

Release of availability

2025 Universal Registration Document

The Universal Registration Document includes in particular:

- the Annual Financial Report detailed in the cross-reference table on page 440;
- information relating to the Management Report, detailed in the cross-reference table on pages 436 to 437;
- reports of the Statutory Auditors and information relating to their fees;
- information required with respect to the description of the share buyback programme, and
- the explanatory memorandum and draft resolutions to be submitted to the Annual General Meeting to be held on May 20, 2026.

Paris, 13 March 2026, 5:45 p.m.

The original xHTML French-language version of the Sopra Steria Group 2025 Universal Registration Document was registered with the Autorité des Marchés Financiers (AMF) on 13 March 2026 under **D.26-0088**.

The document is available at <https://www.soprasteria.com/investors> (under Investors/Financial Publications & Reports/Financial Reports) and it's made publicly available under the conditions set forth by existing regulations.

About Sopra Steria

Sopra Steria, a major tech player in Europe with 51,000 employees in nearly 30 countries, is recognised for its consulting, digital services and solutions. It helps its clients drive their digital transformation and obtain tangible and sustainable benefits. The Group provides end-to-end solutions to make large companies and organisations more competitive by combining in-depth knowledge of a wide range of business sectors and technologies with a collaborative approach. Sopra Steria places people at the heart of everything it does and is committed to putting digital to work for its clients in order to build a positive future for all. In 2025, the Group generated revenue of €5.6 billion.

The world is how we shape it

Sopra Steria (SOP) is listed on Euronext Paris (Compartment A) – ISIN: FR0000050809
For more information, visit us at www.soprasteria.com

Contacts

Investor Relations

Olivier Psaume
olivier.psaume@soprasteria.com
+33 (0)6 17 64 29 39

Press Relations

Caroline Simon (Image 7)
caroline.simon@image7.fr
+33 (0)1 53 70 74 65

*** Copyright © 2025 Sopra Steria. All rights reserved. Sopra Steria and its logo are registered trademarks of Sopra Steria.