

SAGEMCOM: A MISSION-DRIVEN COMPANY SINCE 2022



In 2022, Sagemcom has transformed many years of social driven company". A legal status defining ambitious yet achievable commitments.

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and environmental commitments by becoming a "mission-
enable objectives and giving a precise, long-term vision to our

Consequently, our CSR policy has gradually taken shape on the basis of the Global Compact, while also taking our customers' demands into consideration, especially with regard to ecodesign. Since 2014, all the actions taken by Sagemcom have been documented in a CSR Report, which goes further than the reports required by the Global Compact. Over the years, the relevance of the actions taken by our Group has been recognised, resulting in the award of the EcoVadis Gold status, which is the benchmark in our ecosystem.

In 2022, the status of a mission-driven company was the logical continuation of all the actions that we have taken thus far and enabled us to give a whole new meaning to our Group, by becoming an engaging and unifying project.

The mission committee and the mission execution committee

In 2023, we reassessed the composition of our mission committee with the goal of giving our key stakeholders, such as Research and Development, a more prominent role with a clear objective: obtaining a fairer representation of all the business sectors involved in our company policy.

Therefore, the following changes were made to our mission committee:

Ahmed Selmani Group Chief Executive Officer		Michel Brunet General Manager, Human Resources	
Thibault Decoudun Group Vice-President of Purchasing		Sylvaine Couleur Group Vice-President of Communication and Projects	
Christophe Dubois Directeur R&D Broadband Solutions		Thomas Ghier Director, Industry and Quality	
Alain Gruber Software Development Engineer		Walid Bendenia Director AVS 2	

In parallel to the changes made to our mission committee, in 2023 we created a mission execution committee, tasked with monitoring our performance indicators and overseeing the smooth running of our mission.

The mission execution committee is not a statutory committee and is therefore not mandatory in mission-driven companies. On the other hand, it now forms an essential link between the Group's different business sectors and the governance of the mission-driven company.

These two separate committees therefore reflect our will to associate the long-term vision defined by the mission committee with a shorter-term implementation by the mission execution committee.

What is a mission-driven company?

This new company status was created by the French PACTE law (action plan for the growth and transformation of corporations) in 2019. This status enables a company to publicly declare its corporate purpose and one or more social and environmental targets that it has set itself as a mission in the exercise of its activities. This information must be incorporated into the company's articles of association and declared to the commercial court. Then it becomes official.

Our corporate purpose

Thanks to the innovative solutions designed and built by our people, we enable the greatest number of people all over the world to access high-speed Internet and entertainment, and to control their energy consumption. This is our purpose. Our mission is to make sure that the design, construction and use of these solutions are sustainable and fulfil the environmental and societal commitments that are known and shared by all our employees, partners and stakeholders. Our target is to contribute to a more responsible world, by achieving the sustainable development goals set by the United Nations.

Our targets and indicators

Sagemcom's mission is based on five key pillars, which are themselves broken down into 11 operational indicators. These indicators enable the Sagemcom group to measure and assess all the commitments made in the context of its new status as a mission-driven company. In 2023, we fine-tuned and clarified our targets, indicators and pathways, so that they match the purpose of our mission as closely as possible. Discover our updated trajectories and objectives in our mission report, now available on our website!

“ We enable the greatest number of people, all over the world, to access broadband Internet and entertainment and to control their energy consumption. This is our corporate purpose.”