in the in-store retail sector.

Commitments	Strategy
Develop a business model scenario compatible with limiting global warming to less than 1.5 °C	• Assessment of decarbonization levers through 2030 • Innovation and Circular economy initiatives
Avoid additional GHG emissions in Vusion customers' use cases	• Support customers in assessing the positive outcome from managing e-commerce in store and fighting against food waste, thanks to Vusion solutions

Pillar 2: Social practices

Vusion fosters a safe, inclusive, and engaging workplace where employees can grow and thrive. Beyond its own workforce, the Group extends its social commitments across the value chain, promoting responsible labor practices and ethical standards among its suppliers.

Commitments	Actions
Provide Vusion employees with a safe, healthy, and attractive place to work	• Workforce retention and engagement through a highly motivated, safe and inclusive workplace • Unwavering respect of human rights, and adherence to UN Global Compact principles
Uphold responsible labor standards across the value chain	• Whistleblowing mechanism accessible to all • Supplier Code of Conduct extending ethical commitments throughout the value chain • Sourcing policy including conflict mineral reporting

Pillar 3: ESG governance

Vusion's ESG governance, beyond ethical conduct and integrity, focuses on risks most relevant to the business. Cyber risk is a core priority given the Group's position as a connected device and cloud platform provider. Climate-related business continuity risks are equally central, managed through the Group's adaptation plan.

Commitments	Actions
Ensure the highest governance standards	• Ethical conduct of business and anti-corruption training
Proactively identify, monitor and mitigate the risks most critical to the business	• Strengthened cyber governance • Risk mapping scope expanded to include cloud providers, business-critical assets • Multi-sourcing strategies to address raw material vulnerabilities

2025 ESG Performance Indicators

	Indicator	2025	Change vs. Baseline (2022)	Target (2030)
Environment	Scopes 1 & 2 GHG emissions *(tCO_2)*	**901**	-20%	276
Environment	Carbon intensity	**550**	-35%	346 (-59%)
Environment	Number of patent families related to energy efficiency	**46%**		About 45%
Environment	Second Life Program (refurbished ESLs)	**15.3m**		32m
Social	% of women within the Global Management Board	**32%**		40%
Social	eNPS (Net Promoter Score)[1]	**32**		Above 30
Social	Coverage ratio of audits of audited EMS[2] and critical suppliers (based on industrial purchasing expense)	**98.1%**		Above 95%
Governance	Code of Ethics signature rate (all Group employees)	**94%**		100%
Governance	Number of sites assessed for climate-related physical risks (resilience)	**38**		Critical sites assessed
Governance	Cyber risk SLA compliance rate	**98%**		100%

(1) Measures are for H2 2025 and H2 2024.
(2) Electronics Manufacturing Services.

Value Creation for all Stakeholders

Throughout the year, Vusion's management maintains ongoing dialogue with its key stakeholder groups through regular touchpoints, ensuring that their views and interests are heard and reflected in the Group's strategic priorities.

Employees

- A working environment and culture designed to create value while supporting employee well-being and equal opportunity
- Employee eNPS of 33 in H1 2025 and 32 in H2 2025

Retailers and their employees

- Helping store teams work smarter, with fewer stock gaps and more efficient daily operations
- A comprehensive governance framework and dedicated policies to address cyber risks
- Tangible impact on profitability, with a customer satisfaction score (NPS®) reaching 68.13 in Q1 2026

Consumers, Communities and Society

- Clear, accurate and easily accessible pricing and product information
- Solutions that actively help to cut food waste and operate more responsibly

Suppliers and their employees

- Building lasting, trust-based relationships grounded in transparency and shared values
- A clear stance on responsible sourcing, covering conflict minerals, human rights and ethical practices
- Long-term partnerships and robust continuity plans to keep the value chain strong and resilient

Shareholders

- 30% revenue CAGR over 10 years, and a 130% share price increase over five years
- A proven track record of sustainable, profitable growth
- A solid risk management framework supporting long-term business continuity

The Planet

- Helping physical retail decarbonize, through use cases like local e-commerce that reduce emissions at scale
- Concrete SBTi commitments: -225 tCO_2eq on Scopes 1 & 2, both vs. 2022 and -35% Scope 3 carbon intensity
- A growing circularity agenda, anchored by the "Second Life" program

Positive Commerce: Enhancing the Sustainability of Retail

Vusion's mission is to support physical stores with intelligent, connected, and long-lasting digital ecosystems to enable sustainable business models. The Group's goal is to improve efficiency and inventory management while reducing waste and avoiding GHG emissions. Vusion strives to make a tangible impact in the physical retail space through its Technologies for Positive Commerce:

- **Human-centered solutions:** Vusion imagines, designs, and delivers solutions that facilitate a better experience for sales associates and consumers through cutting-edge technologies. Several solutions are designed to eliminate repetitive and tedious tasks, enabling a focus on value-creating customer service while providing greater transparency that supports more responsible consumption;
- **Sustainable commerce technologies:** Vusion's solutions also enable improved operating efficiency and inventory management in physical stores while reducing waste and contributing to the decarbonization of the retail sector. Through shelf digitization, process automation, and enhanced operational data, the Group offers its customers powerful data, IoT, and AI solutions whose impact spans three key areas:

Local e-commerce

Transparency of information

Waste reduction

VUSION'S COMMERCIAL OFFERING

Vusion's offering is based on an integrated architecture, structured around three complementary functional layers:

1. The Vusion IoT layer comprises connected in-store devices: electronic shelf labels (ESLs) and other digital shelf equipment such as EdgeSense™, sensors, and in-store media. These devices form the foundation of shelf digitalization, enable the dynamic display of information, and capture operational signals that can be used to optimize store management.

2. The Vusion Connect Cloud-to-Edge platform enables the remote management, monitoring, and administration of all deployed IoT devices via web-based and mobile interfaces. This includes solutions such as Pick/stock-to-light, Geolocation, VusionCloud, OX, and Link.

3. The Vusion Intelligence layer brings together data and artificial intelligence applications (computer vision and analytics) that leverage in-store data to improve product availability, shelf compliance, commercial performance, and the quality of decision-making. This encompasses retail analytics, AI solutions, and Retail Media.

Positive Commerce Use Cases

Vusion's solutions provide physical stores with the tools and capabilities to tangibly reduce their carbon footprint: cutting food waste, optimizing logistics, lowering energy consumption and limiting the need for additional infrastructure. These avoided emissions, generated outside Vusion's own operations, reflect the Group's broader contribution to the decarbonization of the retail sector.

The following use cases illustrate how Vusion's solutions support retailers' decarbonization journey across several operational levers, in line with the Positive Commerce framework.

Food waste reduction

Reducing food waste in stores constitutes a direct lever for avoiding emissions.

Through improved inventory forecasting, dynamic pricing and enhanced sell-by date management, Vusion's solutions, including **VusionLive for Fresh and Smartdetection Flash Evo**, help reduce in-store losses and the emissions associated with the disposal of unsold products.

Continuous shelf monitoring further supports waste prevention by identifying products approaching expiration, overstocks, and display anomalies, enabling timely corrective actions.

Local e-commerce

The rapid growth of e-commerce is increasing demand for logistics infrastructure and associated emissions.

By enabling stores to operate as micro-fulfillment and dispatch centers, Vusion's solutions help retailers leverage existing assets rather than relying on additional warehouse capacity.

This approach combines the benefits of physical retail and e-commerce while reducing the need for new infrastructure and its related CO_2 emissions.

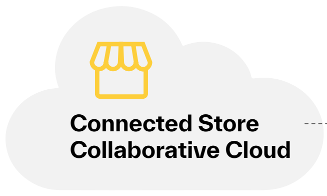
Store assortment

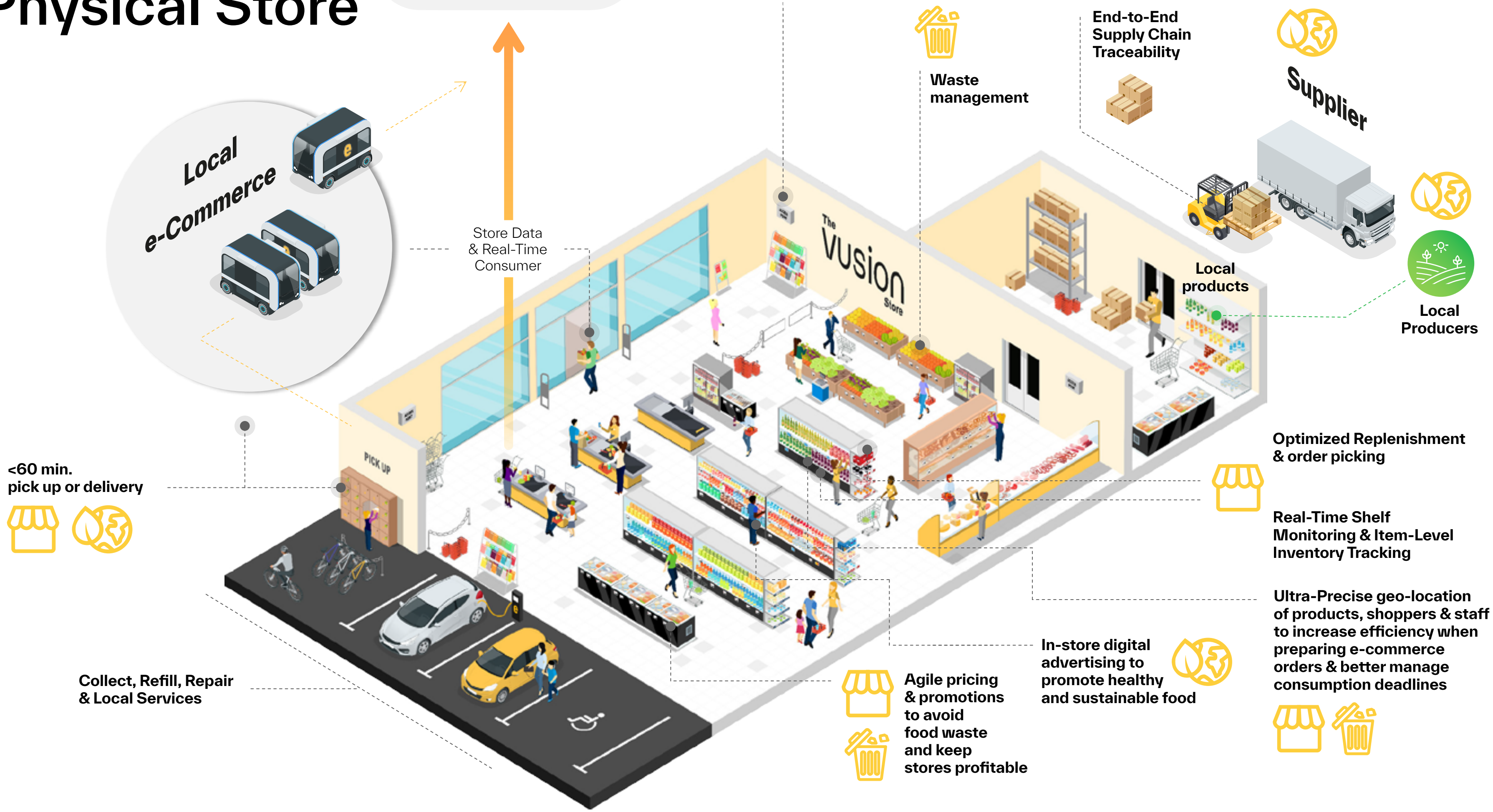
The store assortment optimization approach is used to identify significant decarbonization levers for retailers' Scope 3 emissions, which typically represent the largest share of a retailer's carbon footprint and are predominantly attributable to sold products.

Through data analytics and environmental assessment capabilities, Vusion's solutions help retailers evaluate assortment decisions and model product substitution scenarios.

Supported by complementary resources such as the HowGood database, these tools enable the quantification of potential avoided emissions associated with the replacement of higher-carbon products by lower-carbon alternatives. This approach supports retailers in reducing the carbon intensity of their assortments while maintaining visibility over assortment performance and customer satisfaction.

Vusion’s Impact on a Physical Store





Capitalize on stores already built and create digital assets to maintain their competitiveness and financial stability

Improve transparency for the consumer – promote healthier and more sustainable products

Avoid food waste

Environmental Actions and Impact

"In 2025, Vusion continued to advance its Positive Commerce program as the retail sector underwent accelerating digital transformation. Connected technologies, geolocation and data analytics are enabling more efficient, traceable and lower-carbon operations, aligned with our business model.

The Group further improved its carbon performance against its 2022 SBTi baseline and reached a key milestone with the development of its Climate Transition Plan. This plan defines our decarbonization pathway to 2030, integrates climate adaptation considerations and establishes the foundations of our Net Zero ambition for 2050.

In 2026, our priority will be the operational deployment of this strategy, focusing on eco-design and circular economy initiatives. We view the environmental transition as a key driver of innovation, value creation and long-term competitiveness."

Pascale Dubreuil
Chief Sustainability Officer, Vusion

2025 HIGHLIGHTS

- **Emissions reduction targets on track as of 2025,** in line with our SBTi commitment
- Energy efficiency **embedded across 100%** of our solutions portfolio
- **15.3m IoT devices restored,** 2027 Second Life target (15m devices) already exceeded
- Achievement of an **A rating** in CDP's Supplier Engagement Assessment

Supplier Engagement Leader CDP 2025

In this section:

2025 Climate-Related Impact

	Indicator	2025	Change vs. Baseline (2022)	Targets 2030
GHG Emissions	Scope 1+2 GHG emissions *(tCO_2eq)*	**901**	-20%	-75%
	Carbon intensity[1] *(Scope 3 emissions in tCO_2e/Variable Costs Margin in €m)*	**550**	-35%	-59%
Energy	Share of renewable sources in total energy consumption	**29%**		51%
	Share of patent families related to energy efficiency	**46%**		About 45%
Circularity	Share of recyclable content in products *(unit sales)*	**87.7%**		
	Share of recyclable content in packaging	**99.6%**		
	Share of IoT with a battery compartment *(in volume sold)*	**99.98%**		100%
	Number of IoT benefiting from a second life *(in millions)*	**15.3**		32

[1] Carbon intensity = Total gross indirect Scope 3 emissions (tCO_2)/million euros margin on variable cost.

Climate Transition Plan

Vusion's climate transition plan, developed in 2025, marks a key milestone in strengthening the Group's climate strategy. Built around two core pillars – reducing emissions and building resilience – it sets out a clear and actionable roadmap: concrete decarbonization levers through 2030, and a net-zero ambition by 2050. More than a compliance exercise, this plan is designed to guide investment decisions and build the resilience of Vusion's activities against the evolving climate landscape.

REDUCING OUR FOOTPRINT: THE MITIGATION PLAN

Vusion's mitigation plan is aligned with a 1.5°C pathway, consistent with the Paris Agreement and validated by the Science Based Targets initiative (SBTi), one of the most recognized global benchmarks for corporate climate action. This plan encompasses an analysis of regulatory, technological, and reputational risks, as well as market opportunities. It focuses on three key drivers of change: circular economy initiatives, supplier engagement, and technological innovation.

Execution of the transition plan began in 2025, and will be carried out in three timebound phases:

Short-term 2025 - 2026

- Deployment of transition plan governance and monitoring framework
- Integration of climate strategy performance criteria into executive compensation
- Initial implementation of key decarbonization levers

Medium-term 2027 – 2030 SBTi targets

- Scopes 1 & 2: **-75%** absolute emissions reduction (vs. 2022 baseline)
- Scope 3: **-59%** carbon intensity reduction (vs. 2022 baseline)

SCIENCE BASED TARGETS
DRIVING AMBITIOUS CORPORATE CLIMATE ACTION

Long-term 2030 - 2050

- Absolute emissions reduction across scopes 1, 2, and 3
- Neutralization of residual emissions through high-integrity carbon removals

Decarbonization Strategy

Vusion is committed to aligning its climate strategy with the objectives of the Paris Agreement while strengthening the long-term resilience of a high-growth business operating in a low-carbon economy. This commitment is reflected in actions across the Group's entire value chain.

For Scopes 1 and 2, which include company vehicles, building energy use and electricity consumed in assembly operations, Vusion remains on track to achieve net-zero emissions by 2040. A front-loaded decarbonization pathway is already delivering measurable reductions in operational emissions.

More than 90% of the Group's carbon footprint originates from Scope 3 emissions, primarily associated with purchased goods and components. As Vusion continues to expand, these emissions may increase in absolute terms through 2030. However, the Group's climate strategy is designed to decouple growth from emissions intensity. Through supplier engagement, product innovation and operational efficiency, Vusion aims to ensure that each unit of value created carries a progressively lower carbon footprint.

NET-ZERO ROADMAP: TIMEFRAME, TARGETS, AND LEVERS

	Scopes 1 and 2			Scope 3(1)		
Timeframe	2025 - 2030	2030 - 2040	2040 - 2050	2025 - 2030	2030 - 2040	2040 - 2050
Targets (vs. 2022 baseline)	**-75%** **absolute reduction**	**Net-zero** by 2040	**Net-zero maintained** (absolute basis)	**-59%** **carbon intensity**	**-70% to -80%** reduction in carbon intensity	**-90%** **absolute reduction**
Levers	Direct operational action on Vusion's own emissions sources			• **2030 – 2040:** Gradual transformation of Scope 3, reflecting structural evolution of the business, supply chain, and product lifecycle dynamics • **2040 – 2050:** Residuals neutralized via high-integrity carbon removals		
Actions	• Progressive electrification of the vehicle fleet (42% completed in 2025) • Procurement of renewable electricity, through energy attributable certificates (EACs), targeting elimination of up to 100% of Scope 2 market-based emissions • Strengthened energy efficiency across operations • Enhanced monitoring and reduction of fugitive emissions			• Eco-design and material efficiency driven by R&D investment and technological innovation • Circular economy: scaling of existing initiatives and Second Life programs for electronic shelf labels • Supplier engagement: promoting the adoption of low-carbon materials and decarbonized energy by upstream suppliers, and their alignment with SBTi and CDP objectives • Evolution of Vusion's business model: gradual shift from IoT devices toward data-driven offerings and recurring service revenues		

(1) The absolute reduction in Scope 3 is limited by the growth of Vusion's business. Therefore, the Group uses a carbon intensity measure for Scope 3, disclosing the carbon emissions generated for every euro generated through the variable cost margin. In the 2030 – 2050 period, the Group targets a gradual transition to absolute reduction targets.

Monitoring and Financing the Transition Plan

Delivering on climate commitments requires robust governance, sustained investment and a clear understanding of the associated financial implications. In 2025, Vusion reached an important milestone by completing a comprehensive assessment of the potential financial impacts of climate-related risks and opportunities across the medium and long term.

The analysis identified regulatory developments, including potential carbon pricing mechanisms, alongside the investments required to drive innovation and decarbonization, as the Group's most significant sources of financial exposure. At the same time, it highlighted a strong strategic opportunity: Vusion's solutions are increasingly recognized by customers as enablers of operational efficiency and emissions reduction, reinforcing the Group's growth potential in the transition to a low-carbon economy.

Across all climate scenarios assessed, the resulting financial impacts remain manageable and do not materially affect the Group's long-term value creation capacity. These findings strengthen our confidence in the resilience of our business model and our ability to create sustainable value while supporting the environmental transition of the retail sector.

EMBEDDING CLIMATE INTO GOVERNANCE AND INVESTMENT DECISIONS

Progress against Vusion's Climate Transition Plan is monitored through a set of key performance indicators, including absolute greenhouse gas emissions, carbon intensity, supplier engagement and product-level carbon performance. Oversight is ensured at the highest levels of governance. The Chief Sustainability Officer reports quarterly to the CEO, the Audit, Strategy and ESG Committee, and the Nomination and Remuneration Committee, and provides an annual update to the Board of Directors.

Beyond regular performance reviews, the Group periodically reassesses its Climate Transition Plan against science-based climate scenarios and evolving market conditions. This process ensures that the plan remains aligned with actual performance, technological developments and changes in the regulatory landscape.

The Climate Transition Plan is also embedded in Vusion's capital allocation and investment decisions. Research and development efforts are directed toward low-carbon innovation, while capital expenditures support energy efficiency, electrification and the development of circular economy capabilities. Climate-related risks, including potential carbon pricing mechanisms and raw material volatility, are systematically integrated into financial planning and strategic decision-making.

A Circular Economy Strategy Built for Scale

	Indicator	2025	Target 2030
Outgoing resource flow	% of recyclable content in products *(unit sales)*	**87.7%**	Above 90%
	% of recyclable content in packaging	**99.6%**	Above 99%
Repairability	Second Life - recycled labels	**15.3m**	32m
Longevity	Share of IoT with a battery compartment *(in volume sold)*	**99.98%**	100%
Energy Efficiency	Share of patent families related to energy efficiency	**46%**	About 45%

These performances translate Vusion's commitment to reduce environmental impact through product longevity, better lifecycle management of its solutions and packaging optimization. Finalized in 2025, the Group's circular economy strategy rests on two core principles:

- **Longevity and energy efficiency** are embedded from the outset: electronic paper display technology minimizes energy consumption, modular design enables component-level repairability, and robust build quality combined with extended warranties maximize useful life in the field. The EdgeSense™ range takes this further by significantly reducing battery requirements and lithium use.

- **Modular design,** enabling component-level repairability is embedded from the earliest stage of product development. Because the battery is often the primary limiting factor in a device's lifespan, Vusion has made replacement simple and accessible. A replaced battery restores the device to its original condition — and marks the first pillar of the Second Life program.
Refurbishment programs extend this logic further, giving labels multiple lives through reverse logistics mechanisms that collect used products from customers and reintegrate them into the cycle.

PACKAGING OPTIMIZATION

Since 2021, Vusion has significantly reduced the amount of packaging materials used for its small-format labels (e.g., 1.6-inch labels), achieving reductions of 71% in plastics, 56% in wooden pallets, and 60% in cardboard. These results reflect the success of continuous packaging optimization initiatives.

Retail Innovation Driven by People

"At Vusion we recruit, hire, and nurture top talent who have the required skillsets and ambition to maintain our Group's leading position at the cutting edge of retail tech. We seek people who can join us on our journey of ongoing innovation: inventing, managing, and promoting digital solutions for physical retail that enable Positive Commerce and its benefits for society and the planet. We are equally committed to fostering an inclusive, engaging, and responsible workplace where people can grow and succeed. Beyond our own teams, we also recognize that the people across our entire value chain, from partners to suppliers, are essential contributors to our Group's success."

Marianne Noel
SEVP Group Human Resources

2025 HIGHLIGHTS

- **Women comprise 30% of management** and **32% of senior management**
- Employee Net Promoter Score **(eNPS) of 32** in the second half of 2025
- **12.9 hours of training per employee** in 2025, across all modalities (in person and e-learning)
- **Zero human rights violations** reported in 2025
- **100% of EMS and critical suppliers** have signed the Code of Conduct

In this section:

A Great Place to Work

Vusion strives to attract a workforce that can maintain and continue to drive the company's leadership position at the cutting edge of retail tech. The Group seeks to attract top level talent, driving retention by engaging employees through training and clear career development paths.

Vusion firmly believes that diversity fosters innovative thinking and original ideas, generating sustainable added value across the solutions delivered to its clients. The Group actively seeks employees from a wealth of backgrounds, able to develop a sense of belonging and to thrive professionally in a safe and inclusive work culture. Vusion creates a workplace with equal opportunity for all.

2025 PERFORMANCE

	Indicator	2025	2030 Target
Employee retention	eNPS	32	Above 30
Workforce diversity	% of female employees	33%	36%
	% of women in management	30%	
	% of women within the Global Management Board	32%	40%
	Number of nationalities represented	59	
Health and Safety	Workplace accident frequency rate	0.6	ND

The Group's social strategy is structured around four pillars:

	Employee retention	Training and Development	Equal opportunity	Well-being
Objective	**Keep Vusion employees for the long-term**	**Provide Vusion employees with the skills needed to remain at the forefront of a dynamic tech landscape**	**Ensure equal opportunity for all regardless of gender, origin, age, or beliefs**	**Foster a healthy, safe, inclusive, and flexible work environment**
Actions and policies	• Provide competitive compensation • Define pathways for career development • Foster a strong sense of engagement and belonging	• Technical training • Business ethics training • Environmental training • Regular managerial reviews	• Strategies for increasing female representation in Vusion's tech roles and in senior management • Generational inclusion, and pathways for people with disabilities • Work to narrow the gender pay gap ratio	• Family leave policies • Health and safety policy

Equal Opportunity

2025 HIGHLIGHTS

- **30% of female managers**
- **41% of female managers under 35** years old

EQUAL RIGHTS AND PARITY

Vusion is committed to offering equal opportunity for career development and recognition, irrespective of gender, national origin, age, or belief system. Diversity, a driver of Vusion's innovative thinking and leading-edge approaches to the physical retail sector, is therefore actively fostered and assessed.

ENHANCED PARENTAL BENEFITS

The average age of Vusion's workforce is 37. Many of the Group's employees face issues common to young parents and those caring for young children. In keeping with its objective to establish social policies that surpass local regulations, the Group has established a maternity and paternity benefit program across its countries to support its employees in their roles as parents.

This program encompasses:

FLEXIBILITY Flexible working hours for pregnant women to accommodate medical appointments, commuting, and minimize fatigue.

EQUALITY Paternity and maternity leave paid at 100% worldwide.

PARENTAL SUPPORT LEAVE Three additional days of leave available to parents of children under the age of 12.

BACK-TO-SCHOOL SUPPORT One additional day of leave for parents of children up to 7 years old to accompany them on their first day of school.

VUSION'S EQUAL OPPORTUNITY JOURNEY AND ROADMAP

2023 - 2024

Focus on parenthood and well-being at work

- Enhanced parental benefits: Work flexibility, extended paid leave, additional free days for parents
- Provided specialized support for new/young parents
- Delivered on equal treatment in the workplace

2025 - 2027

Drive positive social change through all our objectives

- Further develop the employer brand
- Foster an engaged community
- Support engineering schools with highest gender diversity
- Attract and retain top talent
- 30% women in senior management (Global Management Board)

2030 Outlook

Reinforce exemplary diversity and inclusion governance

- Deploy ongoing strategy to ensure women occupy roles of increasing responsibility
- Work toward a disability policy that ensures equal access and provides entry pathways to all
- Deploy wage transparency across all countries

Creating Safe and Healthy Working Environments

2025 HIGHLIGHTS

- Employee Net Promoter Score **(eNPS) of 32** in the second half of 2025
- **Harmonization of social benefits**, going beyond local regulatory requirements

EMPLOYEE ENGAGEMENT AND WELL-BEING

Vusion seeks to create a work environment that attracts, engages, and retains top talent. Employee satisfaction is measured twice a year through the employee Net Promoter Score (eNPS) survey, covering topics from company leadership to likelihood of recommending Vusion as a place to work. Vusion's objective is to maintain an eNPS score of at least +30 (on a scale of -100 to +100), and has consistently exceeded this goal, maintaining a range of 32 to 35 over the past two years.

The Group also offers flexible working arrangements including teleworking, modern and accessible offices, and standardized social benefits covering healthcare, parental leave, and retirement, going beyond local regulatory requirements.

HEALTH AND SAFETY

Vusion has established a Health and Safety Management System, a common framework for identifying, assessing, and preventing occupational risks for all employees and contractors. The system is informed by an occupational risk matrix aligned with the standards of the International Labor Organization's International Hazard Datasheets on Occupations.

Three groups of potential risks are addressed:
1) emergencies at plants and offices,
2) prevention of musculoskeletal disorders, and
3) mental health support.

Key indicators are monitored to enable continuous improvement.

On product safety, Vusion ensures compliance with the most stringent applicable regulations across all markets, including EU regulations on chemicals and hazardous substances (REACH, RoHS) and e-waste (WEEE).

Attracting and Retaining Top Talent

2025 HIGHLIGHTS

- **98% of employees took part in a performance review** and managerial dialogue in H2
- **12.9 hours of training per employee** in 2025 (in person and e-learning)
- **43% of employees completed training** on specific environmental topics

CAREER DEVELOPMENT AT VUSION

Vusion's rapid and ongoing growth across several geographies and its culture of innovation creates a range of opportunities for professional development.

Career development is built around regular performance reviews (twice a year), which go beyond assessing results to open a real dialogue on professional goals, skill gaps, and opportunities for internal mobility and progression. Training is a key element in the Group's career development model.

TRAINING STRATEGY

Vusion is committed to providing continuous learning opportunities to all its employees. The Group encourages an agile learning culture, increasingly through an e-learning platform, which has the capacity to offer a wide range of topics. The Group also continues to maintain face-to-face training for more technical courses.

Vusion aims to combine a proactive training policy with a broad spectrum of training options including external content, in which employees select the courses that are most relevant for their skill development and career progression needs, and that best fit their scheduling constraints and personal motivation.

In 2026, Vusion aims to maintain at least an equal number of training hours as in 2025 across in-person and e-learning platforms. Key focus areas include core skills and leadership, AI and data analytics, and sustainability.

Ethics and Human Rights throughout the Supply Chain

2025 HIGHLIGHTS

- A significantly **strengthened version of the Supplier Code of Conduct**, extending its ESG commitments and establishing a more enforceable framework for suppliers
- **100% of EMS and other critical suppliers** have signed the Supplier Code of Conduct

The commitment to ethical conduct extends throughout Vusion's value chain. The Group has clear written policies for the upstream portion of its supply chain, articulated in the Supplier Code of Conduct.

SUPPLIER CODE OF CONDUCT

Vusion's Supplier Code of Conduct sets the standards expected to be met by all its business partners. The 2025 updated version marks a step forward, introducing a living wage requirement, accessibility of the alert mechanism for workers in the value chain and extending these expectations to subcontracted activities.

Policies included in the Supplier Code of Conduct are designed to ensure continuous alignment with international standards, ongoing improvement in working conditions across the value chain, and supplier accountability through contractual commitments and regular reviews.

MECHANISM FOR WHISTLEBLOWING

Vusion provides a confidential whistleblowing mechanism open to employees, customers, suppliers, and service providers. Anyone can report unethical practices, including human rights violations or concerns related to conflict minerals, with a clear guarantee that retaliation is prohibited. Alerts are managed in accordance with Vusion's Ethics and Alert Policy.

Ethics and Human Rights throughout the Supply Chain

2025 HIGHLIGHTS

- **98.1% of industrial procurement assessed** are rated ESG-compliant by EcoVadis
- **Zero human rights violations** reported

Vusion complies fully with applicable laws and regulations across all its geographies. This includes anti-corruption legislation, international trade rules, and data privacy regulations, among others.

The Group has implemented a due diligence framework covering the EMS and critical suppliers.

Suppliers are assessed through annual on-site audits, and a due diligence framework covers compliance, raw material traceability, and sustainability.

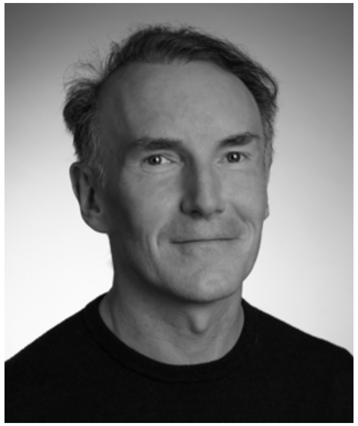
The Group has not identified any cases of non-compliance with international human rights principles in its upstream value chain.

DUE DILIGENCE ON HUMAN RIGHTS

Vusion is committed to respecting and promoting human rights and fundamental freedoms across all its activities and geographies. This commitment is outlined in the Group's Human Rights Policy and translated into due diligence across the entire value chain.

The Group has produced an inventory of all its sites and workplaces worldwide to establish a comprehensive approach for conducting human rights assessments. These assessments are carried out in accordance with the UN Guiding Principles on Business and Human Rights (UNGPs) and the OECD Guidelines. Human rights assessments cover all consolidated entities and geographic risk is prioritized based on recognized external indices. The assessment follows a risk-based approach, with prioritization considering geographic location, local regulations, the nature of activities, and workforce characteristics. Specific areas of vigilance have been identified in certain regions such as Mexico, Central Europe, and some parts of Asia.

Governance and Risk Management



"At Vusion, we believe that business ethics and cyber risk management are fundamental to sustainable performance and to the trust of our customers, partners, investors, and employees. We conduct our business with integrity, transparency, and accountability, backed by robust policies on anti-corruption, conflicts of interest, and regulatory compliance. At the same time, as cyber threats evolve, we continuously strengthen our defenses to protect our information systems, sensitive data, and business operations, while building a culture of awareness, responsibility, and continuous improvement to enhance our resilience and safeguard the long-term success of our organization."

Thierry Lemaître
Deputy CEO, Finance & Corporate Affairs

2025 HIGHLIGHTS

- **94% of employees** signed the Code of Ethics
- Establishment of a **fully operational anti-corruption program** aligned with international standards and supported by mandatory training
- **Annual cybersecurity training** structured for all employees
- A **comprehensive adaptation plan** to build long-term resilience

In this section:

Providing a Strong Framework for Sustainable Leadership

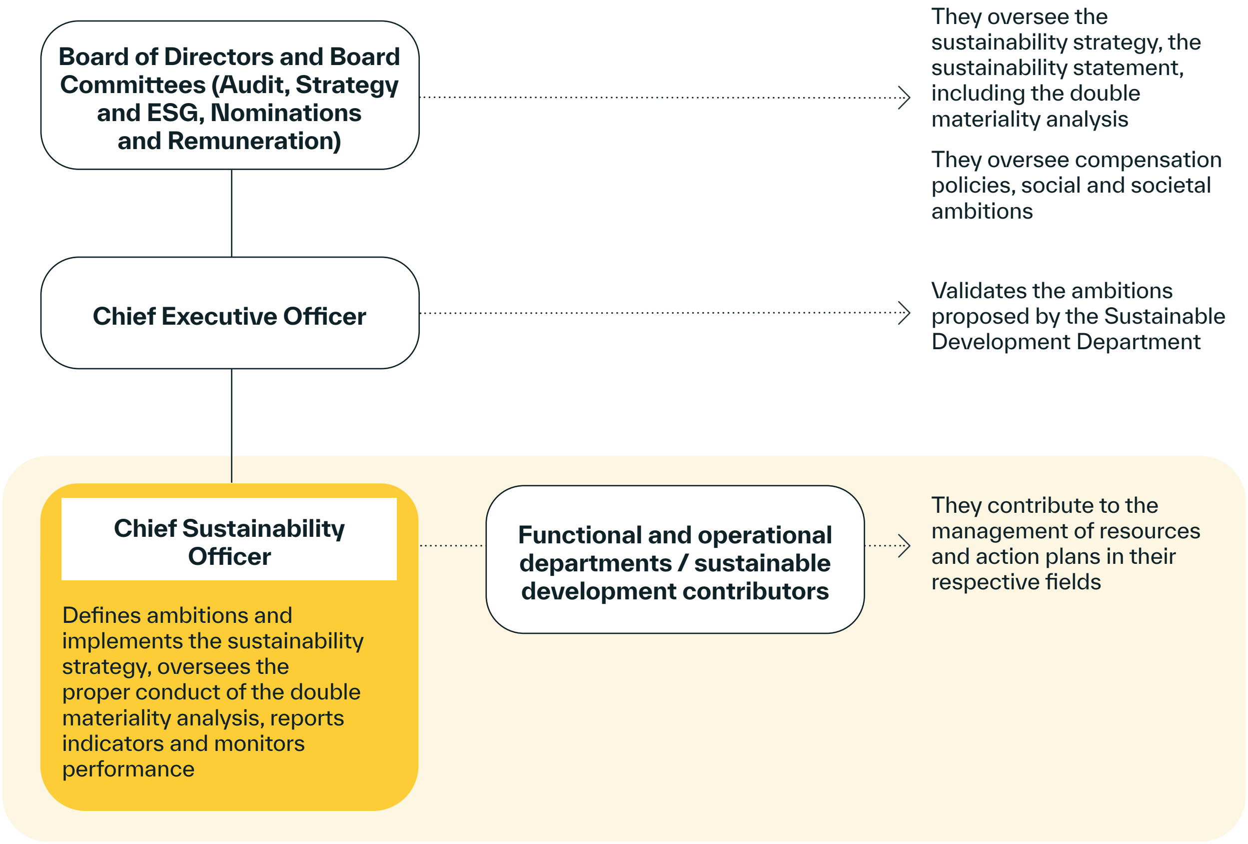
2025 HIGHLIGHTS

- **Senior management compensation tied to sustainability performance**, covering carbon intensity reduction, employee satisfaction, and gender balance in leadership.

Vusion believes that a robust governance framework is key to maintaining the strong advantages that have enabled the Group to become the undisputed leader in the retail tech sector.

Sustainability considerations are embedded at the highest level of Vusion's organization, along with future-oriented strategic thinking and decision-making. In determining the Group's business orientation and strategies, the Board of Directors considers social and environmental challenges alongside financial and operational priorities. Through its committees, the Board of Directors is also engaged in formal oversight of the Climate Transition Plan, its implementation, and associated risks.

Governance of Sustainable Performance



Measuring Progress on Risk Governance

	Indicator	2025	Target 2030
Ethics and Business Conduct	% of all Group employees that signed the Code of Ethics	**94%**	100%
	Number of ethical alerts deemed valid and investigated	**0**	0
Anti-corruption	Anti-corruption training completion rate for employees considered to be at-risk	**91%**	100%
Physical risks and resilience	Number of sites assessed for climate-related physical risks	**38**	Critical sites assessed
IT Security	Number of personal data leaks	**0**	0
	% of the workforce covered by multifactor authentication (MFA) deployment	**100%**	100%
	% of IT suppliers rated by CyberVadis	**84%**	100%
	Cyber risks SLA compliance rate Q4 2025	**98%**	100%

Ethical Business Conduct for our People

2025 HIGHLIGHTS

- **94% of employees** signed the Code of Ethics
- Launch of a **new anti-corruption e-learning module**
- **Zero cases of corruption** identified

VUSION'S CODE OF ETHICS

Vusion's Code of Ethics is the cornerstone of its approach to conducting business responsibly, reaffirming its commitment to legal compliance, integrity, and a respectful environment.
The purpose of the Code is to outline the legal and ethical standards that all members of the Group must respect and provide guidelines for ensuring compliance with these standards.

The Code of Ethics covers anti-bribery, anti-money laundering, and international trade compliance, human rights (including child labor, fair wages, and conflict minerals), anti-discrimination, gender equality, diversity, health and safety, and well-being. It also addresses fair competition, insider trading, confidentiality, data protection, conflicts of interest, and provides employees with practical whistleblowing guidance.

VUSION'S CODE OF ETHICS TRAINING PROGRAM

Vusion's business conduct framework emphasizes creating awareness and training for employees.
In 2025, the Group strengthened its business ethics training program through an e-learning module, mandatory for Group employees across all roles, functions, and departments.

Additionally, the Group uses its risk mapping to identify roles that are inherently exposed to corruption and integrity risks and ensures that the employees filling those roles receive specialized training

Vusion carries out Code of Ethics signature campaigns and has set the objective to have 100% of employees confirming their understanding of and adherence to the Code. The signature campaigns are carried out after each Code of Ethics update, and during the onboarding process of new hires.

Cybersecurity and Intellectual Property

CYBER & AI RISKS AT VUSION

As a provider of digital and cloud-based solutions to the physical retail sector, Vusion handles sensitive retail and customer data. Consequently, cybersecurity and data privacy have been identified as some of Vusion's most critical operational and compliance risks. Material cyber risks include breaches of intellectual property data, personal customer data, and corporate data including the Group's technical data.

Protection against key risks identified is managed by Vusion's Information Systems (IT) department and governed by two key policies: the IT resources and digital tools policy and the Information Security Management System (ISMS) policy.

The use of Artificial Intelligence (AI) has been identified as increasing exposure to several risks. Therefore, Vusion has formalized an AI Usage Charter to govern the use of AI systems, including generative AI, for internal use and for integration into products and services.

CYBER RISK GOVERNANCE

Cybersecurity risks are managed through a framework that includes preliminary control of AI solutions, definition of cybersecurity technical requirements, and strict oversight of data usage and applications. Governance involves the Legal department, IT and Security (CISO), the Technical department (CTO), and operational management. Cybersecurity risks are overseen by the Audit Committee which reports to the Board of Directors regarding these issues on a regular basis.

2025 HIGHLIGHTS

- Integration of the **EU AI Act** into Vusion's processes
- Launch of an **External SOC implementation** project
- **Appointment of a Group Data Protection Officer (DPO)**, overseeing the GDPR compliance framework, processing register and data breach management policy
- **CyberVadis platinum** status achieved

Cybersecurity and Intellectual Property

Vusion's cyber risk prevention framework is based on key operational measures such as:

- Annual assessments by CyberVadis;
- Weekly tracking of incidents, and quarterly risk committee meetings to review vulnerabilities;
- For employees, single sign-on (SSO) and MFA procedures have been implemented across all applications, and ongoing training and phishing simulations ensure constant vigilance;
- Security by design is applied across product development spectrum.

A KEY TO VUSION'S INNOVATION: MANAGEMENT OF THE INTELLECTUAL PROPERTY (IP) PORTFOLIO

Innovation in support of retail has been central to Vusion's mission since its inception, and protecting it is critical. With over 1,172 active patents across 19 countries and 181 active patent families, Vusion's IP portfolio is a direct reflection of its technological leadership.

Managing this portfolio is a strategic priority. The Group enforces a rigorous framework covering patent and trademark registrations, freedom-to-operate analyses, trade secret protection, and licensing compliance. Competitive intelligence and market monitoring ensure Vusion stays ahead of the IP landscape, while systematic due diligence is conducted in all M&A processes.

IP governance is driven by a cross-functional Legal and R&D group, with risks and key indicators regularly reviewed by the Risk Committee.

Vusion plans to formalize its IP management system in 2026 in alignment with the ISO 56005 standard, further cementing its commitment to innovation excellence.

Physical Risk Management and Business Continuity

CLIMATE ADAPTATION PLAN

STRATEGIC PILLAR	Resilience.
KEY ACTIONS	**Business continuity assessment** aligned with two scenarios [a 1.5°C scenario as well as a 4°C scenario]: physical risks assessment over the key value chain locations. **Sourcing continuity risks** over critical raw materials.
2025 IMPLEMENTATION ROADMAP	**Climate risk analysis conducted under two scenarios.** **Risk analysis of supply tensions for two priority raw materials.**

2025 HIGHLIGHTS

- **Expanded risk mapping** to include cloud providers' data center locations and assets critical to business continuity
- **Enhanced climate risk assessment** integrating a high-warming scenario (4°C) alongside an intermediate scenario
- **Review of vulnerabilities affecting raw material sourcing**, both price and availability

Vusion has established a structured business continuity framework defining clear objectives, roles, and recovery strategies to ensure the resilience of its critical activities in the event of a major incident. Climate-related risks are fully integrated into this approach.

Building on its double materiality assessment, Vusion's climate transition plan positions adaptation to climate change as a key strategic pillar. The adaptation strategy is grounded in TCFD-aligned scenario analysis, drawing on IPCC pathways and the IEA Net Zero scenario to assess exposure across a range of climate trajectories.

Key physical risks identified include extreme heat, flooding, supply chain disruptions, and raw material scarcity. To address these, Vusion has defined targeted mitigation measures:

- Supplier diversification and multi-sourcing strategies to reduce concentration risk;
- Production flexibility across EMS partners to ensure operational continuity;
- Climate-resilient site selection and infrastructure assessment;
- Integration of climate risks into enterprise risk management and business continuity planning.

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