

HEALTH, SAFETY AND QUALITY OF LIFE AT WORK

A hand is shown holding a glowing, futuristic shield. The shield features a cityscape at night and a medical cross symbol. The background is a blue gradient with a cityscape and a glowing globe.

Our responsibility and our commitment are to create the conditions for those present at our sites, and beyond that, a framework that promotes the positive and effective initiatives already under way, and also intends to improve working conditions and to promote an environment conducive



...s that guarantee the physical and mental integrity and health of all
...otes quality of life at work. The labour policy within the Group extends
...roduces a new trend of increased investment in prevention, both to
...ive to the development of our employees and our business activities.

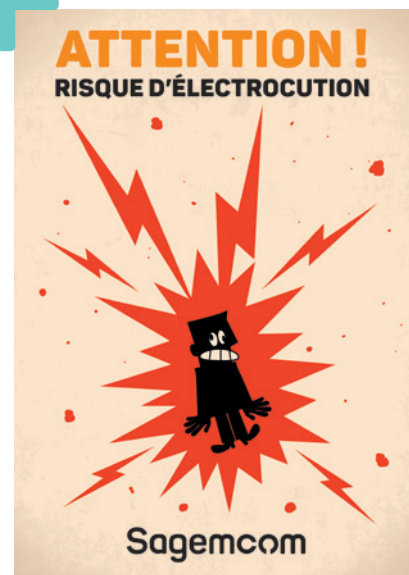
Eliminating danger, reducing risks, occupational diseases, serious accidents and the most frequent accidents, are all top priorities for Sagemcom. Our goal is to reach "0 accidents". While this objective represents a challenge, it remains the only one that is feasible with regard to the issues at stake and requires the involvement and concerted effort of everyone at every level.

Taking action to ensure safety at work

The safety of our employees is subject to a risk analysis for each business line. This allows us to anticipate risks as much as possible through preventive and protective measures, both individual and collective. This analysis is reviewed and updated each year but also every time a new activity or process is created. Central to our concerns are fire safety, protection against electrical risks and exposure to chemicals and the acoustic risks incurred in the development of our products. Various procedures have been established to manage the risks to the health and safety of employees:

- Risk assessment
- Legal requirements
- Approval of collective and personal protective equipment
- Accident recording
- Preventive and/or corrective measures
- Awareness-raising amongst employees
- Management of dangerous products
- Treatment of dangerous products
- etc.

All of our employees are trained in occupational safety, right from the induction process onwards, and throughout their career within the Group. For example, Brazil takes pride in setting up and promoting training for safety officers. Every month, our R&D centre in Tunisia



organises safety awareness days covering fire evacuation, the use of personal protection equipment, handling hazardous products, electrical risks, first aid, etc. In 2022, our Sagemcom MEI plant in Brittany also held a safety day to remind employees, in addition to the usual training courses, of the essential measures required to protect everyone's safety. The day included thematic workshops on accident risks, which were organised in innovative formats (virtual reality headsets were used, for example).

In our African subsidiaries, where our teams working on

the sites are increasing their vigilance over potential safety risks, certified preventive training courses (IOSH - Institution of Occupational Safety and Health) have been offered to our employees. At the corporate level, two initiatives were launched in 2022. First of all, an e-learning module was made available to all employees for staying safe on the road when travelling to and from work and on business trips. Then, an "Everyone involved in safety" training programme was set up to spread a safety culture among our managers, who are responsible for keeping our teams safe on a daily basis.

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In order to minimise the risks, personal protection equipment is made available to everyone, in order to supplement the collective preventive actions.

In addition, employees are also involved in the definition of safety instructions: this is essential to ensure that the instructions and the associated equipment (gloves, goggles, earplugs, harnesses, safety shoes, etc.) are compatible with their daily lives.

In addition, management makes sure that safety instructions and recommended methods are applied. The application of the 5S method in our Italian plant reduces the risk of accidents and improves working conditions.

We also take into account the technological developments affecting our production tools (for example the integration of automated lines) in the mapping and management of new risks. Safety analyses in every situation (including maintenance) are carried out, and specific rules are laid down. They are complemented by operator training sessions, and, of course, by the provision of suitable equipment.

The Group has therefore set up all the necessary means and equipment to detect and deal with emergency situations. These situations are tested annually or more frequently, depending on their impacts.

The results are then reported each month by the local management. An overview is held midyear to verify that the actual results are in line with the objectives. Corrective measures are set up if this is not the case. The results are analysed by the Executive Management.

Finally, in addition to the measures taken for production, processes have also been set up for teams handling electrical or gas products: as a result, even without certification, the same rules are applied to them. For example, every employee who works near an electrical product or machine must take training to become a qualified electrical worker. At the end of this training, and subject to passing the final exam, an electrical qualification certificate is then given. Dedicated safety systems for electric shocks, fires and explosions are also installed within our laboratories. A QHSE (Quality, Health, Safety and Environment) officer is appointed in every one of our entities to oversee employee health and safety. For example, a coherent QHSE initiative has been defined and deployed under the supervision of an Africa QHSE officer in all our African subsidiaries, excluding Tunisia.

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CERTIFICATION ISO 45001

Sagemcom's safety policy is based on ISO 45001 certification, particularly for production sites. For example, our Tunisian production site, where the vast majority of our manufacturing takes place, and the Dinan were OHSAS 18001-certified by AFNOR in 2008, and have been ISO 45001-certified since 2018

This initiative is part of Sagemcom's ambitious health, safety and environmental policy that is intended to provide our employees with the best possible working conditions. It also meets the expectations of our customers.

Furthermore, international standards (ISO 14001 and 45001) are used as a reference for the management of the environment and safety on the site.

Within our Tunisian plants, every measure is taken to prevent risks (noise pollution, chemical products, psychosocial risks, etc.) to which our employees may be subjected. To preserve their health, working conditions are regularly audited and recommendations are issued, with a view to continuous improvement.

Taking care of our employees

Sagemcom does not intend to limit its commitment to safety, but wishes to commit to health as well by deploying a prevention initiative.

With regard to our Tunisian research and development teams, an extended medical service (contracted doctor, occupational doctor, physiotherapist, health and hygiene officers) is available to everyone every day of the week.

With this aim, the Group pursued action plans along several lines in 2022:

- Develop preventive and ergonomic procedures in the design of new tools and premises or the preparation before taking over a workstation and thus reducing the risks including the onset of musculoskeletal disorders (MSD). An e-learning module adapted to the Group's activities has been introduced to prevent the onset of MSDs, for example by addressing work on screens or handling operations. In Manaus, a health and safety week was organised to raise awareness among the employees. Furthermore, in Brazil, just like in Taden, the first 20 minutes of the working day are devoted to stretching and warming-up exercises before starting work, to prevent MSD. The SS&T site regularly organised awareness-raising workshops on various health topics, including anti-smoking education, breast cancer screening and prevention, awareness of MSD, balanced diet, digestive health and health and well-being in the hot season. MEI also set up workshops to discuss addictions and preventing MSD by implementing an exoskeleton and the right gestures and postures.
- Involving the occupational health services, beyond medical surveillance, by providing advice designed to encourage employees to participate in the process of preventing occupational risks (hardship, travel, etc.), and, more generally, to encourage employees to adopt healthy lifestyles. This advice is given either individually or during collective information and awareness sessions as part of information campaigns or visits to workshops, offices, or even during organising information and prevention campaigns. One example is "Pink October", a campaign that was organised on all our Tunisian sites with the goal of raising employee awareness of the risks of breast cancer and the means of prevention. Several other actions were taken on our Tunisian sites, such as screening for diabetes and high blood pressure, and awareness-raising campaigns on subjects such as breastfeeding.
- Promote access to a high level of healthcare and welfare coverage for every employee. regardless of their geographical location, Sagemcom provides its employees with reimbursement coverage for medical care, thus enabling them to preserve their health and, if necessary, that of their family.

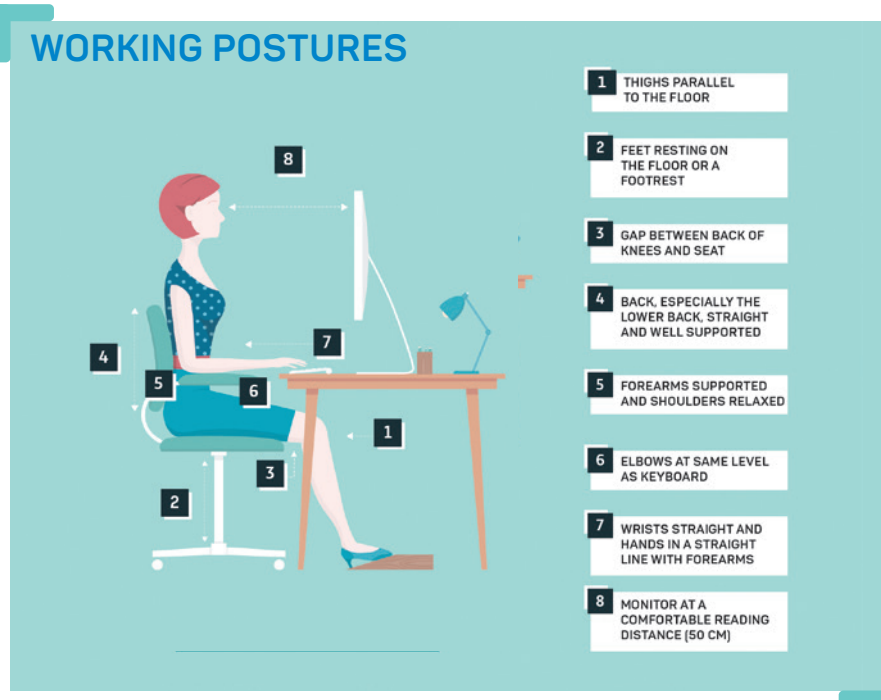
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Quality of life at work, one of our central concerns

We pay close attention to the quality of life at work and we are developing initiatives to offer employees a working environment conducive to their development and the reconciliation of their professional and personal lives, which also helps to develop our corporate performance. The well-being of employees is dependent on the organisation of the company, its mode of operation, its management and dimensions such as the quality of interpersonal relations and personal guidance.

Sagemcom implements several initiatives on these themes:

“ Adjusting and arranging a computerised workstation properly helps employees to adopt a natural and comfortable posture. ”



- Particular attention is given to job organisation and workloads as well as their potential impact on employees' lives: the annual interview system that allows every employee to indicate their feelings about the workload, organisation and the balance between work and personal life, irrespective of the employee's working time (counted in hours, days with or without reference to working hours) or their geographical location came under closer scrutiny, and 100% of the escalated professional difficulties were addressed.
- Seeking to optimise the quality of life at work is also part of a process for preventing psychosocial risks. In France, a prevention plan was the framework for our approach and strives first and foremost to reduce the risks

at the source in order to obtain deep and lasting improvements. The effects of the implementation of this policy are assessed every year, and the measures, if necessary, are updated within the framework of a Monitoring Committee in conjunction with the staff representatives and the Occupational health services. The success of this method of prevention, confirmed by the Occupational Health Services, continued in 2022. In parallel, other measures are being taken in our subsidiaries, such as in China, to provide time and space for employees to unwind after the working day, with the organisation

of daily sports sessions (tennis, basketball, etc.).

- The question of the balance between the different times of life is addressed through a number of specific measures. An agreement on the balance between work and private life was signed in France in 2020. The agreement provides for a number of long-term measures and commitments organised around four priorities: time management, the right to disconnect, employees' right of expression and employee mobility between their home and their workplace. In addition to the existing outreach services at the Rueil-Malmaison site (conciierge service, transport shuttle, etc.),

Sagemcom is helping to meet the demands of work and private life by addressing the demands of every aspect of parenthood by publishing a 360° guide to being a parent. The improved integration of the issues related to parenthood has also been extended to other countries, such as China, where further measures to organise working time have been taken to help new parents and employees with family responsibilities (choice of part-time working). In France, the principles of good time management and the right to disconnected are regularly repeated, especially for home-workers. Signs have been installed to maintain the work-private life balance and to promote collaborative modes of working in each individual's situation (in the workplace, home-working, when on leave). These signs indicate that employees are absent from the workplace when they are on holiday or working from home.

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Our R&D sites are being extended to offer better working conditions

The Group's growth strategy has seen a significant increase in investments in R&D (resources, tools, human resources, premises, etc.). Our R&D centres have also been extended. In Tunisia, new offices have been opened, so all employees can now enjoy better working conditions (larger workspaces, creation of new laboratories, etc.).

Sagemcom SST KRAM3



Covid-19 pandemic: towards the end of the crisis

In response to the decrease in cases of COVID-19 contamination observed in 2022, the restrictive measures imposed to limit the spread of the virus for two years were gradually phased out.

From the first signs of the pandemic that appeared in January 2020, Sagemcom demonstrated the utmost agility to enable its activities to continue, while protecting the health and safety of all its employees. Health measures were adapted and implemented in France and abroad, irrespective of the occupations and working conditions. These measures included lockdown, social distancing, the management of flows and movement of people, travel restrictions, the distribution of health and self-testing kits, communication of instructions depending on the development of the epidemic, vaccination campaigns on the Tunisian sites, the development of working from home for eligible occupations, etc. All these measures were managed by three crisis units throughout the pandemic in order to maintain and protect the health of the Group's employees worldwide. In February 2022, health measures were reduced in view of the drop in contamination, which finally announced an end to the crisis. Nevertheless, in order to take the necessary and proportionate measures that a resumption of the epidemic might require, Sagemcom has maintained a monitoring system for tackling COVID-19.

In conclusion, the COVID-19 health crisis has had a strong impact on the spirit of solidarity on all the Group's sites. The solidarity actions, in which the Group was already engaged, have also been developed, and new collection and donation operations have also been launched.

Furthermore, after these two years of restrictions, working methods have become increasingly digitized. Today, lessons have been learned from this experience and only the best practices have been retained. The Group's employees were clearly delighted to be able to come together again in the spring of 2022.