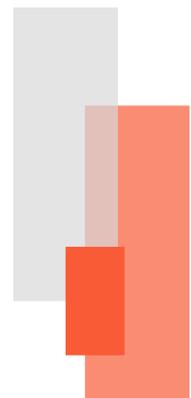


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Visual Automation Platform

MOBILITY PLAN





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INTRODUCTION

Deepomatic has launched an ambitious environmental initiative. In this perspective, it is important for us to evaluate and control **all sources of CO2e emissions** generated by our activity.

Yet, employee travel accounts for a significant portion of our emissions. This is not surprising when you consider that, on another scale, transportation accounts for 28.9% of global greenhouse gas (GHG) emissions and that 40% of air travel on domestic flights in France is related to business travel. For these reasons, it seemed natural to **promote soft mobility** through this plan.

This document defines the **global principles of our mobility policy**. It is addressed to all current and future employees so that they will be aware of the travel conditions that we encourage. According to the French Transport Code, the purpose of mobility plans is to "increase the efficiency of travel related to its activity, in particular those of its employees, with a view to reducing greenhouse gas emissions and atmospheric pollutants and reducing congestion of infrastructures and means of transport"¹.

While the plan attempts to anticipate many situations, **it cannot be exhaustive**. Deepomatic's strategic and economic inflexions could create unprecedented situations. This is why we allow ourselves the right to deviate from these principles from time to time, as long as any exception to the rule is justified

In addition to its environmental virtues, this policy is also justified by **a search for equity among the company's employees**. Indeed, the current sanitary circumstances have highlighted the new organizations in terms of remote work. Some of our employees now find themselves far from our headquarters and it is to respond to this multiplicity of situations in a fair manner that we also wanted to draw up this charter.

¹ French Transport Code, Article L1214-8-2.

MAIN PRINCIPLES

The essence of our mobility policy is embodied in two general principles that must be applied without distinction to all our employees' travel.

1. SYSTEMATICALLY CHOOSE THE LEAST EMISSIVE MEANS OF TRAVEL

Deepomatic expects its staff to use the least impactful modes of transportation as much as possible, regardless of the reason for their travel (business or pleasure). We consider that **the train should be the systematic alternative to the plane when the equivalent journey takes less than seven hours**. This ambitious principle is justified by the lower environmental cost of the train compared to other common modes of transport.

If the journey exceeds seven hours and the employee still wishes to take the train, he or she is obviously encouraged to do so. The employee is also free to vary the mode of transportation between the outbound and return trips as long as the above principle is respected.

2. OPTIMIZE YOUR TRIPS TO REDUCE THEIR NUMBER

When an employee is required to travel - whether it is for a client meeting, or to spend time with the team - it is essential to optimize the trip as much as possible.

For example, employees can maximize their appointments or extend the time they initially planned to stay. By reducing the number of round trips, they contribute to Deepomatic's environmental policy.

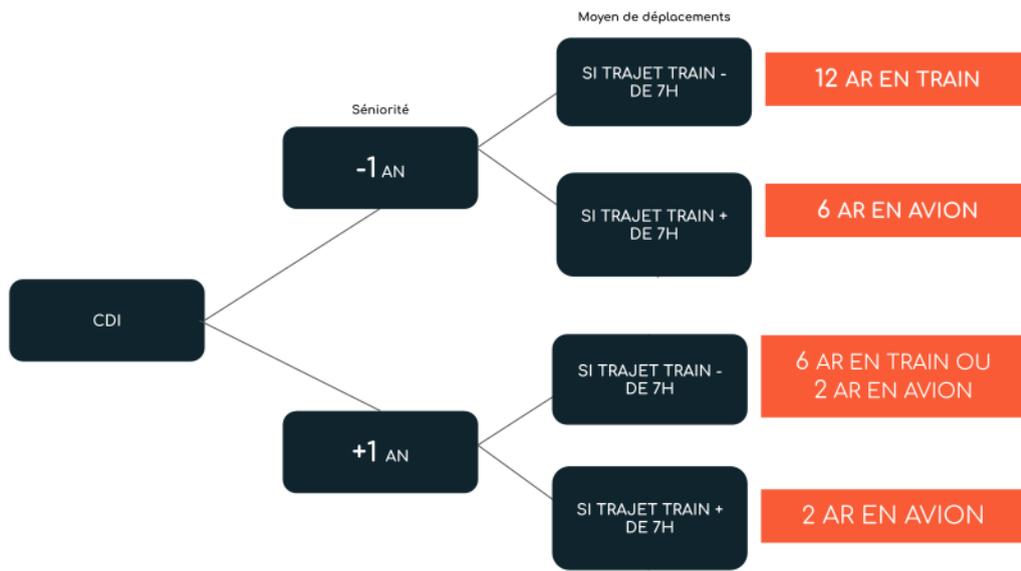
3. ANTICIPATE TRAVEL TO ORGANIZE YOUR WORK TIME

Although the train is undoubtedly less emissive, it has the disadvantage of requiring a greater investment of time than the plane. Depending on the journey, working conditions are not always optimal, mainly due to the intermittent quality of the on-board wifi network. Deepomatic is aware of this problem and invites its employees to **anticipate these situations so that they are able to continue their activity during these trips**. This requires booking trips in advance.

This anticipation is more or less easy depending on the type of position held in the company, which is why **managers must help employees identify the type of work that can be performed** in a setting where the connection is weak or absent. To ensure the best possible working conditions, Deepomatic is committed to providing the necessary equipment to improve these conditions.

USUAL TRIPS FOR RESIDENTS OUTSIDE THE EMPLOYMENT AREA

Recently, our company has been facing a diversification of working conditions of its employees, some of whom wish to perform their job from the location of their choice. To meet these demands, Deepomatic has studied all of its employees' particular cases and has created different mobility plans according to the situations identified. Each plan has been assigned a round trip quantity.



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1. TYPE OF CONTRACTS CONCERNED

The first question to ask in order to determine the mobility regime to which one is subject is to know what type of contract links the employee to the company.

Freelancers residing in a location other than Paris are not required to travel to Deepomatic's offices. However, their business travel is considered part of their duties. They must therefore respect the same principles as those prescribed for other Deepomatic employees².

The situation is different for our permanent employees. We consider their punctual presence as an asset and therefore we require it according to different conditions depending on the situation.

² See "Business Travel" below.



2. EMPLOYMENT AREA : DEFINITION



The rules regarding the presence of our collaborators differ according to whether they are in or out of the employment area.

The employment area is defined by a time limit: any employee who is less than two hours door to door from Paris, where Deepomatic is located, is considered to be part of the employment area.

3. INTEGRATION PERIOD : DEFINITION



Team spirit is a key element at Deepomatic and we are determined to maintain it. It is important to us that each new employee has the opportunity to meet the people they will be working with. For this reason, we have decided to make a distinction between employees who are in the integration process and those who have completed their integration.

The integration period lasts for one year after the contract is signed. As long as the integration period is not over, the employee living outside the employment area is required to come on the premises for a cumulative period of one month every four months (e.g. one week per month).

The employee who has exceeded the integration period is still encouraged to visit, but in a more moderate manner, again with a view to limiting the amount of travel by the company.

The amount of travel allowed in both cases depends on whether there is a train alternative that is less than 7 hours. If the train is not an option, air travel is allowed but in a lesser quantity.

USUAL TRIPS FOR RESIDENTS INSIDE THE EMPLOYMENT AREA

1. REFUNDS FOR PUBLIC TRANSPORTATION

In accordance with the law, Deepomatic covers 50% of its employees' public transportation costs.

Single tickets are not refundable. Only season tickets are covered by the employer. They can be annual, monthly or weekly.

2. SUSTAINABLE MOBILITY PACKAGE

Sustainable mobility package : definition

In order to promote more environmentally friendly means of transportation, the sustainable mobility package offers employers the possibility of granting an allowance to employees who favor soft mobility, i.e. non-motorized travel. The underlying goal is to limit employees' greenhouse gas emissions and improve their quality of life.

An employee who has validated his or her probationary period may request:

- 500€/year if he or she only has the sustainable mobility package
- 600€/year if the package is combined with the partial reimbursement of a public transport ticket

If the employee does not have a yearly but a monthly ticket, he or she must commit to using it at least three months out of the year in order to receive the €600 package. In this way, we ensure that there is no disparity between those who accumulate and those who only use a soft mobility means.

Transport mode and type of transactions involved

Transport mode

- Active mobility
 - Bicycle
 - Scooter
- Electrified mobility
 - Electric bike
 - Electric scooter (only rental, purchase from January 1st 2022)
 - Electric car (only shared rental)

Transactions

- Purchase of the vehicle

- Vehicle rental (such as Véligo, Vélib, Lime...)
- Maintenance and repair of the vehicle
- Purchase of accessories for the vehicle

Condition of reimbursement

Renewal period

All employees who have already validated their trial period will be able to use the package from 20/10/2021. It will be renewed every year on this same date.

For all those who have validated their trial period after this date, the package will be accessible at the end of the trial period and will be renewed annually at this date.

Conditions

In order for the expenses to be reimbursed by the company, the employee must submit an expense report. This must contain a receipt and be accompanied by a "sustainable mobility" tag to simplify tracking. Exceptionally, these notes do not have to be validated by the manager but by the Administrative and Financial Manager or the Sustainable Development Officer.

Each employee is considered responsible for his or her expenses and must ensure that he or she does not exceed the fixed amount allocated. If an expense claim has been approved that exceeds the employee's entitlement, Deepomatic will make any necessary adjustments by subtracting the excess from the employee's pay slip.

In addition, if the employee's expenses exceed the annual fee, he or she can spread the bill over a maximum of three years

Example

James has purchased a bicycle that costs 1500€. To be reimbursed for the full amount, he only needs to produce one expense report per year for three years, to which he must attach the invoice for his bike.

Special cases

Departure of an employee who used the mobility package

If an employee leaves the company before the package renewal date, Deepomatic will prorate the expenses incurred during this period based on the time that has passed since the last package renewal. If the employee has spent more than the prorated amount, the company will deduct the amount from their paycheck.

Exemple

At the end of his probationary period in January 2022, Jean benefited from a mobility package of 500€/year. In February, he bought a bicycle and was reimbursed €500 by the company, thus using his entire package. Jacques decides to leave the company. His exit date is scheduled for the end of June 2022.

Deepomatic prorates the amount allocated to him according to the number of months he has been with the company. One month is approximately equivalent to 41,7€. Since John spent 6



months in the company, Deepomatic considers that John owes the company 250€ and allows itself to deduct the missing amount from his last pay slip.



BUSINESS TRAVEL

In order to reduce our travel emissions, as much work as possible must be done remotely. To ensure that this remote work can take place in the best possible conditions, Deepomatic is committed to providing all the necessary equipment to facilitate exchanges, such as equipping all of its meeting rooms with a quality video conferencing device.

However, Deepomatic recognizes the value of being able to meet those with whom we collaborate or are about to collaborate. It is because they allow us to maintain a connection, to understand our clients' ways of working and thinking that some of these trips are considered necessary.

Business trips include all trips made to visit a client or prospect, as well as those made to host events (such as trade shows or forums). When essential, these trips should be optimized as much as possible.

Example

If a client wishes to meet with a sales representative, the employee is invited to offer meetings to his other clients or prospects on site.

If several Solution Architects work for the same client and the client wishes to meet one of them, priority should be given to the SA who has the most clients to visit on site.

However, we know that it is not always easy to anticipate customer travel and therefore to optimize arrival on site. This is why we consider that requiring our employees to systematically take the train when the journey lasts less than 7 hours is too restrictive in this context where the appointments that we make are sometimes very short. The threshold has therefore been lowered and it has been decided to make the train systematic for journeys of less than 4 hours.

In order to facilitate work and improve comfort during these trips, Deepomatic offers its employees a first class return ticket.