

HEALTH, SAFETY AND QUALITY OF LIFE AT WORK

A hand is shown holding a glowing, futuristic globe. The globe is covered in a grid of light points and has a cityscape visible on its surface. A shield with a cross symbol is overlaid on the right side of the globe. The background is a dark blue gradient with a cityscape at night.

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



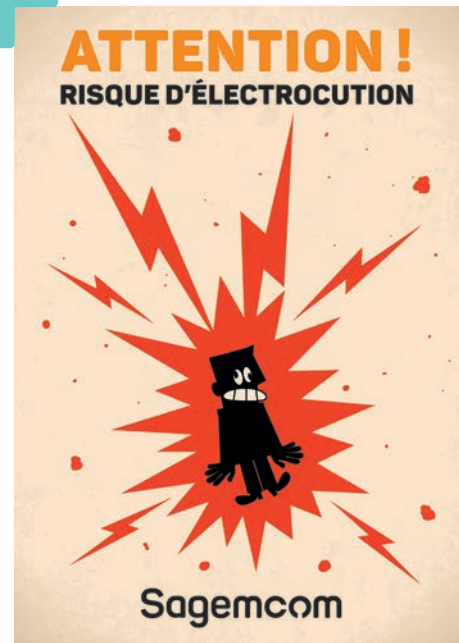
that guarantee the physical and mental integrity as well as the health
promotes quality of life at work. The labour policy within the Group ex-
o introduces a new trend of increased investment in prevention, both
ucive to the development of our employees and our business activities.

Eliminating danger and reducing risks, occupational diseases, serious accidents and the most frequent accidents, and instilling a safety culture in the workplace, 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 and also every time a new activity or process is created, modified or suspended. Central to our concerns are fire safety, protection against electrical risks and exposure to chemicals or 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
- Incorporation of legal requirements
- Approval of collective and personal protective equipment
- Recording of accidents and near misses
- Preventive and/or corrective measures
- Awareness-raising/informing employees
- Management of dangerous products
- Handling of dangerous products (including waste)
- etc.



All our employees are trained in occupational safety at their workstation, as of the induction process, and throughout their career within the Group.

For example, Brazil takes pride in setting up and promoting training for safety officers. Our Tunisian R&D centre frequently organises safety awareness-raising days on topics such as fire drills, the use of personal protective equipment, handling of dangerous products, electrical hazards, first aid, and more. At our African subsidiaries, where our on-site teams are extra vigilant about safety, our employees

have been offered certified health and safety training (IOSH – Institution of Occupational Safety and Health).

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 also help draw up safety instructions: this is essential to ensure that the instructions and associated equipment (gloves, goggles, earplugs, harnesses, safety shoes, etc.) are compatible with their daily lives.

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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. Likewise, Campus France managers are trained in safety-related risks.

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 and waste management) 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 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 well as those containing Lithium batteries: 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. 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.

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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, along with the Dinan site, were OHSAS 18001-certified by AFNOR in 2008, and have been ISO 45001-certified since 2018.

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.

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

With this aim, the Group pursued action plans along several lines in 2023:

- 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 Brazil and Taden, the first 20 minutes of the working day are devoted to flexibility and muscle-building exercises before starting a job, to prevent MSDs. The SS&T site regularly organises awareness-raising workshops on various health-related topics including the benefits of not smoking, breast cancer prevention and screening, awareness of MSDs, eating a balanced diet, gut health, and more.

- Involve occupational health and occupational health services, beyond medical surveillance, by providing advice designed to have employees participate in the process of preventing occupational risks (difficult working conditions, ergonomic workstations, travel, etc.), but 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.

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.

“International standards are used as a reference for management of safety and the environment on the site.”

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. By way of example, the quality of life at work requirements were incorporated into layout and development plans for the new Campus in Bois-Colombes.

