

KPMG S.A.
Registered Office:
Tour EQHO
2 Avenue Gambetta
CS 60055
92066 Paris La Défense Cedex
France

Telephone: +33 (0)1 55 68 86 66
Fax: +33 (0)1 55 68 86 60
Website: www.kpmg.fr

SRP Groupe S.A.

**Report by the independent third party on the consolidated non-
financial statement**

For the year ended 31 December 2020
SRP Groupe S.A.
ZAC Montjoie - 1 rue des Blés, 93212 La Plaine Saint-Denis
Cedex
This report contains 5 pages

SRP Groupe S.A.

Report by the independent third party on the non-financial statement
26 March 2021

SRP Groupe S.A.

Registered office: ZAC Montjoie - 1 rue des Blés, 93212 La Plaine Saint-Denis Cedex

Report by the independent third party on the consolidated non-financial statement

This is a free English translation of the Statutory Auditor's report issued in French and is provided solely for the convenience of English-speaking readers. This report should be read in conjunction with, and construed in accordance with, French law and professional standards applicable in France.

For the year ended 31 December 2020

To the Annual General Meeting,

In our capacity as independent third party of your company (hereinafter the “entity”), and accredited by the French Accreditation Committee (Comité Français d'Accréditation or COFRAC) under number 3-1049¹ and, as a member firm of the KPMG International network, one of your statutory auditors, we hereby report to you on the consolidated non-financial statement for the year ended 31 December 2020 (hereinafter the “Statement”), included in the entity's Management Report pursuant to the requirements of articles L. 225-102-1, R. 225-105 and R. 225-105-1 of the French Commercial Code (Code de commerce).

Responsibility of the entity

The Management Board's is responsible for preparing the Statement, including a presentation of the business model, a description of the principal non-financial risks, a presentation of the policies implemented considering those risks and the outcomes of said policies, including key performance indicators.

The Statement has been prepared in accordance with the entity's procedures (hereinafter the “Guidelines”), the main elements of which are presented in the Statement and available upon request at the entity's head office.

¹ Accreditation Cofrac Inspection, number 3-1049, scope available at www.cofrac.fr

Independence and quality control

Our independence is defined by the requirements of article L.822-11-3 of the French Commercial Code and the French Code of Ethics (*Code de déontologie*) of our profession. In addition, we have implemented a system of quality control including documented policies and procedures regarding compliance with applicable legal and regulatory requirements, the ethical requirements and French professional guidance.

Responsibility of the independent third party,

On the basis of our work, our responsibility is to provide a report expressing a limited assurance conclusion on:

- the compliance of the Statement with the requirements of article R. 225-105 of the French Commercial Code;
- the fairness of the information provided in accordance with article R.225-105 I, 3° and II of the French Commercial Code, i.e., the outcomes, including key performance indicators, and the measures implemented considering the principal risks (hereinafter the “Information”).

However, it is not our responsibility to comment on the entity's compliance with other applicable legal and regulatory requirements, in particular the French duty of care law and anti-corruption and tax avoidance legislation nor on the compliance of products and services with the applicable regulations.

Nature and scope of our work

The work described below was performed in accordance with the provisions of Article A.225-1 *et seq.* of the French Commercial Code, as well as with the professional guidance of the French Institute of Statutory Auditors (*Compagnie nationale des commissaires aux comptes* or CNCC) applicable to such engagements and with ISAE 3000²:

- We obtained an understanding of all the consolidated entities' activities, and the description of the principal risks associated;
- We assessed the suitability of the criteria of the Guidelines with respect to their relevance, completeness, reliability, neutrality and understandability, with due consideration of industry best practices, where appropriate;
- We verified that the Statement includes each category of social and environmental information set out in article L.225-102-1 III as well as information regarding compliance with human rights and anti-corruption and tax avoidance legislation set out in article L. 22-10-36, paragraph 2;

² ISAE 3000: international standard on assurance engagements other than audits or reviews of historical financial information

- We verified that the Statement provides the information required under article R. 225-105 II of the French Commercial Code, where relevant with respect to the principal risks, and includes, where applicable, an explanation for the absence of the information required under article L. 225-102-1 III, paragraph 2 of the French Commercial Code;
- We verified that the Statement presents the business model and a description of principal risks associated with all the consolidated entities' activities, including where relevant and proportionate, the risks associated with their business relationships, their products or services, as well as their policies, measures and the outcomes thereof, including key performance indicators associated to the principal risks;
- We referred to documentary sources and conducted interviews to:
 - assess the process used to identify and confirm the principal risks as well as the consistency of the outcomes, including the key performance indicators used, with respect to the principal risks and the policies presented;
 - corroborate the qualitative information (measures and outcomes) that we considered to be the most important³. Our work was carried out at the head office of the consolidating entity.
- We verified that the Statement covers the scope of consolidation, i.e. all the consolidated entities in accordance with article L. 233-16 of the French Commercial Code, within the limitations set out in the Statement;
- We obtained an understanding of internal control and risk management procedures the entity has put in place and assessed the data collection process to ensure the completeness and fairness of the Information;
- For the key performance indicators and other quantitative outcomes that we considered to be the most important⁴, we implemented:
 - analytical procedures to verify the proper consolidation of the data collected and the consistency of any changes in those data;
 - tests of details, using sampling techniques, in order to verify the proper application of the definitions and procedures and reconcile the data with the supporting documents. This work was carried out at the entity's head office and covers 100 % of the consolidated data selected for these tests;

We assessed the overall consistency of the Statement based on our knowledge of all the consolidated entities.

³ Measures taken in favor of sustainable and inclusive employability; Actions implemented to manage employees' health, safety and quality of life at work; Actions to promote professional employment and access to work; Gender equality index; Actions to control the environmental footprint; Measures taken to fight against corruption; Contractual obligations relating to human rights; Policies implemented to strengthen the protection of personal data; Partnership and sponsorship actions in favor of innovation and entrepreneurship.

⁴ Headcount at 31/12; Turnover rate; Number of hours of training; Percentage of women managers; Energy consumption and associated CO₂ emissions per employee; Energy use per square meter; Quantity of waste discharged (cardboard, CIW) per employee; Amount of waste recycled per employee; Proportion of recyclable packaging used for shipping orders; Number of start-ups incubated; Number of employees trained on anti-corruption.

SRP Groupe S.A.

*Report by the independent third party on the non-financial statement
26 March 2021*

We believe that the work carried out, based on our professional judgment, is sufficient to provide a basis for our limited assurance conclusion; a higher level of assurance would have required us to carry out more extensive procedures.

Means and resources

Our work was carried out by a team of five people between December 2020 and March 2021 and took approximatively three weeks.

We were assisted in our work by our specialists in sustainable development and corporate social responsibility. We conducted about ten interviews with the people responsible for preparing the Statement.

Conclusion

Based on the procedures performed, nothing has come to our attention that causes us to believe that the non-financial statement is not presented in accordance with the applicable regulatory requirements and that the Information, taken as a whole, is not presented fairly in accordance with the Guidelines, in all material respects.

Comment

Without modifying our conclusion and in accordance with article A. 225-3 of the French Commercial Code, we have the following comment:

- Some indicators don't present historical comparability, the latter having been implemented in 2020, as specified in the "Note on methodology" paragraph of the Statement.

Paris-La Défense, on 26 March 2021

KPMG S.A.

Anne Garans
Partner
Sustainability Services

Jean-Pierre Valensi
Partner