



INNOVATIVE SOLUTIONS
BY OPEN SOURCE EXPERTS

2024-2026 Impact Report

Our Sustainability Approach

June 2026

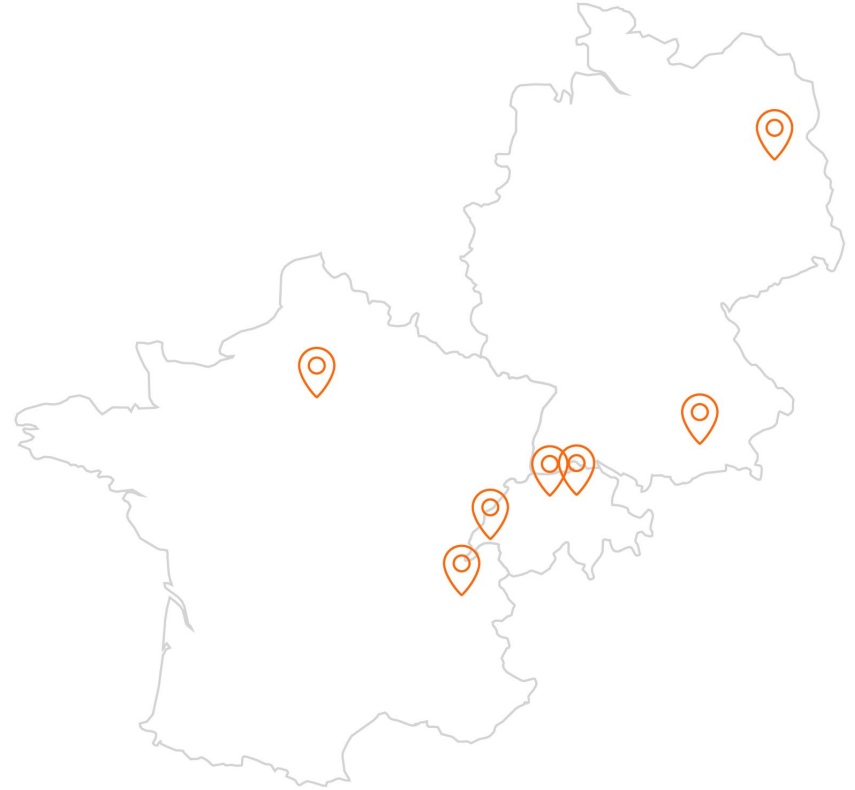


Camptocamp at a glance

Camptocamp in short



- Founded in 2001
- 150+ employees in early 2026
- 3 countries / 7 locations
 - Switzerland, France, Germany
- A major European player in Open Source technologies
- Independent subsidiary of the Swisscom Group since 2024



Our Solutions & Services

Adapted to the respective local needs



Who is Camptocamp?



Innovative
Technology
Provider



150+ Experts
in Open Source



Global presence &
local subsidiaries

What does Camptocamp offer?



Consulting



Implementation



Maintenance &
Hosting



Subscription
Management



Training



Geospatial Solutions

When location matters, we help our customers solve their most important challenges.



Business Solutions

When processes matter, we help our customers transform their business operations.



Infrastructure Solutions

When reliability matters, we help our customers improve their IT infrastructure.

World's largest service provider contributing to geospatial Open Source solutions.

- Integration of Geographic Information Systems & geodata infrastructures
- Development of customized GIS solutions
- Consulting, implementation, operation, support & training



Agile project management and DevOps integration.



Market leader in the area of space-related open source solutions.



Established in the community since 2001.

Business Solutions

When processes matter

Transforming business operations with Odoo,
one app at a time.

- **All-in-One Cloud Solution**
One app for every need
- **Customizable & Flexible**
Tailored business app & interfaces
- **Easy to use**
Intuitive, any device, on any platform
- **Cost-Effective**
High ROI thanks to Open Source model

Features



- Finance
- CMS & E-Commerce
- Sales & Purchase
- HR
- Logistics
- Production & MRP
- Warehousing
- Interfaces



Users
12M+



Countries
181+



Partners
5'000+

Infrastructure Solutions

When reliability matters

We design, create and maintain the basic infrastructure that supports the development, deployment and operation of software applications.

Customer expectations

- Efficiency
- Reliability
- Scalability
- Security
- Innovation

Most important skills

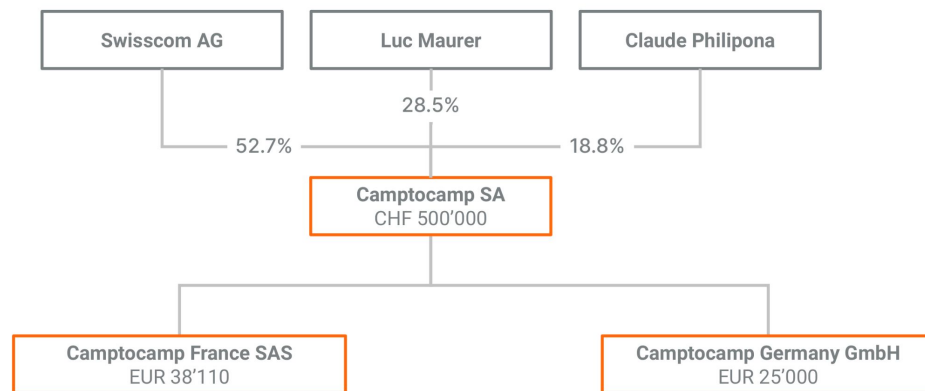
- Infrastructure as Code (IaC)
- Automation & Continuous Integration and Deployment (CI/CD)
- Containerization & Orchestration
- Monitoring & Observability
- Collaboration & Support
- Cost optimization
- Research & Development



Camptocamp Group structure



- Camptocamp SA is a Swiss group with 2 national subsidiaries
 - Camptocamp France SAS
 - Camptocamp Germany GmbH
- Part of Swisscom Group since 2024
- Co-founders and managing partners Luc Maurer & Claude Philipona still own 47.3% of the group



Our values and vision



Our long-term ambition, the world we aspire to live in:

"A sustainable and sovereign digital future, built on openness, pragmatism and values"

- Respect
 - Team Spirit
 - Innovation
 - Openness
 - Responsibility
- In partnership with our clients, we design, deliver, and run open, pragmatic, and sustainable IT solutions that empower organizations to thrive, foster innovation, and ensure long-term digital sovereignty.



Assessing our impacts

Our main environmental impacts as an IT company



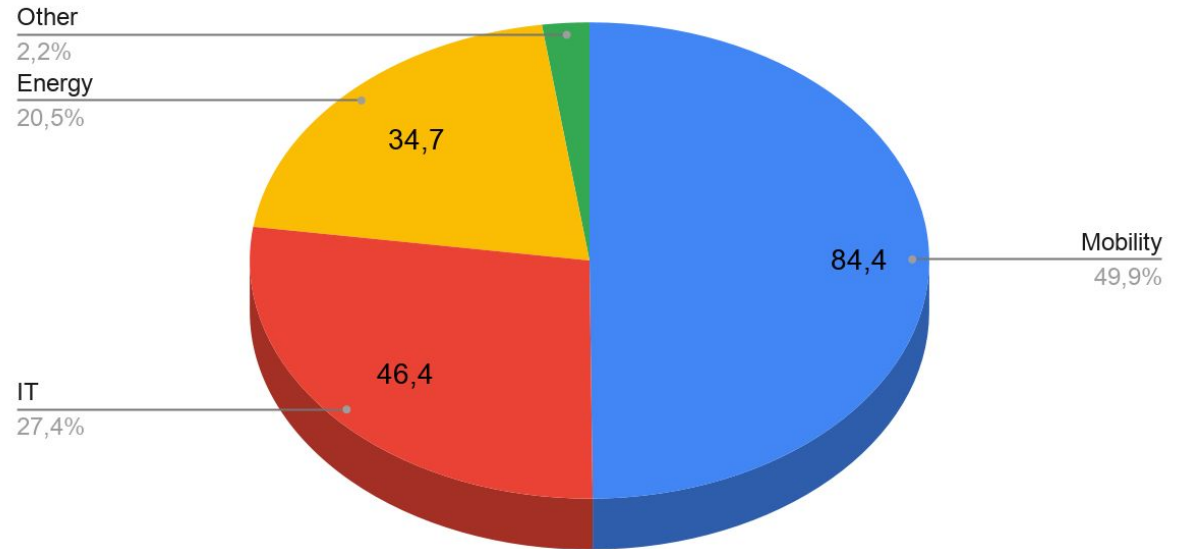
- Energy consumption
 - Buildings (electricity), cloud services, use of IT equipment, electric vehicles
- Greenhouse Gas emissions (aka "carbon emissions")
 - Direct: travels (eg. car and flights), buildings (heating)
 - Indirect: electricity production, IT equipment & other goods manufacturing
- Natural resources depletion
 - Mainly related to our IT equipment and indirectly to all the infrastructure we use

Our carbon footprint 2024



Key figures

- 169 tCO₂eq overall
- 1 tCO₂eq / FTE
- 7.6 tCO₂eq / MCHF of revenue



See also [our reduction targets](#)

Mobility

Overall 2024 figures



	Commuting	Business Trips
Soft Mobility	72.2%	80%
Car	23.4%	14.1%
Plane	0	5.8% ⇒ 28'500 km
Total	1M km	0.5M km
Average per FTE	5'690 km / year	2'875 km / year

Commuting: home to office travels

Soft mobility: train/bus/tram, (e)bike, walking

% are given on a distance basis

IT & energy figures at Camptocamp in 2024



- 204 laptops (expected lifetime: 5y)
 - 405 screens (expected lifetime: 8-10y)
 - 87.5 TB of cloud storage
-
- Electricity + Heat = 197'000 kWh overall
 - Energy intensity = 9'037 kWh / MCHF of revenue
 - Renewable energy = 60%

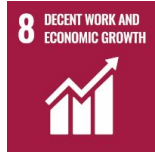


Our sustainability approach

Our Sustainable Development Goals



Our main concerns as a company



→ Local impact & better life



→ Better education



→ Reduced carbon footprint



→ Environmental initiatives



→ Innovation

Materiality analysis



* Impact of business activities on the topic (internal / external)

** Relevance of the topic from the perspective of the stakeholders (employees/customers,...) // external expectations

Key messages



- **Sustainability** is not a side-project and **should be part of our strategy and operations**
- **Sustainability is the business of all** ⇒ everyone can make a difference in their projects and missions

Contributing to (Open Source) communities



Born as an Open Source pure player

→ Open Source by choice

- Born with open source in our DNA (2001) to ensure digital sovereignty, full transparency, and long-term sustainability for our clients

→ Active code contribution

- Daily contributions to major global communities, actively co-building ecosystems like Odoo, QGIS/GeoMapFish, and Linux/Kubernetes ([our github repository](#))

→ Community leadership

- Founding member and core pillar of the [Odoo Community Association \(OCA\)](#) and heavily involved in the [OSGeo Foundation](#) governance

→ No vendor lock-in

- Championing open standards over proprietary licenses, ensuring digital freedom and shared digital commons

→ Knowledge sharing

- Actively fostering the next generation through tech conferences, regular workshops, and specialized open-source training

Our objectives for sustainability



Environmental goals in short

- Reduce our carbon footprint
 - Control our energy consumption, especially related to Cloud and AI
 - Encourage more responsible mobility
 - Set reduction objectives + roadmap (WIP spring 2026)
- Limit IT equipment and extend its lifetime
- Encourage more digital sobriety and eco-design in our projects
- Promote responsible innovation
 - Including about AI
- Raise our team awareness and training about sustainability



- Our Group travel policy was released in March 2026
 - Encourage eco-friendly transportation in combination with safety, well-being and professional efficiency
 - Question the need to travel and consider lower impact alternatives whenever possible (eg. video conferencing)
 - Public transports are our primary means of transportation
 - Consistency with our carbon reduction objectives to come
- Air travel
 - Permitted when train travel is not available or exceeds 5h
 - Should be approved by the line manager and the Head of HR
- Mobility plans for our offices (commuting)
 - Effective at our HQ in Lausanne since 2022 and updated every year
 - Plans adapted to the specificities of our other locations are being designed

Green IT



Use fewer but better IT equipment

- Our fleet of laptops is designed and maintained to ensure a long service life
 - Standard equipment, adapted to the actual needs
 - Repairable, modular & upgradable laptops
 - Used laptops are refurbished for less intensive tasks or donated in some cases
 - Defective equipment is collected for recycling or spare parts
- Collaborators also have a great impact
 - Good practices when using, transporting or storing equipment help extending the equipment lifetime
 - Recommendations for malfunctioning equipment



- Camptocamp promotes in-house workshops to enhance its employees' understanding of current environmental issues relating to its operations
- The Climate Fresk (35 participants so far)
 - The Digital Collage / La Fresque du Numérique (28 participants so far)
 - The "2 tonnes" workshop (starting in June 2026)



- Camptocamp sponsors a beehive right near our Chambéry office since 2013
- A small action but with concrete effects by
 - Capturing ~890 kg of CO2 in 2025 (beehive footprint ~15 kg of CO2/year)
 - Participating to the pollination of trees, plants and cultures in the area
 - Supporting the local economy, specifically the beekeepers and beehive manufacturers employing disabled people
 - Providing some local and delicious honey to our collaborators!

Our reduction goals

Benchmarks 1/2



→ In 2024, Camptocamp carbon footprint was lower than the average of Swiss/French/German companies ("urgency factors" < 1)

- Our main impact categories have been assessed, emphasizing the items that should be prioritized
- For instance in Switzerland



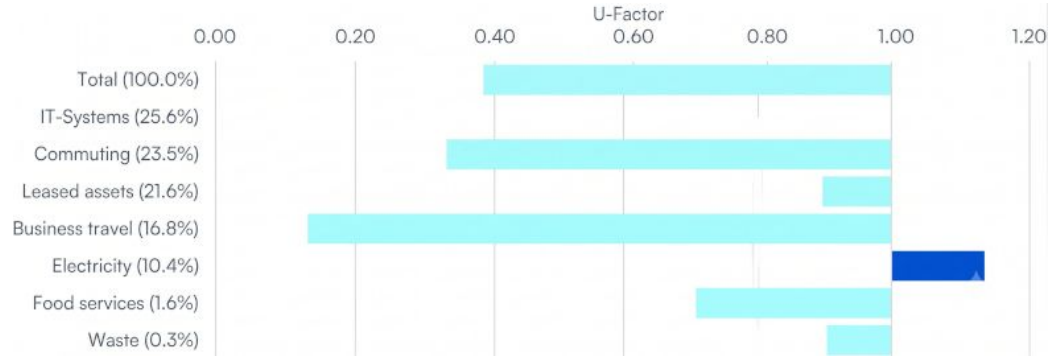
Our reduction goals

Benchmarks 2/2



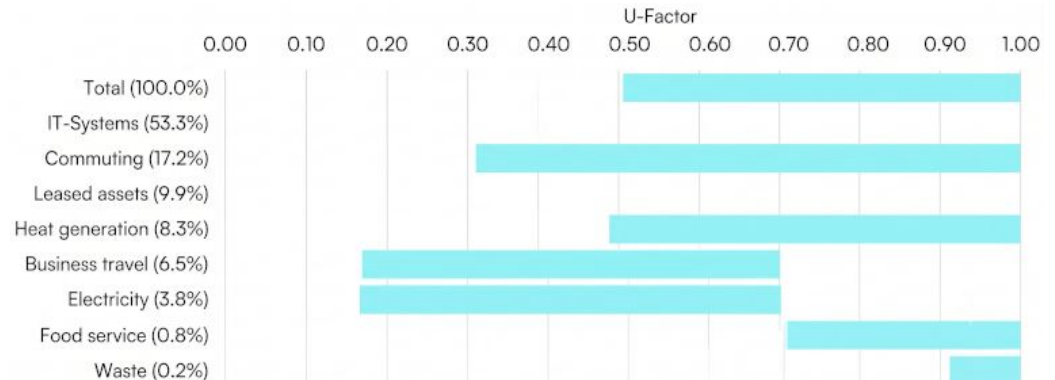
→ In France

- Electricity underperforms because of standard mix contracts (not 100% renewable energy based)



→ In Germany

- 100% renewable energy based providers



Our 2050 carbon budget



Setting carbon boundaries

- Based on our 2024 carbon footprint (169.3 tCO_{2eq}), we have computed our carbon budget by 2050 according to 2 methods:
- **SBTi** (Science-Based Targets initiative)
 - Modelled by a linear decrease to 0 in 2050 with -42% in 2030
 - **ACB** (Activity-Based Carbon Budget)
 - More representative of our actual performance (our overall urgency factor = 0.47)
 - Acknowledges our past sustainability efforts
 - Gives us the operational flexibility to implement high-impact measures on a non-linear timeline

SBTi Budget	ACB Budget
1953.7 tCO _{2eq}	4032.9 tCO _{2eq}

Our carbon reduction roadmap

2024-2030 Action Plan 1/2



Action	Category	Year	Objective
Renewable Energy electricity contract (Paris)	Energy	2025	-0.38 tCO _{2eq}
Forbid flights when train alternatives < 5h exist	Mobility	2025	Not quantified yet
Increase lifetime of IT equipment (5 to 6 years)	IT	2026	-6.46 tCO _{2eq}
Mobility plan - France (updated every 5y)	Mobility	2026	-11.3 tCO _{2eq}
Mobility plan - Germany (updated every 5y)	Mobility	2026	-6.2 tCO _{2eq}
Mobility plan - Switzerland (updated every 5y)	Mobility	2027	-14.6 tCO _{2eq}
Only one screen per employee	IT	2027	-2.87 tCO _{2eq}
Promote use of electric carsharing (Mobility CH)	Mobility	2027	-2.84 tCO _{2eq}

Our carbon reduction roadmap

2024-2030 Action Plan 2/2



Action	Category	Year	Objective
Smart regulation of heating	Energy	2027	-5% (Heating)
Energy efficiency audits of our offices	Energy	2027	-10% (Elec) / -2% (Heat)
Reduce office size (-10% in Bussigny & Olten?)	Energy	2027	-1.03 tCO _{2eq}
Waste management audit & reduction	Waste	2027	-10%
Veggie meals for corporate events	Food	2027	Not quantified yet
Update Chambéry office (moving or at least switching to 100% renewable energy)	Energy / (Mobility)	2030	-3.72 tCO _{2eq}
Reduce IT-related electricity consumption	IT / Energy	2030	-1.60 tCO _{2eq}
Switch to low-carbon boilers in Paris and Olten (currently gas)	Energy	2040	Not quantified yet

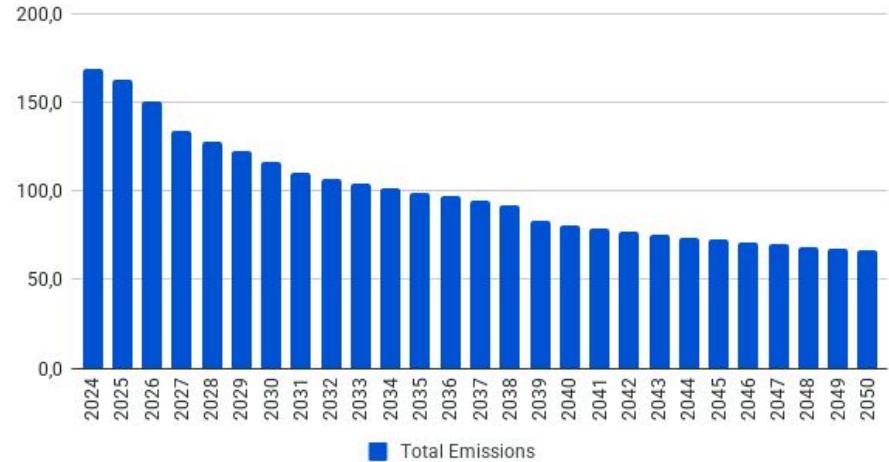
Carbon Emissions Trends

1/2

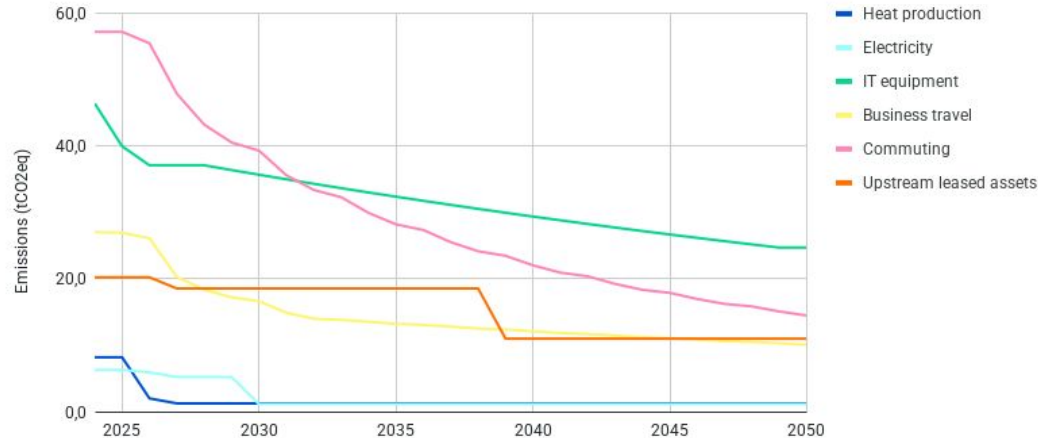
Emissions are expected to drop

- from 169.3 tCO_{2eq} in 2024
- to 98.5 tCO_{2eq} in 2035
- 42% reduction over 10 yr

Yearly Emissions Trends (tCO_{2eq})



Emissions Trends by Category



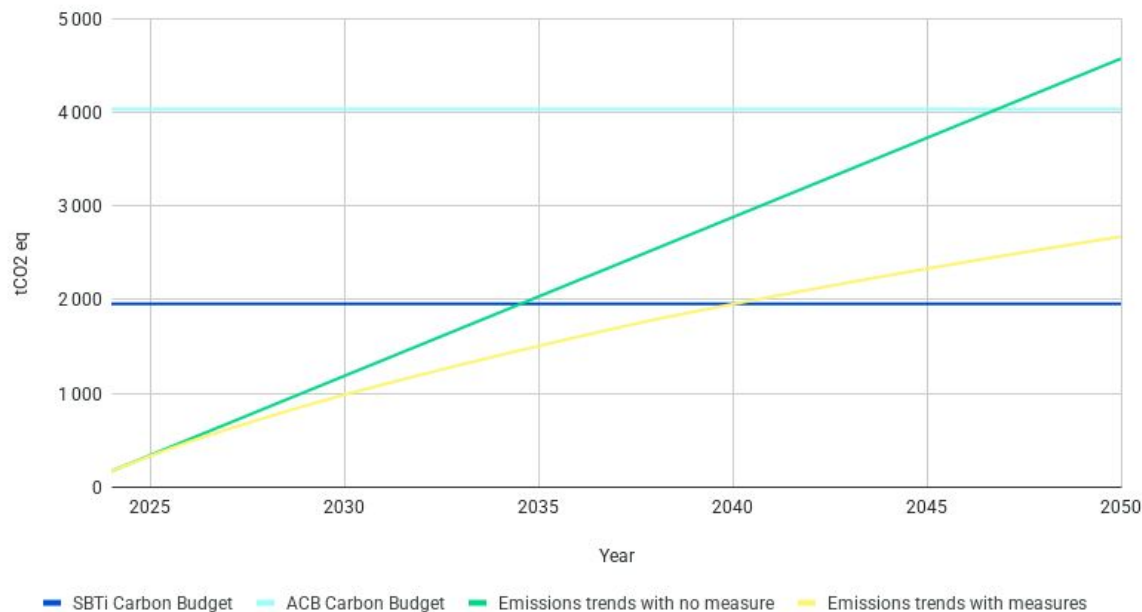
Carbon Emissions Trends



2/2

- Cumulated emissions between 2024 and 2050 are reduced by 42% to 2672 tCO_{2eq}
- Way below our ACB budget of 4033 tCO_{2eq}
- Exceeding our SBTi budget of 1953 tCO_{2eq} by 37%

Emissions Trends and Carbon Budgets





Governance

Code of Ethics



- Camptocamp has published its [Code of Ethics](#) in 2025
- Together with our internal regulations, this document sets out the general ethical principles that guide us as a company, in particular
 - Anti-discrimination & anti-harassment
 - Privacy & individual protection
 - Project ethics
 - Conflicts of interest & anti-corruption

Anti-corruption



- Camptocamp expects its employees and partners to comply with the law
- Camptocamp forbids
 - Any kind of bribery (financial or in-kind) from or to any customer or provider
 - Any activity that could create a conflict of interest, violate the duty of loyalty or compete with the company activity
- The occasional offering or acceptance of gifts are permitted under some circumstances, defined in the staff regulation of each entity of the Camptocamp Group

Donation & sponsorship register



1/3

Beneficiary	Category	Type	2024 (CHF)	2025 (CHF)
Association 42 Lausanne	Computer School	Sponsorship	20'000	20'000
Berner Fachhochschule	Computer School	Sponsorship	4'500	
Les Quatre Saisons de Lozère	Disabled-friendly business	Sponsorship		29'940
IZlgreen	Biodiversity support	Sponsorship	1'002	1'015
Association Femmes en Montagne	Festival (women support)	Sponsorship	2'000	
Association Trail Event Le Mouret	Sport event	Sponsorship	2'400	
L'Avenir de Bussy-Chardonney	Orchestra	Donation		400
Association FestifVaux	Land event	Donation	300	
Odoo Community Association	Community (software)	Sponsorship	2'964	3'320

Donation & sponsorship register



2/3

Beneficiary	Category	Type	2024 (CHF)	2025 (CHF)
Red Hat Summit Connect	Community (software)	Sponsorship	16'211	
OGC Open Geospatial Consortium	Community (software)	Sponsorship	10'266	3'666
Cloudnative.zürich	Community (software)	Sponsorship	6'400	6'400
Container Days	Community (software)	Sponsorship	12'466	
GEOSummit	Community (software)	Sponsorship	5'750	5'750
EPFL Lab. théorie du calcul THL4	Community (software)	Donation	10'000	
FOSSGIS e.V	Community (software)	Sponsorship	5'798	4'021
Association DevopsDays Geneva	Community (software)	Sponsorship	4'000	4'000
Association Cloud Native Suisse Romande	Community (software)	Sponsorship	4'000	3'400

Donation & sponsorship register



3/3

Beneficiary	Category	Type	2024 (CHF)	2025 (CHF)
Kubernetes Community Days Munich	Community (software)	Sponsorship	5'654	
CH Open	Community (software)	Sponsorship	1'990	1'990
OSGeo-fr	Community (software)	Sponsorship	950	950
Cloud Native Day Bern	Community (software)	Sponsorship	1'500	
Swiss PostgreSQL Users Group	Community (software)	Sponsorship	400	600
Swiss Made Software	Community (software)	Sponsorship	550	
Association Francophone Python	Community (software)	Sponsorship	483	
PostgreSQL Europe	Community (software)	Sponsorship	483	
Total			120'067	85'452

Our Charter of Responsible Purchasing



- The products and services we use have a great social and environmental impact!
- Camptocamp has a [Charter of Responsible Purchasing](#) since 2025 that
 - Details our commitments and expectations when dealing with our providers
 - Emphasizes our ethical standards
 - Integrates sustainability to our purchasing processes and provider evaluations
 - Favors local and ethical providers
- A self-assessment provider questionnaire has been developed and sent to our main providers in February 2026
- The charter and the provider questionnaire are meant to be part of our sales process

What about AI?!



- For sure, AI is a great tool but also comes with great impacts!
 - Energy, jobs, ethics, training, sovereignty, privacy, etc.
- In February 2026, Camptocamp has released its guidelines & commitments about AI
 - Thoughtful Innovation
 - Responsibility and Transparency
 - Controlled Use
 - Regulatory Compliance and Data Protection
 - Commitments to our clients
- [Read more in our AI Charter](#)

Swisscom Group

Sustainability at all levels



- Camptocamp is part of the Swisscom Group since 2024
- Swisscom has an ambitious Group Sustainability Strategy
 - Including a "Net-Zero by 2035" target
- Since 2025, Camptocamp participates in a pilot phase involving a few Swisscom subsidiaries with advanced CSR approaches
 - Sustainability Checkup Survey and Analysis, targeting our staff in May 2025, with the help of a strategy consulting company
 - Ongoing collaboration with the Swisscom sustainability team on our respective CSR approaches: workshops, combined actions, reporting, etc.



Empowering our people



A human first company



Our people



Our workforce at a glance - situation Q1 2026

→ Total number of employees	156
→ Part-time rate	39%
→ Gender balance (# women overall)	28.7%
→ Women in management	36%
→ Average length of service	6.6y
→ Average age	40.3y
→ Sick days (2025)	1157



Employee benefits

- Our official compensation and benefit policy is under preparation!
- Diversity & inclusion
 - Women represent 28.7% of our staff and 36% of our managers
 - Non-standard profiles (refugees, reconversions) are welcome
- Time Off & Paid leaves:
 - 10 guaranteed public holidays per year
 - 5 weeks of paid vacation (legal minimum is 4 weeks in CH & DE)
 - Maternity/paternity leaves superseding our national labor laws
 - A menstrual leave has been created in 2025
 - Many opportunities for unpaid leaves, including long-term
- Teleworking & flexible hours
 - Part-time employees: 39%
 - Up to 3 days of teleworking per week
- Funded sport activities available to all employees

Protect and care



Providing a confidential support network

- External person of trust
 - Neutral and confidential contact person outside of the company
 - Supports employees facing workplace conflicts / harassments or mobbing concerns
 - So far only available in Switzerland
- Whistleblower reporting system
- Employee representatives
 - Interacting with our Board of Directors and Executive Committee
 - CSE - "Comité Social Économique" (France)
 - ERC - "Employee Representation Committee" (Switzerland), created in 2025

Empower



Investing in our people continuous growth

- The finance team budgets training days each year
 - 5 days per full-time employee (on average)
- A training catalogue providing new opportunities for professional development
- Brown Bag Sessions & Tech Lunches
 - Scheduled all along the year during lunch time
 - Knowledge sharing through short interventions of internal/external speakers
 - Any topic is welcome!



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