

# FONDATION INFOMANIAK

Swiss public-benefit foundation · Geneva

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## CHARTER OF SHAREHOLDINGS

*The Foundation's role as a long-term shareholder,  
guarantor of the independence and values of its shareholdings*

Founding document signed before a notary

Geneva · 6 May 2026

*This document is a translation provided for information only.  
The French version, signed before a notary in Geneva on 6 May 2026,  
is the sole authoritative text.*

## INTRODUCTION

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Infomaniak was built on a clear vision: to provide sovereign, responsible and sustainable digital services in the service of its clients, its employees, and of civil society more broadly. The creation of the Infomaniak Foundation is part of this continuity, providing an enduring framework to protect the company's independence and preserve its founding values.

As a long-term shareholder, the Foundation's mission is to protect Infomaniak's DNA, as it derives from its statutory purpose and from the values handed down by the founder, to prevent speculative drift, and to ensure that structuring decisions remain aligned with ethical, environmentally respectful and locally rooted digital practices.

The Foundation exercises this role alongside the other shareholders — employees, client-shareholders, and any current or future shareholder — by contributing to the stability of the overall project and to the coherence of its governance.

This Charter sets out how the Foundation exercises its shareholder rights and the commitments it makes, as a long-term shareholder, towards employees, the other shareholders (including future ones), the company Infomaniak, and any future companies that may join its perimeter.

## THE 9 FUNDAMENTAL PRINCIPLES

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### I. Independence

Securing the means to remain faithful to the company's mission and values over the long term, by subordinating profit to the longevity of the project and to the impact sought, in order to build, invest and decide freely in the interest of future generations and of the living world.

### II. Digital sovereignty

Anchoring technological mastery where the data reside. Sovereignty is built through mastery of code (open or local) and of key skills, ensuring that technological value is created and retained within the local ecosystem.

### III. Privacy

Data entrusted by clients remain their property or, failing that, under their exclusive control. They may only be used strictly to deliver the contracted service. Any use beyond that, including the training of AI models, must be disabled by default and may only occur with explicit, freely given and revocable consent.

#### **IV. Environmental responsibility**

The ecological impact of all activities must be avoided at source and continuously reduced.

Sourcing choices favour proximity to the place of operation, in order to limit transport-related emissions and to avoid circumventing environmental standards.

The entirety of CO<sub>2</sub> emissions generated by all activities must be offset through projects whose reduction effect is real, measurable and verifiable.

#### **V. Useful and accessible innovation**

Technology must serve real needs, favouring open source and open standards. Any technical closure must be justified, documented and periodically reassessed.

The prices charged reflect the real cost of the service, with no rent-seeking or excessive margins. Essential digital tools must remain accessible to the greatest number; democratising access, in particular through free or reduced-rate offerings for the public, is a duty of the company.

#### **VI. Transparency**

Transparency is the precondition of trust. To state things as they are, to acknowledge shortcomings and to account for results are absolute duties owed, collectively or individually as the situation requires, to clients, shareholders and employees.

#### **VII. Local roots**

The value created must benefit, first and foremost, the territory that made it possible. Jobs and suppliers are chosen by giving priority to the territory, by extension to the continent, and only out of necessity to the rest of the world. This anchoring, in turn, nourishes the ecosystem that makes it possible: local jobs call for local training, and the work performed here shapes the know-how that is passed on here. Offshoring driven by financial optimisation is contrary to the spirit of the founder and of this Charter.

#### **VIII. Working life**

The company is a place that supports those who bring it to life. Each person must do work that is meaningful to them, and place that meaning at the service of a single requirement: respecting the clients whose trust makes the company possible.

In return, the company undertakes to offer a unique working environment, founded on mutual respect, conducive to encounters and to the regular outings that bind teams together. Working time is respected, overtime is compensated, and remuneration is kept as fair as the company's means allow. Commitment and passion are cultivated.

## **IX. Sustainable prosperity**

The longevity of the mission requires a company that is sustainably profitable. Profits finance, as a priority, research, development and sovereign infrastructure, and then remunerate its shareholders.

When the accounts allow, a share of up to five per cent of profits is paid to the Foundation for its public-benefit purposes. The company's Board of Directors proposes the amount.

## **FOUNDER'S COMMITMENT**

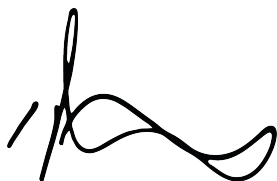
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I mandate the Foundation Council, appointed to succeed me, to ensure compliance with these principles and to interpret them in good faith in the light of the Foundation's purpose, of Infomaniak's interest, and of the legitimate expectations of the other current and future shareholders, in particular the employees and the client-shareholders.

The Council shall be responsible for defining the practical arrangements for follow-up (notably via the Impact Report) and may only depart from them with duly reasoned justification, in keeping with the spirit of this Charter.

This Charter enters into force upon the signing of the Foundation's articles of association. It may be adapted by the Foundation Council, in compliance with the public-benefit purpose and with the spirit defined by this text.

*Done at Geneva, on 06.05.2026*



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**Boris Siegenthaler**

*Founder*