2023 CSR REPORT

Sagemcom

The Sagemcom group

Sagemcom is a French group that is a world leader in communications products and solutions that meet the essential needs of the world we live in: broadband internet access (internet boxes), access to entertainment (video hubs) and access to the controlled consumption of energy (electricity, gas and water).

The Group has a turnover of more than €3 billion, and has 6,500 employees working in more than 50 countries, with around 30 % of them working in France.
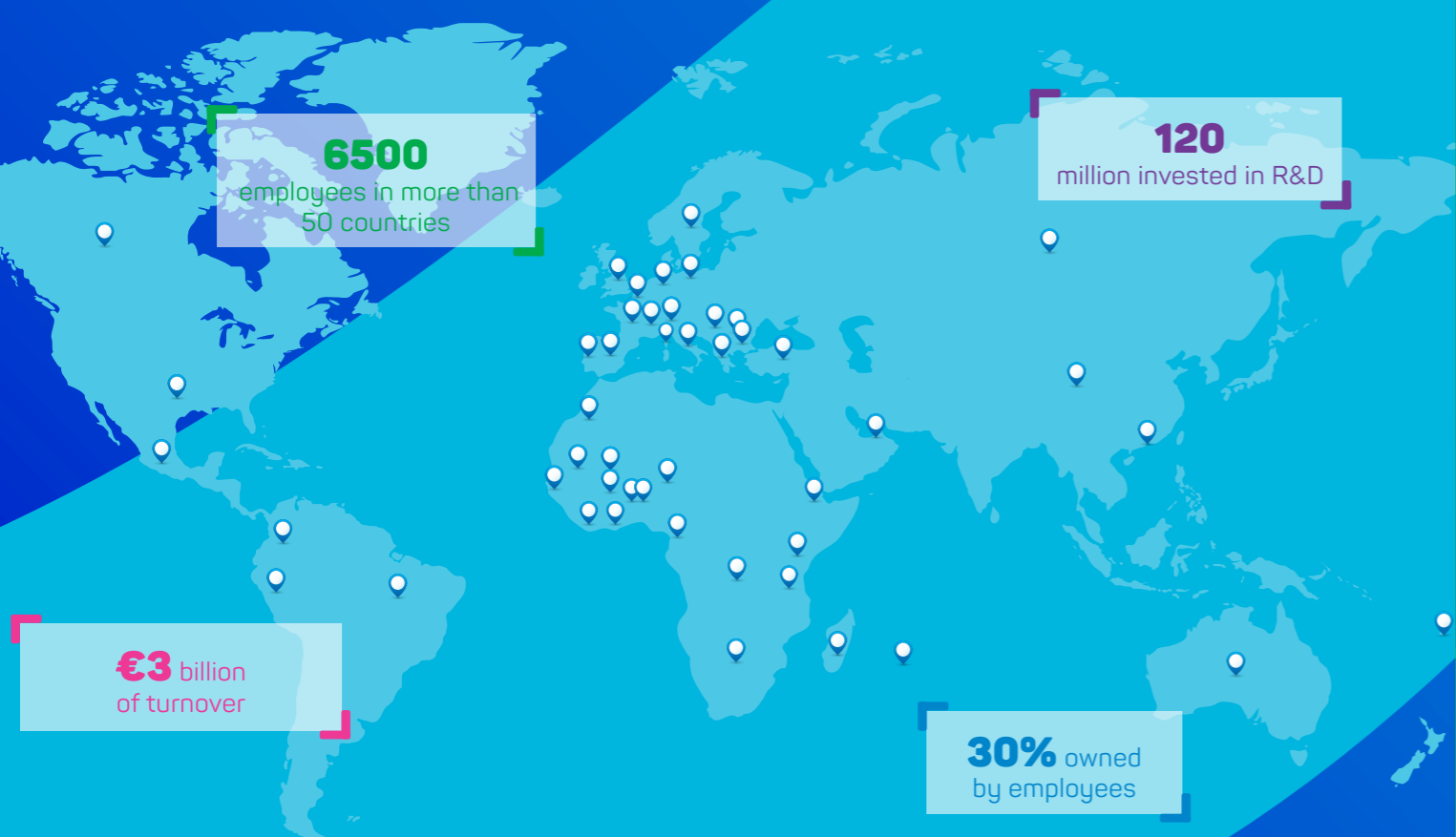
The employees hold a 30% stake in the Group, which is headed by a stable management team whose members have been present in the Group for more than 20 years and have been managing Sagemcom since it left the Safran group in 2008.
In July 2023, Sagemcom entered a fifth LBO, retaining Charterhouse as the Group's largest shareholder.

Sagemcom's head office is in Bois-Colombes, in the outskirts of Paris, and is the Group's nerve centre and home to its R&D operations, manned by more than 800 engineers.

Sagemcom is also present in Tunisia, where it operates two manufacturing sites dedicated to the production of video hubs, internet boxes and smart meters, and four R&D centres (700 employees).

Sagemcom pays close attention to the economic, societal and environmental issues related to its activities on a daily basis, and for many years has been implementing concrete action plans to take these issues into account. Quality, ethics, safety and protection of the environment are at the heart of our fundamental values.

6500 employees in more than 50 countries

120 million invested in R&D

€3 billion of turnover

30% owned by employees

Our values

Maintaining our position as the leader on highly dynamic markets is essential for Sagemcom. We achieve this by remaining faithful to our brand image: to be the first to offer our customers personalised products featuring the latest technological breakthroughs.

We protect our competitive edge by calling on our know-how to respond to the expectations and needs of our customers, thanks to a common culture of innovation, technological breakthroughs, high added value and time-to-market.

Dialogue all along our value chain

Sagemcom meets the demands of its markets by establishing permanent dialogue with the stakeholders who form its ecosystem: customers, suppliers and subcontractors, employees, the unions, NGOs and charities. The Group is engaged in permanent dialogue with all of these stakeholders, all along its value chain.

Employee share ownership is at the very core of our DNA

Employee share ownership is a core value of the Sagemcom Group. Since its creation in 2008, the Group's capital has always been based on an employee ownership scheme of around 30%.

Client centric

Agility

Creativity

Team power

Efficiency

2023 Policy

Agility

Creativity

Client centric

Efficiency

Team power

SUPPORT SAGEMCOM'S PROFITABLE AND SUSTAINABLE GROWTH, « MISSION-DRIVEN COMPANY »

- Deploy the quality « Mission driven company » of Sagemcom
- Consolidate our customer portfolio while maintaining our profitability
- Build on our capacity for innovation to retain our customers and win new ones
- Pursue the growth of our revenue internationally
- Develop related service offers
- Adapt our logistics, industrial, purchasing and quality strategies to the changing global context and our customers' expectations

SATISFY OUR CUSTOMERS

- Anticipate the needs and satisfy our customers expectations
- Enrich our best practices by taking into account field feedback and performance indicators
- Strengthen the implementation of our continuity plan
- Intensify Customer Focus and "Fast Quality Loops" with our customers and partners
- Anticipate compliance with regulatory requirements and our stakeholders expectations

CONTROL PRODUCTS AND SERVICES

- Secure time to market and software quality through deployment of:
    - Agile methods and continuous automatic integration/validation
    - DevOps approach for end to end solution software
    - Project management, in particular through risk analysis
- Strengthen the security of our products/solutions and anticipate regulatory changes on cybersecurity
- Strengthen project management, in particular through risk analysis
- Continue DFM (design for manufacturing) actions

SECURE INFORMATION

- Strengthen the security of our infrastructure and data
- Improve our responsiveness/protection to the sharp rise in cyber threats
- Monitor and secure our dependencies with third-party systems, in particular Cloud services and our partners
- Continue to regularly raise all our employees' awareness of cyber security risks
- Continue to deploy the protection of personal data both in our organization and in our solutions

DEVELOP OUR TALENT CAPITAL

- Promote and guarantee the sharing and adherence to the Group's values
- Identify, attract and integrate both external and internal skills to contribute to the Group's strategy and development
- Develop and retain talent group-wide
- Capitalize knowledge and adapt teams' skills to our current and future needs
- Continue to promote diversity and multicultural operations
- Reinforce the tools and rituals required to work in hybrid mode

ACT FOR THE SOCIETAL RESPONSIBILITY OF THE GROUP

- Promote a working environment that helps to protect the health and safety of our employees and contractors, and improves their quality of life at work
- Support our employees with their aspirations and professional development throughout their career within the Group, sharing our values; nurture and encourage every aspect of diversity to create sustainable operational complementarities, sources of collective performance and individual well-being
- Support action in favour of the environment by taking account of the impact of our activities on local ecosystems and of the specific characteristics of environmental and economic situations
- Encourage innovation in our eco-design processes, in order to limit the impact of our products and services throughout their life cycle
- Our purchasing policy is based on five fundamental principles (quality, competitiveness, deadlines, innovation and ethics), which are shared by the Group's suppliers and subcontractors, and are guaranteed by our audit and assessment strategy

SAGEMCOM: A MISSION-DRIVEN COMPANY SINCE 2022

In 2022, Sagemcom has transformed many years of social and environmental commitments by becoming a "mission-driven company". A legal status defining ambitious yet achievable objectives and giving a precise, long-term vision to our commitments.

onsequently, 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."

ASSESSMENTS AND CERTIFICATIONS

Sagemcom is committed to a sustainable development strategy and has set up a whole host of measures to meet our social, societal and environmental commitments. These commitments are assessed every year by independent organisations, in order to guarantee the quality of the measures and processes implemented within the Group.

Sagemcom is a major player in the global markets of video hubs, Internet boxes and energy management solutions. Over the last few years, our offers have seen significant growth, because our Group is constantly innovating in order to remain a technological leader and to be the first to offer integration of the latest technological breakthroughs on our various markets.

We aim to satisfy our customers by anticipating their needs and protecting their interests, while preserving our competitive edge thanks to profitable and durable growth. As part of this approach, we undertake to ensure our products, activities and services meet the requirements of our stakeholders while respecting the principles of sustainable development. We are also driven by a corporate culture of continuous improvement, based on the analysis of the risks and opportunities within the current context and Sagemcom's purpose. In this regard, our management system is based on five main initiatives:

> " Our aim is to satisfy our customers, by anticipating their needs and protecting their interests."

Respecting the ethical rules, according to the principles of The United Nations Global Compact:
· Deploying our ethical practices both internally and with our partners;
· Combating corruption, money laundering and the funding of terrorism;
· Strengthening the traceability of minerals originating from conflict zones in our supply chains.

Ensuring the effectiveness of our processes, according to the principles of the ISO 9001 standard:
· Offering our clients the best from Sagemcom, thanks to innovative products;
· Developing our capacity to adapt, through an effective and customer-oriented organisation.

Managing environmental problems, according to the principles of the ISO 14001 standard:
· Committing ourselves to protecting the environment and combating climate change;
· Limiting and controlling the impact of our sites on the environment by preventing pollution and increasing the efficiency of our consumption;
· Designing and distributing our products and services with a reduced impact on the environment, thanks to a generalised application to ecodesign practices and in integrating the principles of the circular economy.
· Extending proper environmental practices to our suppliers.

Protecting the health and safety of every person involved on our behalf, according to the principles of the ISO 45001 standard:
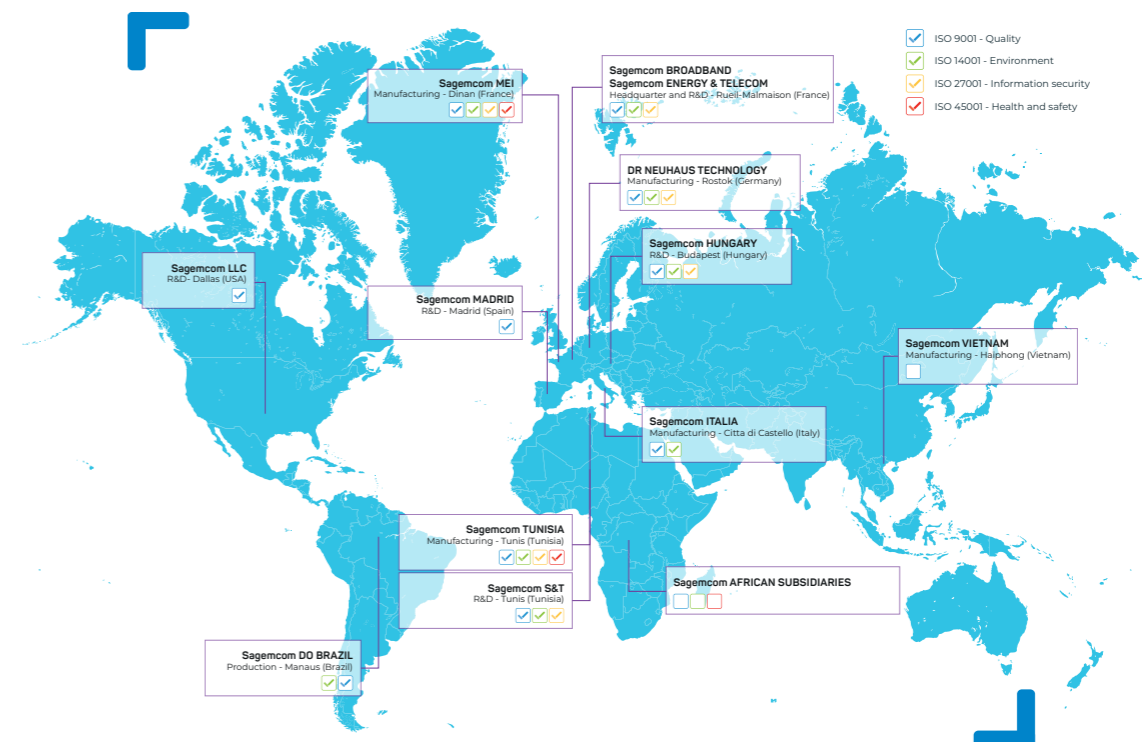· Protecting the health of the people who contribute to our activities, including in our supply chain;
· Guaranteeing healthy and safe working conditions;
· Eliminating dangers and reducing the risks to health and safety;
· Prioritising the consultation and participation of workers.

Securing our information, according to the principles of the ISO 27001 and ISO 27701 standards:
· Preserving the confidentiality, integrity, availability and traceability of information;
· Assessing and managing, in an adequate manner, the risks inherent to our activities and providing assurance to our stakeholders, in particular with regard to the handling of personal data;
· Guaranteeing the continuity of business activities according to the principles of the ISO 22301 standard.

> " Sagemcom pursues an active certification policy for all of its activities and sites."

Certifications

Sagemcom pursues an active certification policy for all of its activities and sites through an integrated and Group-wide management system.

ISO 9001 - Quality
ISO 14001 - Environment
ISO 27001 - Information security
ISO 45001 - Health and safety

Sagemcom MEI — Manufacturing - Dinan (France)
Sagemcom BROADBAND / Sagemcom ENERGY & TELECOM — Headquarter and R&D - Rueil-Malmaison (France)
DR NEUHAUS TECHNOLOGY — Manufacturing - Rostok (Germany)
Sagemcom HUNGARY — R&D – Budapest (Hungary)
Sagemcom LLC — R&D- Dallas (USA)
Sagemcom MADRID — R&D - Madrid (Spain)
Sagemcom VIETNAM — Manufacturing - Haiphong (Vietnam)
Sagemcom ITALIA — Manufacturing - Citta di Castello (Italy)
Sagemcom TUNISIA — Manufacturing - Tunis (Tunisia)
Sagemcom S&T — R&D - Tunis (Tunisia)
Sagemcom AFRICAN SUBSIDIARIES
Sagemcom DO BRAZIL — Production - Manaus (Brazil)

Sagemcom holds the following certifications
- **ISO 9001**: 2015, which ensures quality management
- **ISO 14001**: 2015, which concerns the environmental management of the R&D sites in Rueil-Malmaison (France) and Mégrine/Kram (Tunisia), as well as of all our production sites, and the ecodesign of products.
- **ISO 45001**, which involves occupational health and safety management systems for production staff.
- **ISO 27001**: 2013, obtained in 2014, which guarantees that our management system for information security is reliable.
- **ISO 50001**: 2011, for energy management in our production centres in Tunisia.

Sagemcom is actively engaged in the United Nations' Global Compact Initiative

Sagemcom signed up to the United Nations Global Compact Initiative in January 2011, confirming its commitment to ethical standards, the promotion of human rights and respecting the rules of the International Labour Organisation, both within the Group and with its suppliers. The United Nations Global Compact is part of a strategic policy initiative aimed at businesses, inciting them to commit to respecting ten universal principles related to human rights, and labour and environmental rights, as well as the fight against corruption.

Principles of the Uited Nations Global Compact	
Human Rights	Internationally support and respect human rights.
	Ensure no violation of human rights
Work	Confirm the freedom of association and the right to collective bargaining.
	Confirm the suppression of any form of compulsory or forced labour.
	Confirm the abolition of child labour.
	Confirm the elimination of discrimination for employment.
Environment	Support an environmental approach.
	Undertake initiatives to promote more environmental responsibility.
	Encourage the development and spread of environmentally friendly technologies.
Anti-corruption	Fight against corruption in all of its forms, including extortion.

As a signatory to the Global Compact, the Sagemcom Group is committed to respecting and promoting these principles. The Group also invites its suppliers, partners and subcontractors to adopt, support and apply these fundamental values in their respective fields of action.

These principles are approached through different work streams described in this document. With particular regard to environmental questions, out policy complies with worldwide environmental treaties or political objectives:
- the Paris Agreement
- the Kunming-Montreal global biodiversity framework
- Sustainable Development Goal 6 on clean water and sanitation for all

The Group's sustainable development policy takes account of the impacts, risks, dependencies and opportunities related to climate change, water and biodiversity.
An overview of Sagemcom's contribution to achieving sustainable development objectives is set out in the appendix.

Objectives approved by the Science-Based Target Initiative

Sagemcom included societal and environmental issues at the heart of its development strategy several years ago. Therefore, this commitment forms part of its ongoing actions. On the strength of its ecodesign strategy and its environmental management system that is implemented on its main operational sites, the Group has now joined the SBTi in an effort to reduce the carbon footprint of its on-site activities (scopes 1 and 2), and of its products and services (scope 3).

Our targets for 2023, validated by the SBTi, compared to 2019:
- -47 % in our scopes 1 and 2
- 100 % of renewable energy consumed by our sites
- -31 % in our scope 3

Sagemcom has also committed to achieving a Net Zero target in 2040.
This commitment made by the Sagemcom Group is in line with the targets of the Paris Agreement to limit global warming to 1.5 °C.
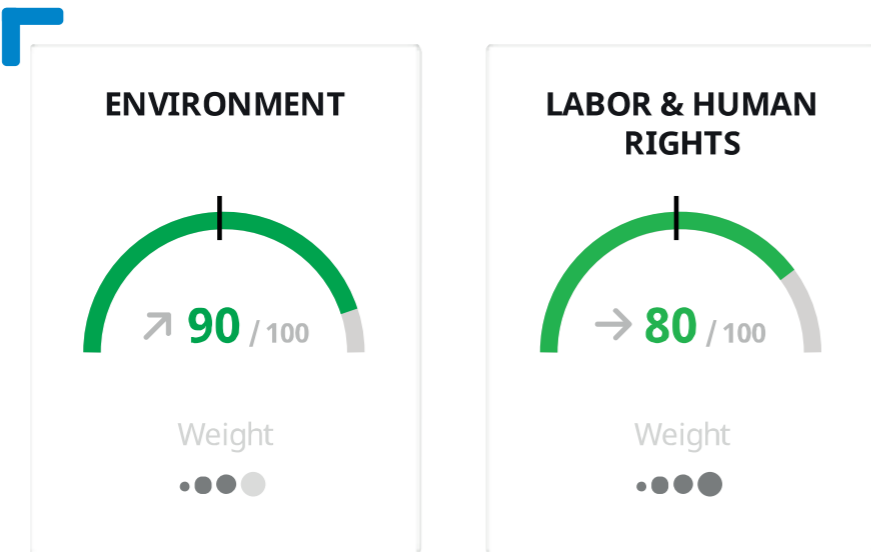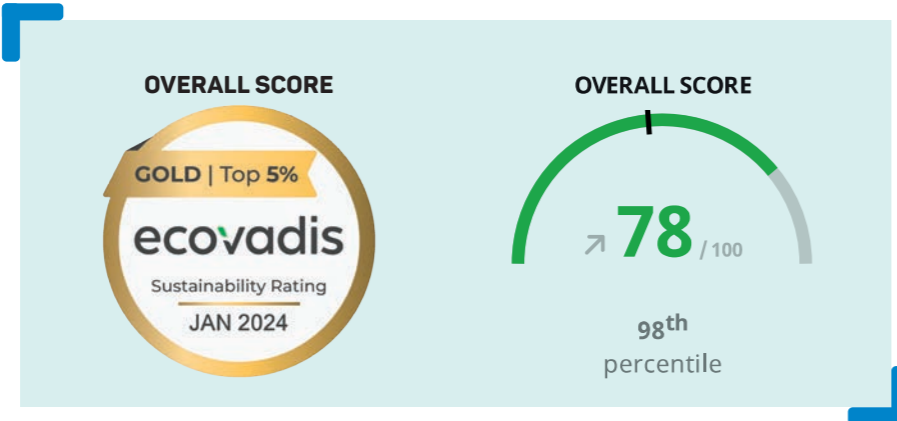At the same time, we commit to:
- refraining from investing in the expansion of fossil fuels
- refraining from funding climate denial or lobbying against climate regulations
- working with our stakeholders to upskill on environmental questions

> "The Sagemcom Group is regularly assessed by independent organisations mandated by our customers."
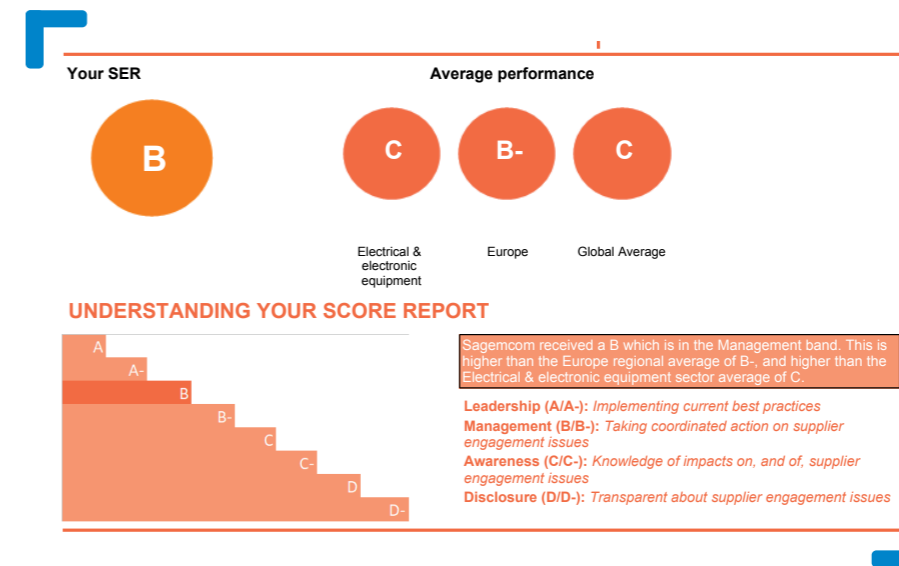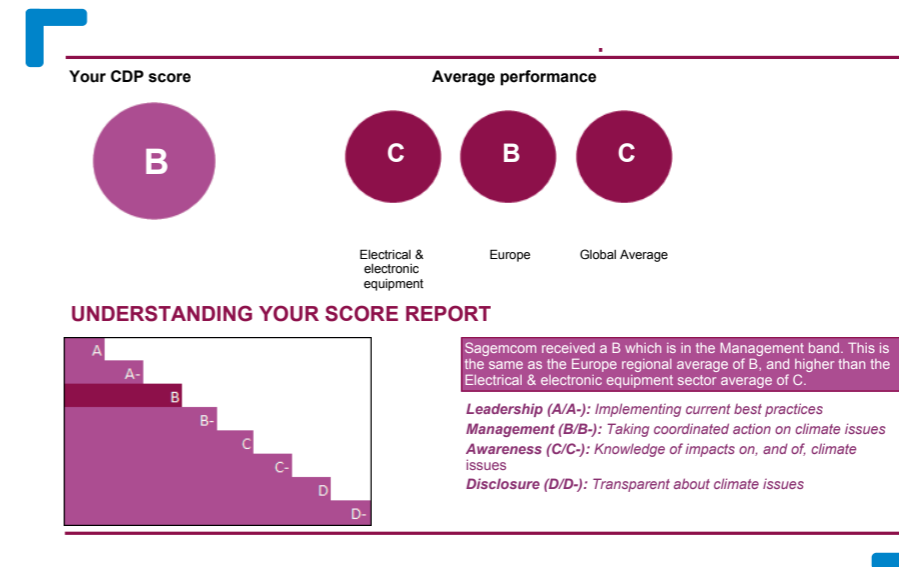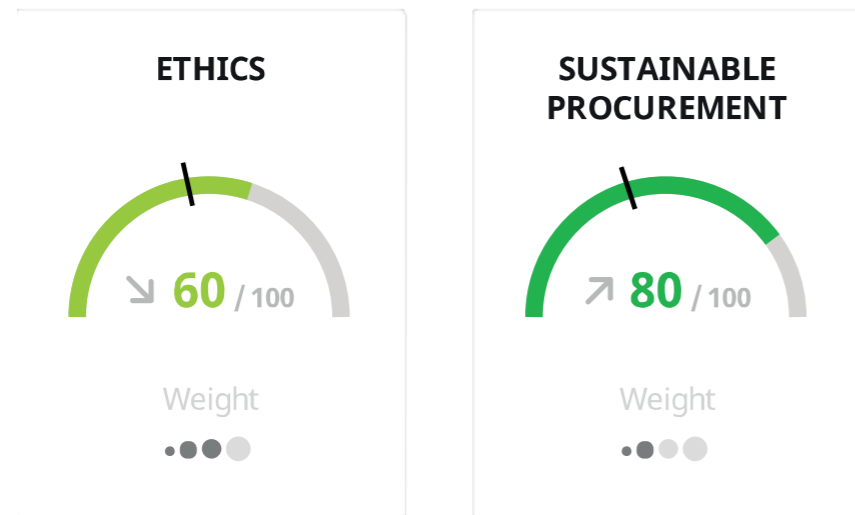
External recognition

The Sagemcom Group is regularly assessed by independent organisations mandated by our customers. EcoVadis manages the leading collaborative platform for measuring the sustainable development performance of suppliers in worldwide supply chains.

OVERALL SCORE

GOLD | Top 5%
ecovadis
Sustainability Rating
JAN 2024

OVERALL SCORE

↗ **78** / 100

98th percentile

ENVIRONMENT

↗ **90** / 100

Weight

LABOR & HUMAN RIGHTS

→ **80** / 100

Weight

Comparison of scores by subject

ETHICS

↘ **60** / 100

Weight

SUSTAINABLE PROCUREMENT

↗ **80** / 100

Weight

Your CDP score   Average performance

B   **C**   **B**   **C**

Electrical &   Europe   Global Average
electronic
equipment

UNDERSTANDING YOUR SCORE REPORT

Sagemcom received a B which is in the Management band. This is the same as the Europe regional average of B, and higher than the Electrical & electronic equipment sector average of C.

Leadership (A/A-): *Implementing current best practices*
Management (B/B-): *Taking coordinated action on climate issues*
Awareness (C/C-): *Knowledge of impacts on, and of, climate issues*
Disclosure (D/D-): *Transparent about climate issues*

Your SER   Average performance

B   **C**   **B-**   **C**

Electrical &   Europe   Global Average
electronic
equipment

UNDERSTANDING YOUR SCORE REPORT

Sagemcom received a B which is in the Management band. This is higher than the Europe regional average of B-, and higher than the Electrical & electronic equipment sector average of C.

Leadership (A/A-): *Implementing current best practices*
Management (B/B-): *Taking coordinated action on supplier engagement issues*
Awareness (C/C-): *Knowledge of impacts on, and of, supplier engagement issues*
Disclosure (D/D-): *Transparent about supplier engagement issues*

Sagemcom is in the 98h percentile, which means that our score is higher than 98% of the companies assessed by EcoVadis.

In 2023, Sagemcom was also assessed by the Carbon Disclosure Project, which analysed the measures taken by our Group in response to climate change. Sagemcom was ranked as grade B.
The CDP also assessed the methods used to select our suppliers and awarded us the grade B. These two results reward the work done by Sagemcom.
Finally, at the end of 2022, Sagemcom became a CDP member to assess the carbon reduction strategy of our suppliers through the CDP system.
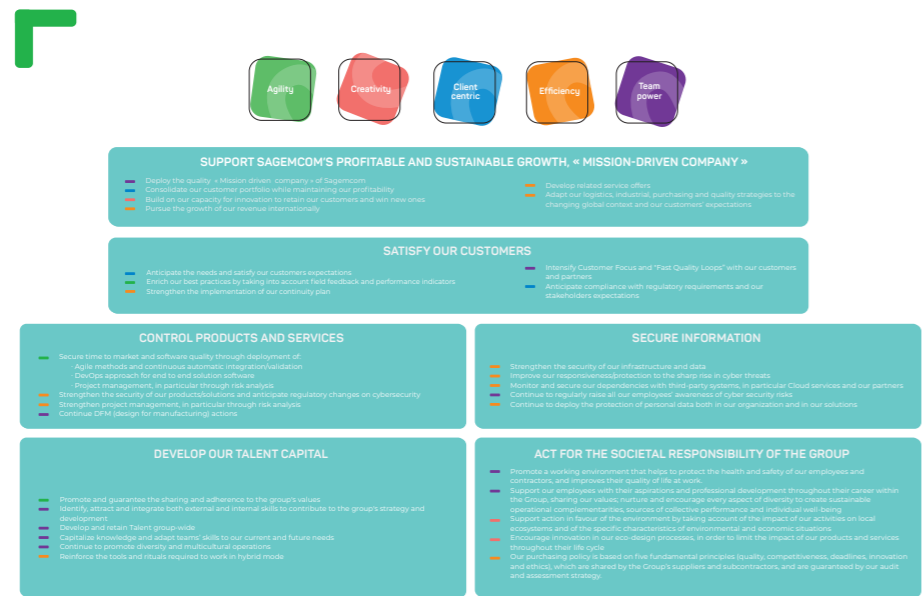
Ethics and Economics

Sagemcom's purchasing policy shared with the Group's suppliers and subcontractors is driven by six fundamental principles: quality, price, lead-times, innovation, respect for the environment and ethics.

"Our suppliers have been involved in Sagemcom's CSR initiative for several years. On the highly competitive markets where we operate, these are essential differentiating factors of Sagemcom's global performance in the eyes of our customers. The people who work in Purchasing, and who are responsible for our relations with our suppliers, are naturally heavily involved in this initiative through our processes."

Thibault Decoudun, Group Director, Purchasing

Our work streams are identified within our purchases pursuant to our corporate policy:

2007	2011	2016	2023
· Creation of the Sagemcom ethical charter · The first CSR audit in the supply chain to be managed by a third party	· Membership in the United Nations Global Compact	· New CSR strategy · Strengthen internal knowledge and skills with two auditors dedicated to China · Award of the EcoVadis Gold label	· 152 audits during the year

In 2006, Purchasing launched the Suppliers' Ethics initiative, which is applicable to all our suppliers and is formally defined in an ethical charter, as part of a long-term drive for progress.

Our suppliers are selected and improved according to a clearly defined procedure that is deployed using three tools:
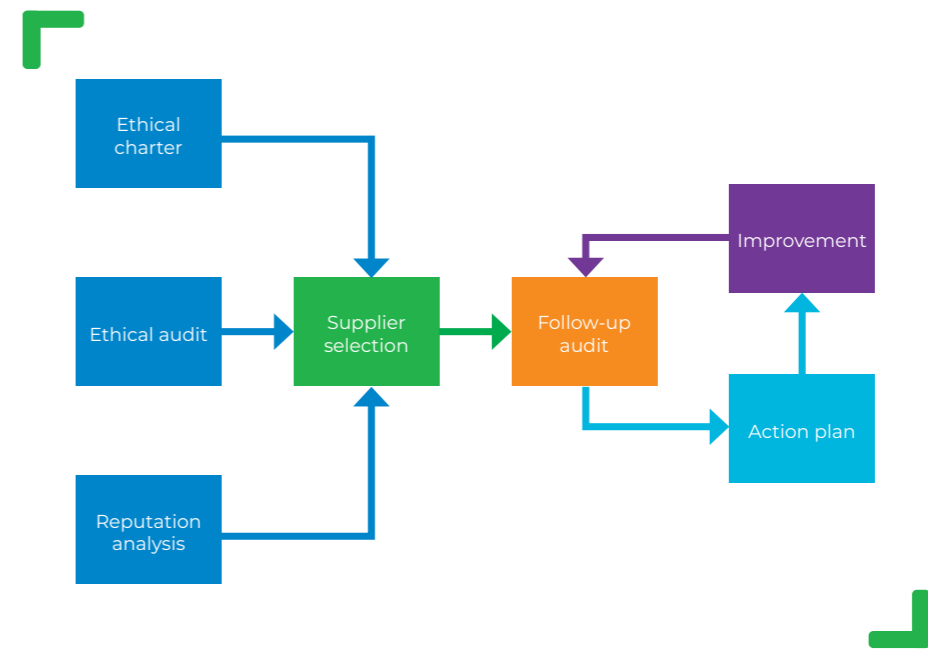
In all cases, this initiative is intended to be positive and collaborative, in order to progress the entire supply chain.

Every new supplier must thus adopt this approach. Before joining our supplier portfolio, every new supplier must sign Sagemcom's ethical charter. ESG analysis tools are used to examine a supplier's reputation in order to gain a comprehensive view of their history.

The results obtained make it possible to draw up the first assessment of supplier compliance and areas for improvement.

Once committed to our Ethical charter, each supplier is obliged to respect the rules and to supply the items required during the audits. These audits are not only key steps in confirming the supplier's status, but also make it possible to jointly draw up the improvement plan to reach the requisite level.

In order to strengthen our initiative, Sagemcom joined the Responsible Business Alliance (RBA) in 2022, in order to contribute to the collective effort of the electronics industry by aligning its working methods and triggering the synergies enabled by this grouping in terms of audits and monitoring.

"Before joining our supplier portfolio, every new supplier must sign Sagemcom's ethical charter."

The RBA website: https://www.responsiblebusiness.org/

The prohibition of child labour under the legal age in force in the country, unless authorised by the ILO.

The prohibition of all forms of compulsory or forced labour.

Elimination of all forms of labour that, by their nature or conditions, represent an immediate danger or could compromise health and safety.

The promotion and respect of the protection of human rights recognised on an international scale.

Refusal of any complicity in violations of human rights.

Respect for the freedom of association and the effective recognition of the right to collective bargaining.

Favouring the development and spread of environmentally friendly technologies.

The application of a precautionary approach to problems affecting the environment.

The elimination of all forms of employment or professional discrimination.

Initiatives that promote increased responsibility with regard to the environment.

Acting against all forms of corruption, including extortion and bribery.

Ethical charter

The Sagemcom Group's Ethical Charter is based, among others, on the international labour conventions of the International Labour Organisation (ILO), the Universal Declaration of Human Rights, the UN Convention on the Rights of the Child and the RBA Code of Conduct. It is based on 11 key principles:

By signing this charter, suppliers agree to promote and respect the above principles, and to incite their own subcontractors and suppliers to do likewise. The ethical charter favours even greater transparency between Sagemcom and its suppliers by explaining the conditions of audits that may be carried out on the supplier's premises, or those of its own subcontractors.

Suppliers must agree to accept audits in accordance with the ethical charter.

> "Audits are conducted every year to verify the status of the suppliers in our purchasing portfolios and to help them with their improvement process."

On-site audits

Audits are organised every year, on the basis of a complete risk analysis that covers the manufacturing plant, the technologies used and the processes, to verify the status of the suppliers in our purchasing panels and to support them in their improvement process. Consequently, 152 audits were carried out in 2023 on different supplier portfolios in order to have the most complete view possible of our supply chain.

What is prohibitive
- Child labour
- Forced labour
- Fatal risks
- Incomplete data
- Refusal to collaborate

What is unacceptable – to be corrected immediately
- Uncontrolled chemicals
- Dormitories that are locked / do not have an emergency exit
- Discrimination
- Corporal punishment, physical or mental harassment
- No authorisation to operate (Env)

What is critical: to be corrected as a priority
- Unsafe working conditions
- Poor living conditions (insalubrious dormitories, etc.)
- Excessive working hours
- Failure to pay the minimum wage
- Absence of anti-corruption processes

These audits include 185 areas being checked. Certain points demand closer attention and guide our conduct towards our suppliers:
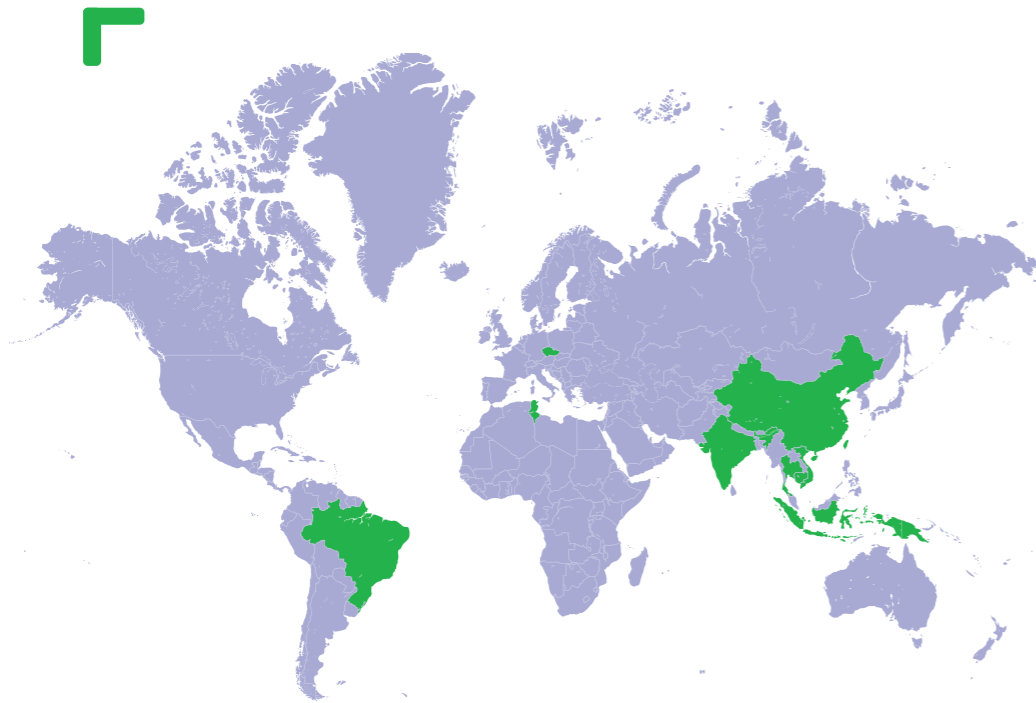
In order to have the most complete view possible and to ensure an independent verification, we use third-party auditors during the first supplier audit. A Sagemcom auditor systematically assists these audits, which facilitates the follow-up thereafter, with better knowledge of the factory and the non-conformities identified.

Once the audit has been completed, the auditors draw up a comprehensive report for the supplier. In the event of non-compliance, Sagemcom demands a corrective action plan and proceeds with the necessary follow-up audits. If the supplier does not respond within three months, a follow-up audit is systematically conducted. If the corrective measures are deemed to be insufficient, another audit takes place. The lack of progress on successive audits calls into question the commercial relationship between Sagemcom and the supplier. If the instances of non-compliance are prohibitive (child labour, forced labour or working conditions that put the lives of employees in danger), Sagemcom puts an end to all its business dealings with the supplier. The latter is then delisted and "blacklisted" within Sagemcom.

> "We have observed a genuine change amongst our main suppliers, who have made significant progress."

These audits are also an opportunity to discuss practices more generally with the suppliers and to assist them in their improvement processes, by providing follow-up indicators and in sharing good practices observed elsewhere. The indicators are particularly useful tools for monitoring the progress made by our suppliers and having a shared vision for the objectives to be achieved.

We have observed a real change amongst our main suppliers, who have made significant progress, especially in the protection of the health and safety of their employees, all around the world.

Countries where audits have been carried out over the last three years

Process and quality audits, which also include inspections of environmental aspects, health and safety, and ethics, are also conducted to detect any high-risk suppliers and to trigger additional control audits.

Our target in 2023 was to audit at least one supplier in each of our 19 critical panels. We achieved this target.

Our target in 2024 is to audit all the active suppliers in our 19 critical portfolios. Our longer-term goal is to ensure that all these suppliers progress to level A or B according to the JAC methodology in 2030.

Inventory and traceability of the chemicals used in our components
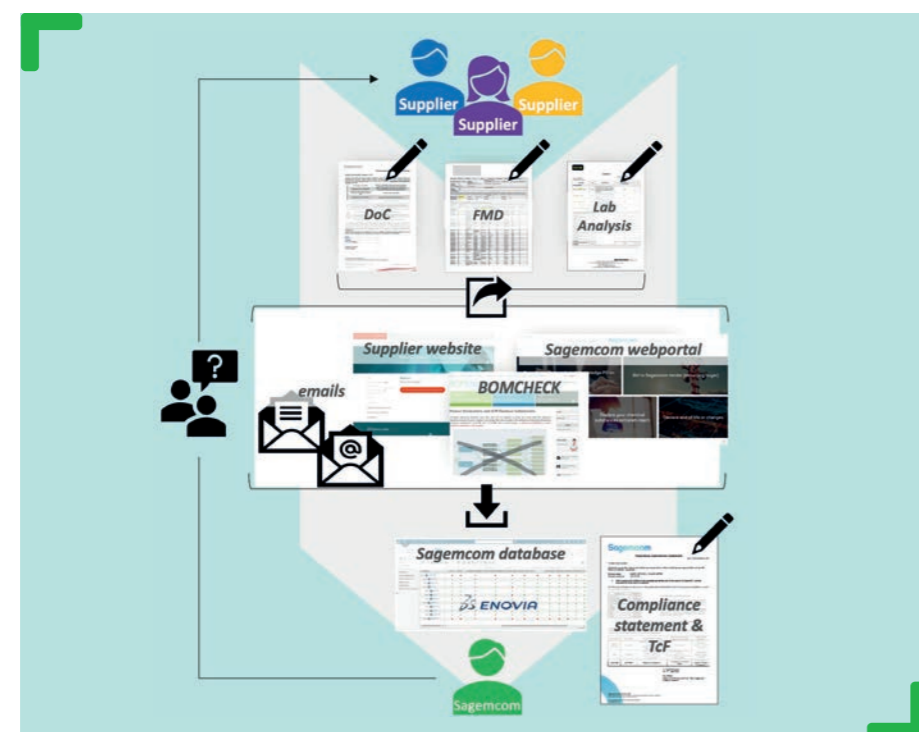
We have set up a very thorough chemicals management system in order to guarantee the compliance of our products with European Directives, and in particular with the REACH directive (1907/2006) and the RoHS directive (2011/65/EU). Our action starts with a global inventory of all the substances used in our manufacturing plants and in the components that we use.

A traceability system dedicated to SVHC (Substances of Very High Concern) has been implemented to determine the substances of very high concern contained in our products. Sagemcom uses this tool to ask its suppliers to provide information on the SVHC content of the materials they use.

Since the list of SVHCs is updated every six months by the ECHA (European Chemicals Agency), our suppliers are questioned on a regular basis.

We ask them to send us complete physical-chemical descriptions that contain all the substances present in the components. Once received, this information is then compiled in a database. In this way, we can know the status of each product. This research covers our entire supply chain, which is made up of hundreds of suppliers and tens of thousands of components. Finally, and since we cannot rely on documentation alone, our production centres in Tunisia have acquired the means to conduct RoHS compliance tests, in particular for the different phthalates that are outlawed by the regulations.

Conflict minerals policy

Sagemcom's conflict minerals policy is aligned with the company's broader commitment to responsible procurement and sustainability. Conflict minerals usually include tin, tantalum, tungsten, gold (often called 3TG) and cobalt, which are extracted under conditions of armed conflict and violations of human rights, mainly in the Democratic Republic of the Congo (DRC) and neighbouring countries.

Sagemcom aims to avoid contributing to armed conflicts or violations of human rights in its minerals supply chain: We commit to using minerals from responsible sources in our products.

To this end, we demand that our suppliers demonstrate reasonable due diligence regarding their sources and the chain of ownership of 3TG minerals. This reasonable due diligence meets the requirements of the framework laid out in the OECD Due Diligence Guidance applying to responsible supply chains of minerals sourced in conflict or high-risk zones. Sagemcom implements a transparent mineral procurement chain by participating in the Responsible Minerals Initiative (RMI), and collaborates with other companies and stakeholders in order to improve the traceability and responsible procurement of minerals. As a member of the RMI, we expect our suppliers to provide information on the origin of the 3GT minerals used in the products supplied to Sagemcom. Moreover, we give public account of our policy and practices regarding conflict minerals, to make sure that stakeholders are informed of the efforts and the progress we have made. In order to continually improve our conflict minerals programme, we regularly revise and update its policies and practices in accordance with the emerging best practices and new developments in the industry's standards. Sagemcom takes these measures to minimise the risk of procuring conflict minerals and to contribute to the ethical and sustainable procurement of the minerals used in its products. This policy reflects Sagemcom's broader commitment to corporate social responsibility and ethical business practices.

> **" Our target in 2023 was to audit at least one supplier in each of our 19 critical portfolios. We achieved this target."**

Operational results

Suppliers must provide a CMRT (Conflict Minerals Reporting Template), whenever the RMI (Responsible Minerals Initiative) conflict minerals reporting template is updated, and whenever we qualify new components. We

prefer to receive product-specific CMRTs, because the information is more precise. Company-wide CMRTs are also acceptable, even if they raise some uncertainty about the presence of certain minerals. In 2023, we received a CMRT for 96 % of the components purchased during the year.

	2021	2022	2023 (target)	2023 (actual)
% of components covered by a valid CMRT	94.34 %	94.18 %	95 %	96 %
% of components covered by a valid EMRT	92.74 %		95 %	96%

Whenever a non-conforming refiner is detected, we ask our suppliers to conform or to remove them from their supply chain.

Next steps

In order to improve our traceability, the information on conflict minerals is cross-referenced with the declarations of component materials, and this will provide a much more granular view of the use of tin, tantalum, tungsten, gold and cobalt in our products, and a clearer view for Sagemcom of the existence of conflict minerals.
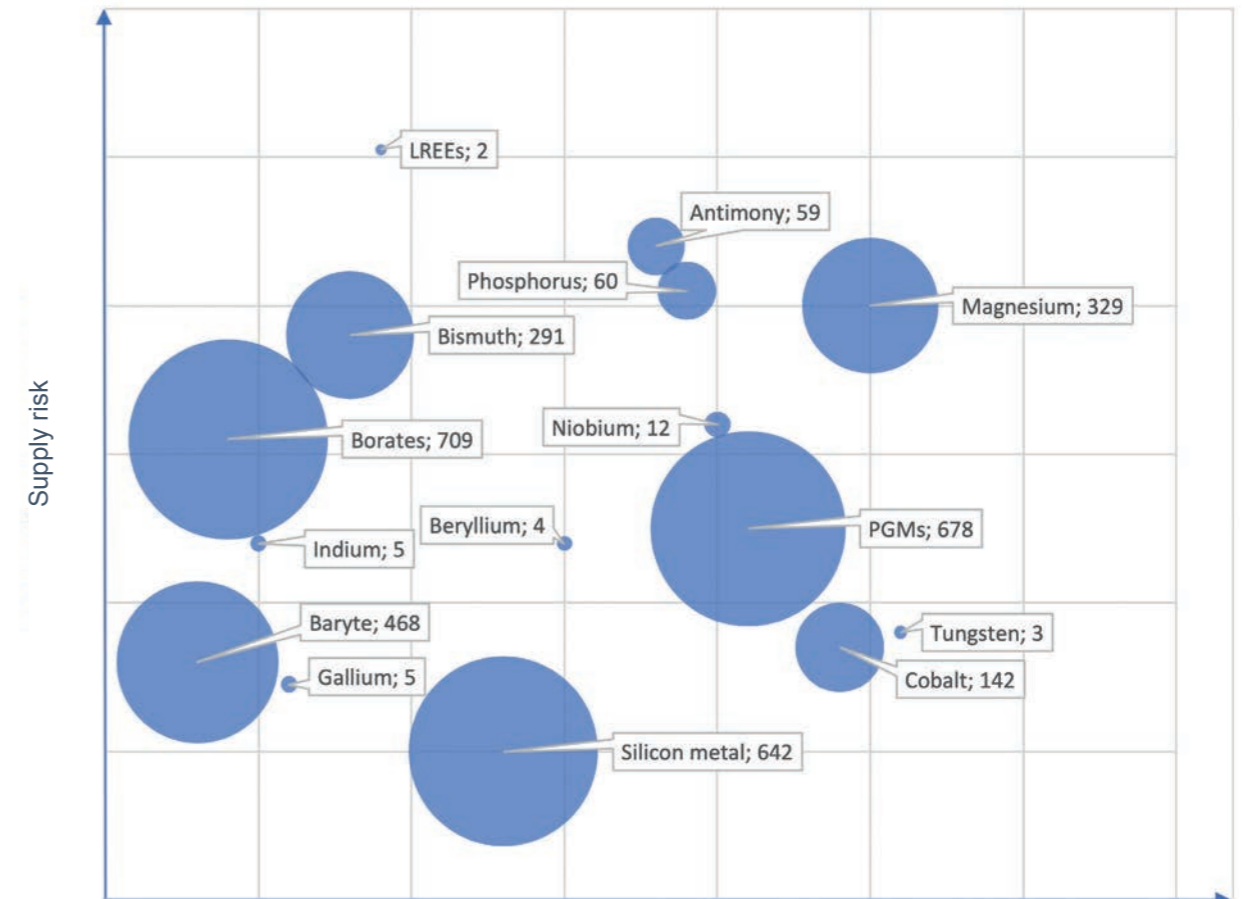Our goal for 2024 consists of covering at least 97 % of components purchased with a valid CMRT.

Critical raw materials

Since 2011, the European commission has defined a tri-annual list of raw materials, which are critical for the European economy as part of its Raw Materials Initiative, launched in 2008. In this list, 27 raw materials were identified as critical in 2017. Our work consists, before all else, in including the use of these materials in our products. This, of course, involves identifying all the substances present in each one of the components. In doing so, we identify potential uses and work on the diversification of our supply sources, from a geographical (the source of materials) and technological (substitution solutions) point of view.
We have been able to ensure that not all of these critical materials are used in our products; which enables us to envisage an approach within a restricted scope and risk-based management, corresponding to our strategy regarding the conditions in countries most exposed to climate change.
Within the same product, the importance of these materials can vary, especially according to the number of high-risk components used. The detailed analysis of their use makes it possible to assess their strategic importance for the Group and to incorporate the issue into our risk management strategy.

"Audits are conducted every year to verify the status of the suppliers in our purchasing portfolios and to help them with their improvement process."

Example of CRM used by a product (number of components assembled) and included in the European assessment of the criticality of raw materials

PREVENTING CORRUPTION

Ethics in one of Sagemcom's fundamental principles, who require each one of their employees and partners to respect good practices, whether that be at a social, environmental, societal or commercial level. To emphasise this commitment, Sagemcom has created a corruption prevention guide designed to be applied to all its affiliates in the world.

The fight against corruption, and more generally for the integrity of economic life, cannot be led without the corporate sector. Furthermore, for several years now, Sagemcom has committed itself to developing its activities through its employees and partners in a transparent, fair and honest way.

A commitment to compliance:

Sagemcom is strongly committed to meeting regulatory requirements and promoting a culture of compliance and sound business ethics. The Group has taken strict measures as part of its compliance strategy to guarantee that all its operations abide by the laws and meet the regulations applicable to its activities.
The scope of our efforts in the realm of compliance covers:
· The prevention of corruption;
· The prevention of all forms of fraud;
· Compliance with international sanctions;
· Compliance with the rules pertaining to fair trade;
· Conflicts of interest;
· Compliance with the rules pertaining to export controls;
· The fight against corruption, money laundering and the funding of terrorism.

We continuously strive to identify and manage risks of non-compliance by integrating robust controls and ongoing training of our employees in best practices regarding compliance. These efforts are a reflection of our long-term commitment to responsible and sustainable growth.

Our internal compliance programme

Sagemcom has implemented a comprehensive internal compliance programme covering every level of our organisation, in order to guarantee that our business practices are ethical and comply with regulations. This structure is topped by our Code of Business Conduct, which sets forth the fundamental principles and values that every member of our company must uphold. This code forms the bedrock of our commitment to integrity and guides our actions on a daily basis.
In addition to our Code of Conduct, we have also drawn up detailed policies and procedures for every key aspect of compliance. These documents define the specific standards that we must meet in our activities, through a coherent and uniform Group-wide application.
We have drawn up concise practical guides for each subject, to make it easier to understand and implement these policies. These guides provide a clear overview of the key issues, the rules to be complied with and the persons to contact when in doubt, or whenever necessary. They are designed to be accessible to every employee, irrespective of their experience or their role in the company.
Finally, we have drawn up detailed practical guides for more complex subjects, or subjects that demand in-depth understanding. These documents are more than just simple directives, since they provide detailed explanations, practical examples and case studies that help guide our employees through more complex or ambiguous situations. They have been jointly drawn up by our internal experts, in order to guarantee a robust and informed approach to the most demanding challenges pertaining to compliance.
This integrated compliance programme reflects our commitment to maintaining the highest standards of ethics and legality in all our operations. It is designed to achieve compliance, reduce risks and protect the reputation and the interests of our company in the long term.

> "The fight against corruption, and more generally for the integrity of economic life, cannot be led without the corporate sector."

Prevention of corruption

The fight against corruption, and more generally for the integrity of economic life, cannot be led without the corporate sector. Furthermore, for several years now, Sagemcom has been committing itself to developing its activities through its employees and partners in a transparent, fair and honest way.
Sagemcom notably made this commitment when it joined the United Nations Global Compact in 2011.
By its international presence; the Group is particularly vulnerable to the risk of corruption, but contrary to popular belief, this risk exists in all countries, regardless of their geographical, economic or political situation.
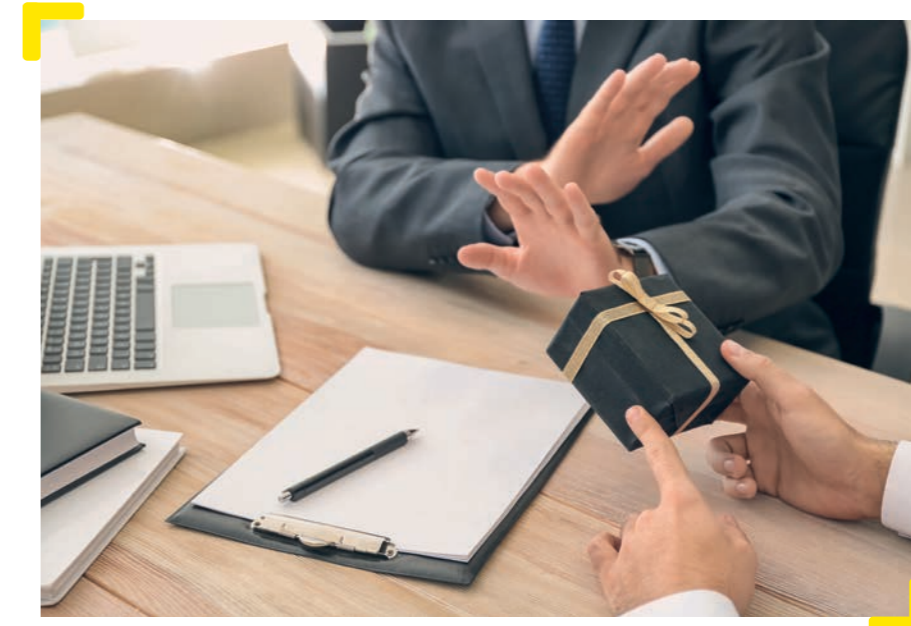
Sagemcom is also obliged to comply with a certain number of laws and regulations in order to be able to carry out its activities completely legally. Amongst these laws and regulations, those governing the fight against corruption and fraudulent practices (whether between private companies, or between private companies and government entities) are taking on an increasingly critical importance.
The fight against corruption is therefore a major issue for companies and involves all their different staff, regardless of their level (manager, employee, commercial partner). In addition to the legal risks, corruption subjects the company to the negative impact of risks to its image and reputation and therefore commercial risks and the danger of destabilising its internal organisation (loss of market, clients, subsidiary closures, etc.).
Because of their high visibility, our customers are particularly sensitive to ethical issues, which can tarnish their reputation.
They thus require perfect control and greater transparency from all their commercial partners in this sense. Furthermore, they may be held liable as clients for ethical problems in the supply chain, without even being directly involved. This requirement is therefore extended to their partners' suppliers. Sagemcom is committed to expanding its corporate responsibility commitments to its suppliers, which resulted in particular in 2007 in the development of a "suppliers'" Ethical Charter, with which its partners must comply. The close attention that Sagemcom pays to selecting and overseeing its partners, particularly by conducting audits, demonstrates both the sense of societal responsibility of our Group, and its intention to support its suppliers and to help them to make progress.

In practical terms, Sagemcom's employees must therefore all be particularly vigilant to:
· avoid bribing, directly or indirectly, to benefit from improper commercial advantages;
· not accept bribes, directly or indirectly, to offer improper commercial advantages.

In reality, corruption can take forms as diverse as they are unexpected or insignificant. Corruption is not limited to a simple exchange of money. The object of value intended for the bribe may be disguised as a gift or an invitation to an event. Monetary payments may be hidden in the form of fake bills, consultant fees, etc. Corruption exists therefore in numerous forms but, beyond that, there are some "grey areas" on which we need to focus. We have developed a corruption prevention guide to challenge popular beliefs and to make our company staff aware of the different mechanisms of corruption. It aims to explicitly reaffirm the standards and principles which dictate our management to respect thorough measures set up to fight against corruption.

Its aim is to guide all the Group's employees and managers in their daily activities, providing them with the necessary practical knowledge and explaining how to act in accordance with the anti-corruption rules, through a presentation of the most important rules, the situations likely to be encountered the most, and the procedures to follow.

Due to there being multiple forms of corruption, several solution outlines are offered, which take the form of examples of action to take or reaction to have. It should be noted, however, that the responses suggested are not fixed, but allow common sense, which is expected of everyone, to play a role. This is not a collection of systematically effective solutions, but a vigilance stimulation tool!

Corruption can only be prevented in the company with and for the people who work there. This means that every single Group employee must take part in this initiative every single day by adopting the principles set forth in this guide. This is why training tools have been put in place with a specific e-learning programme and in-person training for the personnel most at risk. Initially rolled out in France, these training measures will gradually be deployed in the Group's various subsidiaries.

We are aware that this involves a need for advice and support to apply this policy in all of our operations, especially for employees susceptible to being the most at risk.

Besides, some situations are likely to present difficulties in terms of ethical choices, the solution not always being immediate or obvious.

This is the reason for which the Group has developed support systems through on which staff and stakeholders can rely:

· On our hotline **ethics@sagemcom.com**
· On our professional alert system: **Whispli**
· to our ethics referent

Prevention of fraud

The prevention of fraud is a top priority for our Group, and we have taken a series of strict measures to detect and prevent any fraudulent behaviour. Our internal procedures are designed to identify any anomalies and suspicious transactions at every stage of our operational processes.

We also intend to implement a programme to raise the awareness of our employees who are most exposed to the risk of fraud, by providing them with the knowledge and the tools required to identify and report any suspicious activities. Confidential channels of communication are available, that allow employees to report any suspicion of fraud without fearing any reprisals.

Compliance with international sanctions

Compliance with international sanctions is an essential aspect of our compliance programme. We are committed to abiding by all the regulations and directives issued by international organisations and governments, including the United Nations, the European Union, the United States, France and the United Kingdom. We have implemented thorough verification procedures in order to guarantee this compliance.

> " The prevention of fraud is a top priority for our Group."

We conduct in-depth checks of the backgrounds of our business partners, customers and suppliers before engaging in business relations or signing contracts with them. These checks include an examination of the lists of international sanctions and warnings and unfavourable coverage in the media, to make sure that none of the parties are the subject of sanctions or restrictions, or are involved in any scandals. We use up-to-date databases and specialised surveillance tools to keep track of changes to the regulations of sanctions in real time. We react quickly to updates of sanctions in order to adapt our business practices and relations accordingly.

The management regularly publishes a Business Restrictions Note that clearly indicates any countries subject to sanctions. This note identifies countries subject to embargoes or limited restrictions and indicates the precautions to be taken in our activities in countries subject to sanctions. These clear directives enable our teams to take informed decisions and minimise the risk of non-compliance.

These measures aim to avoid legal and financial sanctions and uphold our reputation for integrity and responsibility on the international stage.

Compliance with the rules pertaining to fair trade

Sagemcom strives to create and maintain a free and equitable market environment, by strictly complying with the anti-trust laws and regulations in force.

We guarantee compliance with the rules in force by implementing a strict fair trade policy that is clearly communicated to every level of our organisation. Our employees follow regular training in this policy, which raises their awareness of the fundamental principles of fair trading, including the prohibition of unlawful agreements, abuse of a dominant market position and unfair practices.

Our internal procedures are designed to assess the competition-related risks incurred by trading for every transaction or business partnership. We conduct in-depth analyses before entering any agreements to check that

they do not breach anti-trust laws. When in doubt, we refer to legal experts specialised in fair trade law for their opinions and advice.

Management of conflicts of interest

The prevention and management of conflicts of interest are crucial aspects of our commitment to ethical and transparent governance. We acknowledge that conflicts of interest can jeopardise our integrity and the trust that our stakeholders place in us. This is the reason why we implement strict policies and procedures to proactively identify, prevent and manage these situations.

We have drawn up clear guiding principles for all our employees that identify the types of situations likely to create conflicts of interest, including personal or financial relationships that could influence professional decisions. All our employees are regularly informed of these guidelines, which are also included in our training programmes.

In addition, we foster a culture of integrity, in which employees feel empowered and are encouraged to report any concerns, without fear of reprisal.

The management plays a key role in the oversight of these policies, and makes sure that corrective actions are taken quickly in all instances of non-compliance. These measures strengthen the belief of our customers, partners and investors in our ability to operate ethically and transparently. The strict management of conflicts of interest is essential to maintaining the integrity of our operations and to underpin our commitment to responsible governance.

Compliance with the rules pertaining to export controls;

We are committed to complying with all international, domestic and local laws and regulations pertaining to export controls, to ensure that our products, technologies and services are not used to illegal ends.

Before exporting, we conduct checks to make sure that the recipients, destinations and end uses of our products meet all the legal and regulatory demands. These checks include the verification of the lists of embargoes, sanctions and restrictions specific to certain countries, entities or individuals.

> "By maintaining a high level of vigilance, we can improve our capability of detecting and preventing illegal activities."

We also raise the awareness of our employees, so that they are able to understand the regulations in force. These awareness-raising programmes cover subjects such as the identification of products subject to restrictions, the classification of articles and the procedures to be followed to obtain the necessary licences. Our employees are kept informed of the latest changes to regulations, so that they possess the knowledge required to comply with the applicable rules.

We also work with external consultants and specialised legal advisers in order to stay up to date with any changes to the regulations that apply to export controls. This collaboration enables us to quickly adapt our policies and practices to legislative changes, in order to guarantee continual compliance.

Combating money laundering and the funding of terrorism

We implement robust policies and procedures to prevent, detect and report any suspicious activities with regard to money laundering and the funding of terrorism, in accordance with international and domestic laws and regulations.

The effectiveness of our AML/CFT programme is guaranteed by thorough Know Your Customer (KYC) processes. These processes include an in-depth verification of the identity of our customers, an assessment of their risk profile and the continuous monitoring of their transactions.

We provide regular training for our employees exposed to this risk in order to make them aware of the potential signs of money laundering and the funding of terrorism. These training programmes cover subjects such as the identification of suspicious transactions, the procedures used to declare suspicions and the legal obligations pertaining to the fight against money laundering. By maintaining a high level of vigilance, we can improve our capacity to detect and prevent illegal activities.

Goals

Our main goals in 2023 consisted of re-deploying the anti-corruption training module for our employees in France, and migrating our alert channel to the Whispli solution. We achieved both of these objectives.

Our goal for 2024 consists of deploying our e-learning in our subsidiaries in order to cover 20 % of the headcount.

Operational results

	2021	2022	2023
Rate of anti-corruption e-learning	7.6 %	9.3%	10.5 %
Number of alerts received	0	2	2
Number of proven cases	0	0	0

(Group-wide scope)

Close-up on the alert channel

In 2023, Sagemcom reviewed its ethics alert system in order to meet the corresponding legal requirements, and to provide a simpler and more intuitive environment for anyone wanting to inform the company of an ethical problem.

To this end, Sagemcom opted for the Whispli solution.

Anyone, whether they are a member of the organisation or not, can use this secure solution to communicate with Sagemcom's ethics team in complete confidentiality, and the whistle blower can even remain anonymous, if they so wish.

This tool can also be used to manage alerts and queries, and to store and archive evidence that comes under scrutiny, in every case.

Use our dedicated compliance alert channel on Sagemcom's website, in the "Contact us" section, or directly on our Whispli platform:

https://sagemcom.whispli.com

DIVERSITY AND EQUAL OPPORTUNITIES

Central to our ethical principles, openness provides the focus for our HR policy and the measures taken in favour of diversity, inclusiveness and equal opportunities. Our aim is to ensure friendliness within teams, encourage individual development and innovation, while ensuring respect for personal differences.

The mix of origins and experiences is an integral part of the Sagemcom group's corporate culture. Whatever the country, our subsidiaries aim to have their teams reflect the diversity of the societies in which they work.

Building on our cultural diversity

Sagemcom has nearly 6,500 employees in some 50 countries around the world, all with different cultures. The multiculturalism of the Group's workforce is a real lever for the diversity of talents, innovation, cooperation and competitiveness upon which Sagemcom can capitalise. United around the Group's common values, we strive to continue to support our employees by setting up special training courses to pass on the keys for mutual understanding and the ways to optimise cooperation between the members of our multicultural teams. Support for internationalisation is one of the priorities of our skills development plan. Consequently, numerous employees have taken part in multicultural training courses, applied according to the main countries in which the Group operates (Brazil, China, Germany, Tunisia and Hungary). When Sagemcom sets up operations in a new country, our employees (and their spouses, where appropriate) are also offered enhanced inter-cultural support.

> " Sagemcom has nearly 6,500 employees in some 50 countries around the world, all with different cultures."

Nurturing and encouraging diversity

The diversity of our employees is a source of innovation, enrichment and efficiency. For our employees, working in an environment that encourages diversity and inclusion allows everyone to realise their full potential while actively contributing to the Group's performance.
One of our main challenges in diversity is professional equality between men

and women. In our traditionally masculine sector of activity, this involves making diversity a reality at every level in the company. Even though the rate of feminisation of our workforce continues to increase and now stands at 48%, it is essential that the share of women, especially in our more technically advanced or managerial jobs, improves and balances with that of men.

Our R&D centre in Tunisia is exemplary in this respect: it has achieved almost perfect equality (49% women), due in part to the large number of women recruited in 2023. The rate of feminisation is constantly rising, given that it stood at 45% in 2022.
Our industrial sites are also committed to promoting diversity within our teams. In Italy, women account for 50% of employees at our industrial site. And our Tunisian plant has a workforce that is 59% female. It is extremely important to us to show the face of the women who represent our company. To mark Women's Day, we published portraits of some of the women working at our different manufacturing sites, employed in a variety of positions (operators, technicians, engineers, quality managers, and so on).

To attract women with a technical or technological background to our French subsidiaries, Sagemcom has for the past few years taken part in the "Networks and careers from a female perspective" forum organised by the partner association "Elles Bougent". This association works on encouraging young women to pursue scientific studies, which are generally more popular with men. Alongside the association, Sagemcom also develops initiatives designed to attract more women to scientific professions. For instance, portraits and role models of our women engineers are published as part of the International Day of Women and Girls in Science.

Claire
Deputy director of AVS2
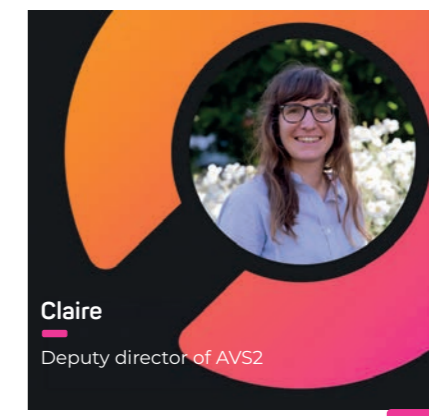
As well as being committed to promoting diversity, Sagemcom also has a duty to lead the way by guaranteeing equal pay for women and men. To this end, various measures are in place to prohibit situations of unequal pay. A point cloud compensation analysis is therefore carried out during external recruitment or internal mobility. In the event of an unjustified gap, a salary adjustment is made. In addition, maternity leave receives increased attention and is offset in order to ensure equal pay (minimum average increase, adjustment of targets for people with bonuses, etc.). For our international subsidiaries, we decided to progressively roll out the gender equality index, even though it is only a legal obligation in France. The index aims to prevent any wage gaps between women and men and adjust wage policy accordingly.

Considering that professional equality between men and women is a vector for collective performance, Sagemcom continued its measures for raising awareness designed to change the attitude and behaviour of all our male and female employees, students, trainers, partners, etc. Thus in France, to go further still and structure this initiative, Sagemcom signed a company agreement around ten years ago, covering six areas of action geared to promoting diversity: the sustainable integration of diversity within the Group's culture, access to employment, the equal pay and salary policy, the career path, support to help disabled employees and family caregivers remain in employment, and the search for the work-life balance. The recent renewal of

> " For around ten years now, Sagemcom has had a company agreement covering 6 areas of action geared to fostering diversity"

this agreement is a good illustration of the coordination of labour relations within the Sagemcom Group and the intention to jointly build a corporate project in which people are the most important factor. This agreement, drawn up in cooperation with General Management and union organisations, is not a new undertaking for Sagemcom. Our commitment already resulted in 2016 in the signing of independent agreements on the subjects of professional equality between men and women, as well as on the fight against discrimination against the employment and integration of disabled people. A review of those agreements highlighted significant progress and the importance of sharing our synergies to jointly take action on topics geared to a common cause: establishing diversity as one of our permanent core concerns.

> **Internal communication is also a means for promoting professional equality and making it a part of the Group's culture in the long term."**

The best practices for professional equality are not limited to the commitments made in this agreement.

Staying true to its values, Sagemcom openly asserted its commitment to supporting parents, based on the firmly held belief that happy parents make better employees who are more involved in and committed to their work. At our Tunisian plants, for example, women are given a bonus to make sure they suffer no loss of income during maternity leave.

To let women know about this key measure, maternity preparation workshops are held every year at our industrial sites in Tunis. The day-long events are open to anyone interested. Various types of support are available: advice about pregnancy, breast-feeding and low-impact sports, how to join antenatal yoga classes, and so on. Because professional equality concerns both women and men, this support for parents also includes commitments undertaken by Sagemcom to support new fathers. From now on, corporate employees with at least two years' seniority will be entitled to take extended paternity leave without any loss of pay.

Internal communication is also a means for promoting professional equality and making it a part of the Group's culture in the long term. For example, each ComIn, the magazine distributed quarterly by the Group, contains portraits of female employees. Some issues are also written from the point of view of professional equality by developing themes such as job desegregation and diversity. In 2023, for example, we encouraged our employees to take up an invitation from the foundation Terre d'impact to watch a play called "La Voie des Femmes", constructed from accounts by contemporary women, addressing what it means to be a woman today.

Sagemcom also believes that a policy of promoting diversity must also help to prevent and fight against all forms of discrimination, to make diversity one of the levers of its performance. This policy includes the objectification of human resource management processes (recruitment, training, career, etc.). It also involves promoting positive measures designed to ensure similar working and career conditions for all.
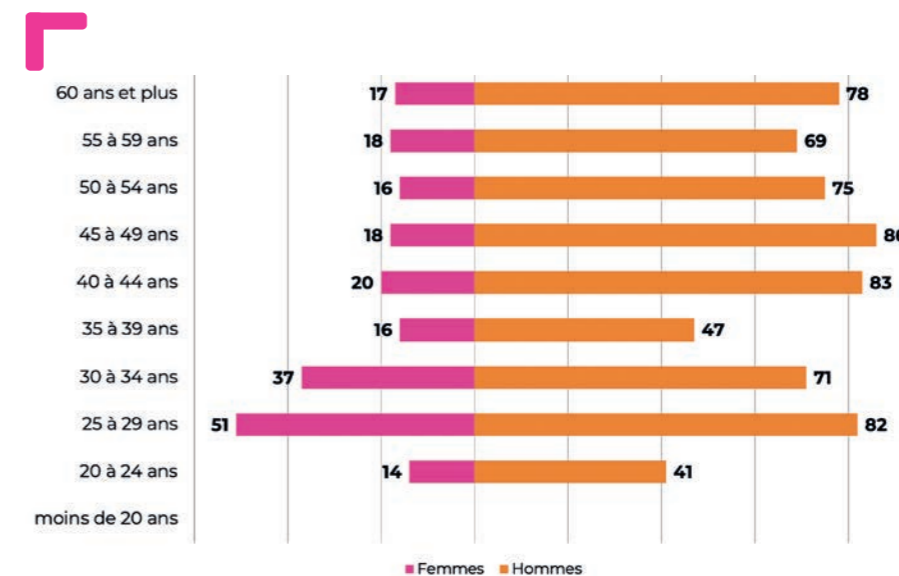
Sagemcom has asserted its commitment to fighting against discrimination by being one of the first companies to join the "À competence égale" organisation. This organisation, which is engaged in the fight against all forms of discrimination in recruitment and in the promotion of diversity in the work place, helps us to audit our recruitment tools and processes, to train our recruitment staff and to provide resources and tools, as part of a process to achieve continuous improvement. Sagemcom has also signed the "À compétence égale" charter and clearly confirmed its commitment to combating all forms of discrimination in every stage of the recruitment process and throughout the careers of our employees. There are around thirty discrimination criteria, including discrimination based on gender, age, origin, sexual orientation and gender identity. For example, in the latter case, Sagemcom takes pride in promoting diversity and inclusiveness for all, including the LGBT+ population. With support from "À compétence égale", Sagemcom drafted the guide entitled "Put your recruiter expertise to use to boost equal opportunities," which makes it possible to decode discriminatory situations, too often ignored or played down, so that everyone can adopt appropriate behaviour.

In addition, training aimed at anyone likely to be involved in recruitment processes is being rolled out progressively at our subsidiaries, to prevent any form of discrimination when hiring new staff. Defining needs, the selection process, interviews, decisions, etc.: the course content is tailored to the specific context of Sagemcom. The goal is to train all those involved in Sagemcom throughout its subsidiaries, so that recruitment is based on skills only, in an inclusive and open environment that respects differences.

> **Sagemcom confirmed its commitment to the fight against discrimination"**

This "Zero-discrimination recruitment" passport is now a mandatory pre-requisite for being involved in recruitment processes. For example, without it, our employees will no longer be able to make a recruitment request or take part in the recruitment interviews. This powerful ambition is part of the "Sagemcom, a mission-driven company" project, proof of our Group's dedication to the fight against all forms of discrimination.

Tranche d'âge	Femmes	Hommes
60 ans et plus	17	78
55 à 59 ans	18	69
50 à 54 ans	16	75
45 à 49 ans	18	86
40 à 44 ans	20	83
35 à 39 ans	16	47
30 à 34 ans	37	71
25 à 29 ans	51	82
20 à 24 ans	14	41
moins de 20 ans		

Age pyramid for Sagemcom's Economic and Social Unit at 31/12/2023

The age mix within the Group is also a major issue. With more than one fifth of senior staff in French companies, we must prepare for employment and generational changes. For this reason, numerous actions have been conducted over the past few years, particularly regarding the educational sector, in order to recruit young staff. Between 2016 and 2023, the number of young staff (under 30 years old) in France almost tripled, from 9% to 25%. This being said, the challenge will not be met to the detriment of older employees, since Sagemcom intends to continue its policy of maintaining and developing the jobs of these employees.

Under its workforce planning agreement, for instance, Sagemcom will pursue an active policy in favour of keeping seniors in work by recruiting senior employees, internal transfers, training, etc.

At the same time, our talent identification and knowledge and skills transfer systems are based on our "Experts" pathway, which includes one third of senior employees.

Integrating people with disabilities and keeping them in work represents another major challenge for Sagemcom. Our difficulties in recruiting employees with disabilities with regard to our ambitions and actions in this area, especially in France, reflect the lack of qualifications and professional training on a national scale. Despite that, Sagemcom is committed to doing everything it can to recruit all talent and support employees with special needs to the very best of its ability. In this respect, actions are being set up to support the inclusion and ongoing employment of people with a disability. Our diversity agreement highlights the measures taken to foster the long-term integration of employees with a disability. It also provides for working conditions that support their career development and allow them to stay in work, the development of subcontracting with companies that employ people with a disability, and support for employees who take care of a close family member affected by disability. Some examples illustrating those commitments: all the employment offers published in France mention "Sagemcom, a company that welcomes people with disabilities," disabled employees have been kept in their jobs thanks to special conditions, alternating working from home and on site. Every year, Sagemcom supports the European Week for the Employment of People with Disabilities. This support takes the form of a partnership with companies in the protected work sector to sort and recycle waste at our head office, as part of an initiative that is both socially inclusive and environmental.

This commitment also takes the form of local initiatives, such as supporting Sagemcom at the "Regards Croisés" festival, which screens short films on the theme of "Jobs and Disability, disability does not prevent talent".

> " Every year, Sagemcom supports the European Week for the Employment of People with Disabilities."

Sparking vocations and supporting equal opportunities

A number of initiatives are taken at local level to build ties with both academic and professional communities. The goal is to foster diversity and equal opportunities and help improve the age mix within the Group.

As an example, Sagemcom has supported Article 1 for almost fifteen years, an NGO who supports the integration of young people from underprivileged backgrounds into the workplace: Sagemcom is one of this NGO's leading and long-standing partners.

In 2023 in France, around fifteen volunteering employees committed to helping young people as part of different Article 1 programmes.

To keep the partnership thriving in 2023, Sagemcom regularly published up-to-date news about the NGO's activities, both in-house and on social media: open day, online conference on equal opportunities, reaching the goal of 20,000 young people supported through the mentoring scheme, and so on. We also organised a tour of the company for young students supported by Article 1. That event, run by our volunteers, gave us the chance to present some of our professions, hold a workshop on how to write a CV, and offer advice about professional integration.

> " To support equal opportunities, our head office has also kicked off a number of initiatives"

Sagemcom also got heavily involved in the partnership with the association "Elles bougent", which began in 2020 and aims to promote scientific and technical courses among girls in secondary school and college. This is one of the ways in which Sagemcom encourages young girls to pursue scientific studies. The reality is that they are largely under-represented in the engineering schools we focus on in order to attract first-rate skills and foster diversity.

Our Tunisian subsidiaries also launched a range of initiatives in 2023 to help people in need. A social committee was created at our manufacturing sites. It was assigned a budget by management to help employees in need to cope with unforeseen events. The "200 cartables pour 200 écoliers" and "100 couffins pour 100 familles" campaign

also raised funds to pay for school supplies and cots for underprivileged families. For about 10 years, the employees of our Tunisian R&D centre have shown great generosity in supporting this initiative in favour of equal opportunities.

Our head office also kicked off various similar initiatives. For example, just before the relocation of its head office, furniture was donated to two charities, Emmaüs and Secours populaire. On another note, we sponsored "Plume Strong Cycling Challenge", a charity cycling race organised by our partner Plume, between Zurich and Nice.

Finally, Sagemcom organised several unifying and solidarity events. What is the goal? To have a good time with colleagues in a festive and friendly atmosphere, while helping associations with a social/societal impact. For instance, our participation in a cross-company five-a-side rugby tournament organised by AC Rueil Rugby helped raise funds for the Ligue contre le cancer.

SUPPORT FOR EMPLOYEES

Caring for our employees and supporting them in their professional development throughout their careers within the Group means ensuring their motivation and professionalism in support of the growth of our activities.

We strive to increase our ability to attract, develop and retain the best skills to meet the needs of our business and contribute to our growth. To do so, several years ago, we adopted an initiative to develop our employer brand in order to encourage the best profiles, particularly among young people, to join the Group. That led to numerous actions throughout the Group.

For several years, our Group has been working hard to strengthen its employer brand and to attract highly coveted profiles. To do that, a number of initiatives have been launched by our head office and taken up across our subsidiaries to boost our attractiveness: the Sagemcom Inside Instagram account showing life behind the scenes in our Group with a laid-back approach; passing on and sharing job, internship and work-study vacancies on social media; extension of the LinkedIn and Welcome to the Jungle offer; and participation in a variety of events at schools and universities (forums, round-table discussions, partner days, and so on).

> "In 2023, our Group's efforts were rewarded by its recognition as one of France's best high-tech employers for the 4ᵗʰ year running."

In 2023, our Group's efforts were rewarded by its recognition as one of France's best high-tech employers for the fourth year running.

The development of the employer brand also goes hand-in-hand with Sagemcom's presence in the educational environment, to get to know and attract young talent. Partnerships were entered into with some schools and numerous actions were organised, including forums and round-table discussions, student lunches, etc. In the same vein, our Group established a partnership with CentraleSupélec, which enables it to attract some excellent profiles.

Our Tunisian subsidiaries have also established close partnerships with the best schools, in order to extend the recruitment pool.

Our subsidiary Sagemcom Tunisia built ties with Centrale polytechnique to help bridge the gap between the academic world and the world of work. Students from this prestigious academic institution were invited to tour the company, and given an opportunity to engage in some inspiring discussions, visit our production workshops and find out more about the range of professions in our industrial sector.

Work-study programmes and internships constitute some of the adapted and effective methods of preparing for professional life and integration into the world of work. The Sagemcom group is firmly committed to a policy of integrating young people into the workplace in particular through these methods. The

"responsible" policy for work-study courses and internships is therefore a two-way street:

· On the one hand, based on training and integration into working life, it gives young people the opportunity to obtain a diploma and a first professional experience that will improve their employability;

· And on the other, based on pre-recruitment, particularly for "core business" jobs, in line with the Group's needs.

Every year, Sagemcom launches recruitment campaigns for interns and work-study students, and organises a number of events to attract young people. Guides describing the different internship and work-study opportunities are distributed to a large audience, while Talent teams from our subsidiaries attend student fairs with the aim of attracting the best profiles.

In 2023, our Tunisian R&D centre deployed the "Esprit" course, a work-study training programme focused on the development of on-board systems, lasting four years. With thirty or so students enrolled on the course, the aim is to alternate between theory classes and work experience in the company, to train young people in our professions and help them become autonomous more quickly.

In parallel, our Tunisian R&D subsidiary continued to build up its "SS&T Campus". This campus initiates and trains young graduates in science and technology in our professions (on-board IT development techniques and soft skills). The campus has two goals: to encourage the integration of young people into employment and to enable Sagemcom to acquire competent resources that are directly operational. In 2023, the SS&T Campus trained four classes - nearly 130 students in total.

We also take care to offer all employees who join our Group, regardless of their status, an integration pathway that is broken down into various structuring and personalised measures, based on existing good practices within the Group's companies (welcome booklet, special intranet section, integration workshop, etc.). Every subsidiary takes actions adapted to the local circumstances in favour of the long-term integration of new recruits. One example is our Hungarian subsidiary, which provides a personalised welcome to its new employees by organising various meet-ups with the main players, and puts together a training programme to facilitate the induction process.

> "Every year, Sagemcom launches recruitment campaigns for interns and work-study students, and organises a number of events."

As part of its efforts to welcome new recruits in the best possible conditions, our Taden site appoints mentors who accompany our new recruits as they take their first steps in the company. The new employees also take guided tours of the site, attend presentations of the health and safety rules on the site and the key messages from management, and follow e-learning modules as part of their induction process.

The Wel'com integration programme in France enables new recruits to become durably integrated into the Group. All contributors to the integration process (manager, work team, HR, etc.) are involved and made aware of the importance of providing a successful induction experience.

Sagemcom
PALMARÈS FRANCE
Capital
MEILLEURS
EMPLOYEURS
" High-tech "
2023
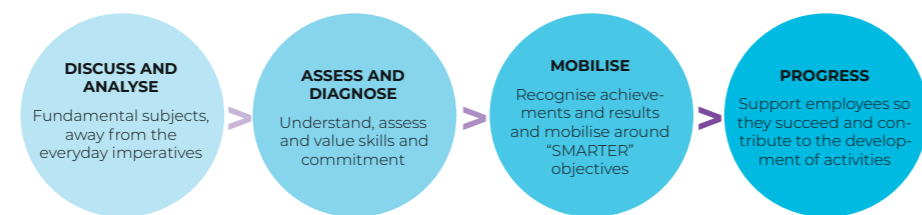avec **statista**

CentraleSupélec

Newcomers attend an in-house training session to find out more about our Group, our business and organisation. As a result, new talents acquire all the keys to understanding the way Sagemcom works and get their new job off to the best start. Tours of our showroom and laboratories are also organised to present our products and test facilities in a concrete manner.

In our R&D centre in Tunisia, every newcomer is given a personalised welcome (a seat with their name, a welcome booklet, welcome gifts, etc.). On top of that, induction days are organised in the form of team-building sessions, to promote one of Sagemcom's core values: the power of teamwork. Our Tunisian subsidiary takes pride in favouring the induction of new employees in the best possible way.

Developing and cultivating skills

Individual development and progress interviews held each year in all of the Group's subsidiaries are one of the fundamental cornerstones of our human resources policy. The manager, the employees and the company have a shared interest in this interview, because it helps to achieve four major objectives with the common goal of making individual and collec-

DISCUSS AND ANALYSE
Fundamental subjects, away from the everyday imperatives

ASSESS AND DIAGNOSE
Understand, assess and value skills and commitment

MOBILISE
Recognise achievements and results and mobilise around "SMARTER" objectives

PROGRESS
Support employees so they succeed and contribute to the development of activities

tive progress:
Conducting these interviews allows us to control the Group's individual and collective skills through the implementation of concrete measures that support the professional development of our employees (training, individual action plan, professional development, etc.). In France, all of our employees also benefit from a tri-annual career plan interview, focusing on their prospects for professional development in order to enable them to actively take part in our own development.

Sagemcom sees training as an investment for the future, a tool for improving economic performance and addressing social issues. In addition, the ability to identify the skills needed to anticipate development and meet market and customer requirements is a key factor in competitiveness. Training is therefore a real lever for optimising the potential and performance of our employees. Every year, we devote a major effort to adapt, maintain and develop the skills of our employees. For example, in France, 3% of the annual payroll is spent on professional training.

We strive to ensure that our employees have access to fair and non-discriminatory training. We also pay special attention to employees who have not received training for three years, to support the employability and development of all our employees throughout their careers.

> " Sagemcom sees training as an investment for the future, a tool for improving economic performance and addressing social issues."

In addition, we pay close attention to deploying training that is effective and responsive to business needs, in order to support the adaptation and development of skills in relation to our business lines. All of the training courses are assessed on the spot and later on. Conducted as part of the annual interview, the subsequent assessment checks whether employees have been able to put into practice what they learned.

Training catalogues are available for managers and employees to guide them and make it easier to identify needs in terms of skills development. In addition, the catalogues describe ambitious training programmes within the different sectors, to encourage people to plan their career development within the Group.
The Group Human Resources Department has made the Smart Academy e-learning platform available to all its subsidiaries. The new tool mainly offers made-to-measure digital modules that allow for agile training on a Group-wide scale. This platform offers a number of advantages by broadening the training offer, optimising training resources, building individual skills development programmes, offering easier access to training, etc.

More and more online training courses are being offered. In addition to the mandatory training courses (anti-corruption, cybersecurity, etc.), Smart Academy also offers professional courses. For example, in 2023, our Experts put together e-learning modules about how

to manufacture circuit boards, EasyMesh, etc. The e-learning platform is also a powerful tool for helping new employees settle in to Sagemcom.

In our R&D subsidiary in Hungary, skills development is taken into consideration as soon as induction takes place. Some e-learning programmes have become mandatory, because they play a crucial role in bringing new employees on board, helping them to find out more about our Group, our products, our project management modes, and so on. Other training courses are developed to meet identified needs, to help people develop their skills: they are available via an open access online training platform and include professional training, language training, etc.

> " The Group Human Resources Department has made the Smart Academy e-learning platform available to all Sagemcom subsidiaries."

At our subsidiaries, training measures are rolled out to meet local needs, tailored to the local context. For instance, in Italy, a training programme was developed to raise awareness among managers about the importance of positive, motivating management for their teams. Our SS&T subsidiary, on the other hand, continued to roll out its "Responsible manager" training programme. The module-based programme, which has been running for several years now, is geared to developing managerial skills.

In total, at our R&D centre in Tunis, nearly 180 training sessions were organised in 2023, offering employees the chance to grow their skills in a variety of areas: technical, professional, management, soft skills, quality, occupational health and safety, etc. Over half of the training courses delivered were put together and run by our in-house trainers, all specialists in their technical field.

> " In total, at our R&D centre in Tunis, nearly 180 training sessions were organised in 2023."

Sagemcom seized the new opportunities created by the latest reform of professional training in France by signing a workforce planning agreement, under which employees and the company can use individual training accounts to co-build a professional career development project. The co-investment training accounts were opened to encourage employees to co-build training projects that meet Sagemcom's skills requirements, while also contributing to the professional development of the beneficiaries.

In order to maintain a high level of skill in their teams, Sagemcom is continuing to develop and drive our "Expert" community.


Each year, an Expert committee meets to select the employees who can join the community. The Experts are recognised for their skills in domains that are key to Sagemcom. They play an important role in the distribution and sharing of their knowledge (especially via internal training), in innovation and also in advising and supporting the teams or even influencing the Group. For 4 years now, R&T has been sponsoring a major project to vitalise the Expert community in order to heighten its profile and develop synergies between the Experts. Various actions have been taken: working groups are developing strategic forms of expertise, a broad communication plan is promoting the profile and the reputation of the Experts in the Group, the Experts themselves are attending various events, including seminars,

regular meetings and Techdays, and a new "A word from the Experts" column is regularly published.

Encouraging and diversifying careers in the Group

To retain our employees, we support them throughout their career within the Group, by offering them rich and rewarding careers, This policy encourages our employees' attachment to Sagemcom.

The publication of a job mobility charter has made it possible to define the policy targeted by the Group in this area. Mobility promotes creativity and greater dynamism in our business, opens up business units and mixes professional experiences and backgrounds conducive to the development of our organisation and the women and men within it. Now, all vacancies are open to internal candidates and are published on our vacancies site, which can be accessed by every employee.
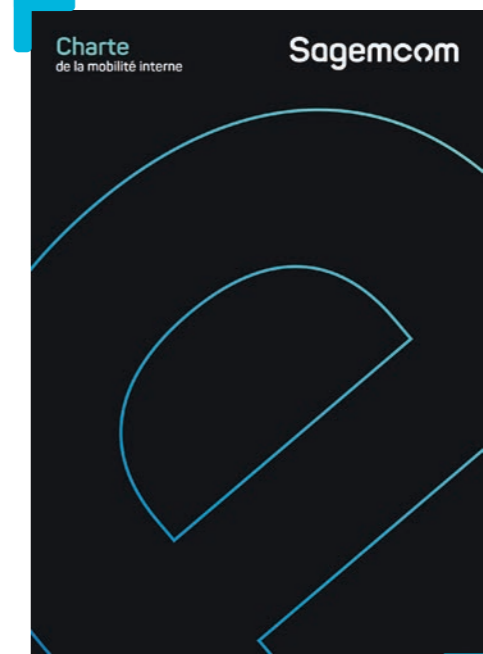
This information was completed by the setting up of recruitment/ mobility committees to facilitate and supervise the careers of our employees within the Group. France has set itself the target of filling one third of its vacancies through internal mobility. As in the preceding years, in 2023, this commitment was widely exceeded, as 45% of vacancies were filled internally.

In addition, employees can indicate their wish to change jobs, both within the Group and its subsidiaries, be it cross-company, vertically or geographically, during their individual assessment and progress interviews and/or, for employees working in France, in the course of their professional interview. These aspirations are carefully analysed by the HR teams which take them into consideration when defining career paths within the Group. For instance, our Brazilian manufacturing site promotes versatility and cross-functional mobility by entrusting operators with tasks that go beyond their own scope, allowing them to develop skills. Sagemcom also supports the diversity of professional careers by promoting its "Experts" career path, in parallel to the managerial path. It allows us to recognise the expertise and acquisition by certain employees of specific skills in a key area for the Group. The skills of those Experts are acknowledged through knowledge-transfer programmes and their role as company representatives. In return, the Group capitalises on and invests in areas of strategic expertise, which ultimately boost its performance.

> " Employees can indicate their wish to change jobs, both within the Group and its subsidiaries."

Sharing and uniting

Sagemcom's policy is also reflected by the awareness-raising, sharing and cohesive measures designed to bring employees together.
In 2023, a host of actions were taken to promote understanding of the Group's strategy by all our employees, support Sagemcom's values and foster the group

dynamic. Those actions motivate everyone to engage in the implementation of our strategy and support the growth of the Group.
Corporate headquarters holds six-monthly meetings to present the results and strategic directions to all employees.

Those events are mirrored in many subsidiaries so that as many employees as possible know about and understand Sagemcom's strategic directions. In our view, this sharing is essential to give meaning to everyone's contribution to the performance of our Group.

In addition, a host of get-togethers were organised in 2023 across the globe to promote team spirit and foster the group dynamic.

> **Sagemcom's policy is also reflected in the awareness-raising, sharing and cohesive measures designed to bring employees together."**

Our R&D subsidiary in Tunis organised team-building sessions to welcome new recruits and support the induction process. Likewise, our Hungarian R&D centre held a seminar, as it does every year, to consolidate team spirit and group work. In a similar vein, our head office organised various social events to bring teams closer together: a chess tournament, summer party and a photo competition, to name a few.

The Experts met up at a two-day seminar away from day-to-day work, with three goals: to develop their soft skills, create a dynamic working relationship between Experts and boost team spirit and the feeling of belonging to the community.

Dialogue between management and labour as a vector of sustainable social support

Through this social dialogue, the Group strives to find the optimal balance between the needs of the company and the interests of employees, in order to better support the development of its activities and the people who contribute to them.

The last few years have been marked by a particularly rich social dialogue. Based on feedback in the aftermath of the pandemic, our SS&T subsidiary was one of the first companies in Tunisia to negotiate and sign a remote work agreement with the main union, including the creation of a monitoring committee, a sure sign of rich, open-minded social dialogue.

At Corporate headquarters, a key event of 2023 was the signing of an agreement on the work-life balance, including innovative provisions such as the sustainable mobility package, which aims to make it easier for people to opt for soft mobility solutions for the home-to-work journey. Different ongoing agreements and action plans continued to take effect throughout the year (diversity, psychosocial risk prevention plan, workforce planning, remote working, etc.). They are the subject of a specific communication in the "Social dialogue" section of the Intranet, allowing employees to consult them at any time, and are followed up each year, at which time the adjustments to be considered and the progress made are shared within the framework of a monitoring committee.

> **A host of get-togethers were organised in 2023 across the globe to promote team spirit and foster the group dynamic."**

Health, safety and quality of life at work

Our responsibility and our commitment are to create the conditions that guarantee the physical and mental integrity as well as the health of all those present at our sites, and beyond that, a framework that promotes quality of life at work. The labour policy within the Group extends the positive and effective initiatives already under way, and also introduces a new trend of increased investment in prevention, both to improve working conditions and to promote an environment conducive 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.
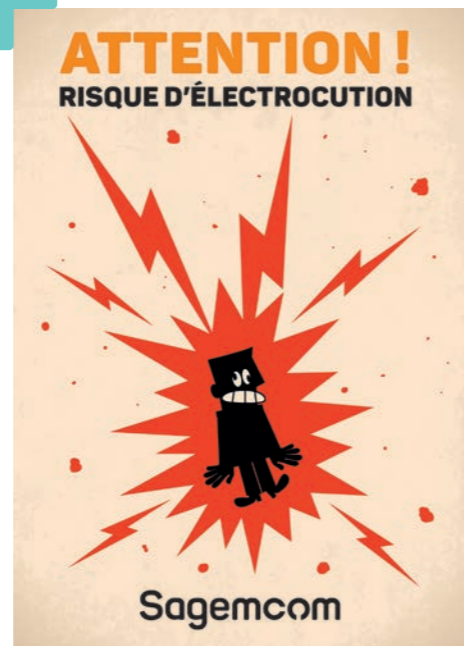
All our employees are trained in occupational safety at their workstation, as of the induction process, and throughout their career within the Group. For example, Brazil takes pride in setting up and promoting training for safety officers. Our Tunisian R&D centre frequently organises safety awareness-raising 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.

> " The safety of our employees is subject to a risk analysis for each business line."

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.

> " A QHSE officer is appointed in every one of our entities to oversee employee health and safety."

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.

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

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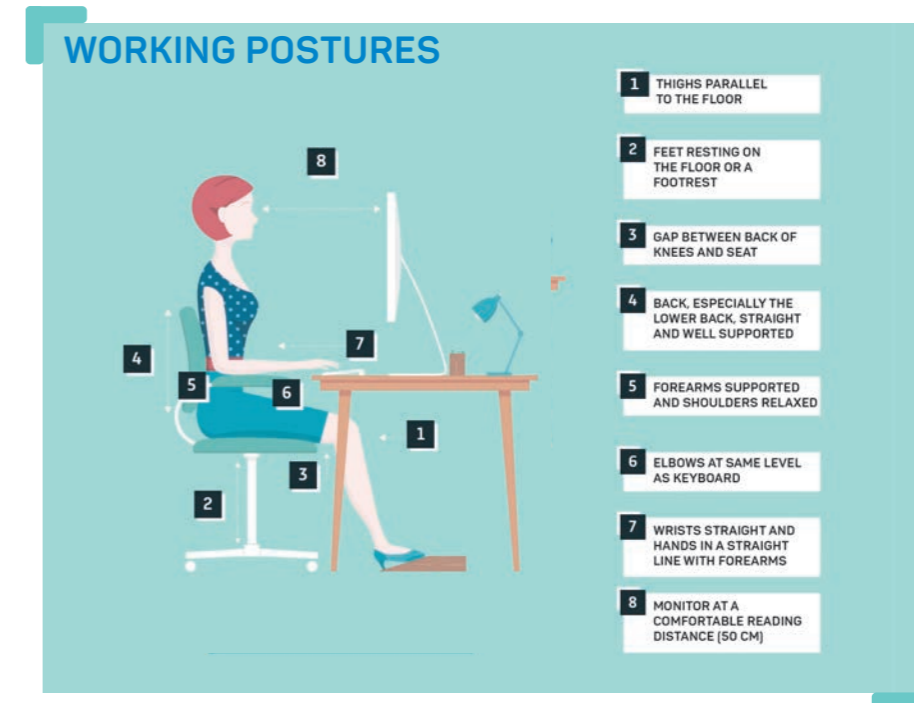
· Involve occupational health and occupational health services, beyond medical surveillance, by providing advice designed to have employees participate in the process of preventing occupational risks (difficult working conditions, ergonomic workstations, travel, etc.), but more generally to encourage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

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.

WORKING POSTURES

1. THIGHS PARALLEL TO THE FLOOR
2. FEET RESTING ON THE FLOOR OR A FOOTREST
3. GAP BETWEEN BACK OF KNEES AND SEAT
4. BACK, ESPECIALLY THE LOWER BACK, STRAIGHT AND WELL SUPPORTED
5. FOREARMS SUPPORTED AND SHOULDERS RELAXED
6. ELBOWS AT SAME LEVEL AS KEYBOARD
7. WRISTS STRAIGHT AND HANDS IN A STRAIGHT LINE WITH FOREARMS
8. MONITOR AT A COMFORTABLE READING DISTANCE (50 CM)

This means developing the capacity of every Manager to manage their teams and activities in a balanced way between expected performance and employees' needs

Involving and assisting employees in projects and in the development of the Group to limit the impact induced by these changes

Responsible manager

Assisting with the changes

Well-being of the person in the workplace

Interpersonal relations

Perception of the company's image by its employees

Professional, organisation and management practices

Promoting the feeling of belonging and the dynamic

Feeling you are informed and a member of a team or group is a primary condition for personal investment and interest in work

Promote the Projet Transverse mode

Support for professional development

Balancing work and life

Research a good balance between different life times through the provisions enabling everyone to reconcile demands from work and those of personal life

To be recognised in their work, find a meaning, to be able to evolve professionally..., these are sources of both fulfilment and balance in work

ENVIRONMENT
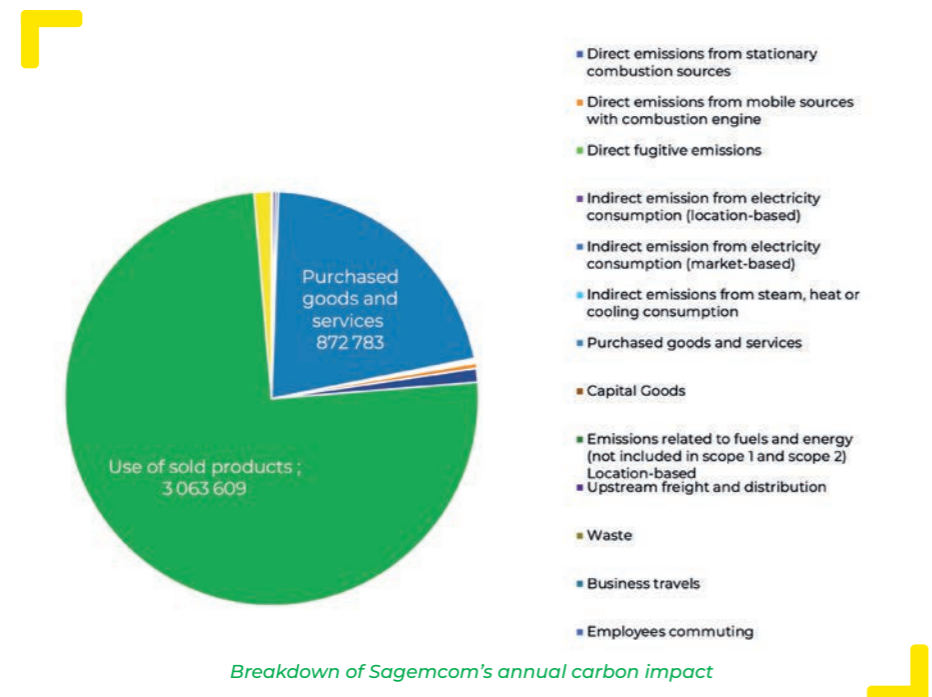
At Sagemcom, acting to protect the environment firstly means designing products and services that contribute to preserving the planet's ecological balance. But it also means limiting the impact of its activities on the local ecosystems by taking the environmental and economic situations of different markets into consideration as part of a global approach to the fight against climate change.

The fight against climate change is a major issue for every enterprise. As a responsible enterprise, Sagemcom has been addressing this issue for many years through the environmental management of its sites, by monitoring the manufacturing sites of our partners and, most importantly, by ecodesigning our products and services.

In order to define the Group's environmental priorities, greenhouse gas audits of our activities have been carried out for many years. The results of these analyses are checked by our statutory auditor Deloitte. In 2023, all of the Sagemcom Group's activities emitted approximately 4,080,000 tons of CO2 in the different categories of the GHG protocol, as shown below.

- Direct emissions from stationary combustion sources
- Direct emissions from mobile sources with combustion engine
- Direct fugitive emissions
- Indirect emission from electricity consumption (location-based)
- Indirect emission from electricity consumption (market-based)
- Indirect emissions from steam, heat or cooling consumption
- Purchased goods and services
- Capital Goods
- Emissions related to fuels and energy (not included in scope 1 and scope 2) Location-based
- Upstream freight and distribution
- Waste
- Business travels
- Employees commuting

Breakdown of Sagemcom's annual carbon impact

Reducing this impact is a strategic goal for Sagemcom. Which is why we have set ambitious reduction targets in line with the COP21 Paris Agreements:
 · Scope 1 and scope 2: -47 % (compared to 2019) by 2030, then -90 % by 2040
 · Scope 3: -31 % by 2030, then net zero by 2040.
We have joined the Science Based Targets initiative to manage this policy, so that these targets, the data and the corresponding action plans can be monitored. The validated results for 2023 show that our total carbon impact has decreased by 18.7 % in comparison with our baseline year (2019), despite an increase in revenue of more than 45 %.

The environmental management of our sites

We can adopt a global approach and identify our environmental priorities by analysing what we consume and the waste we produce We then launch action plans to reduce our environmental impact, in accordance with the priorities we have identified. Controlling the environmental impact of our activities is important, as is limiting the impact of our products, in particular by reducing their energy consumption. Sagemcom has been pursuing a policy to obtain ISO 14001 certification of its main operational sites for more than 10 years, in order to reduce their consumption and emissions.

> "We can adopt a global approach and identify our environmental priorities by analysing what we consume and the waste we generate."

Managed by Sagemcom
Influenced by Sagemcom
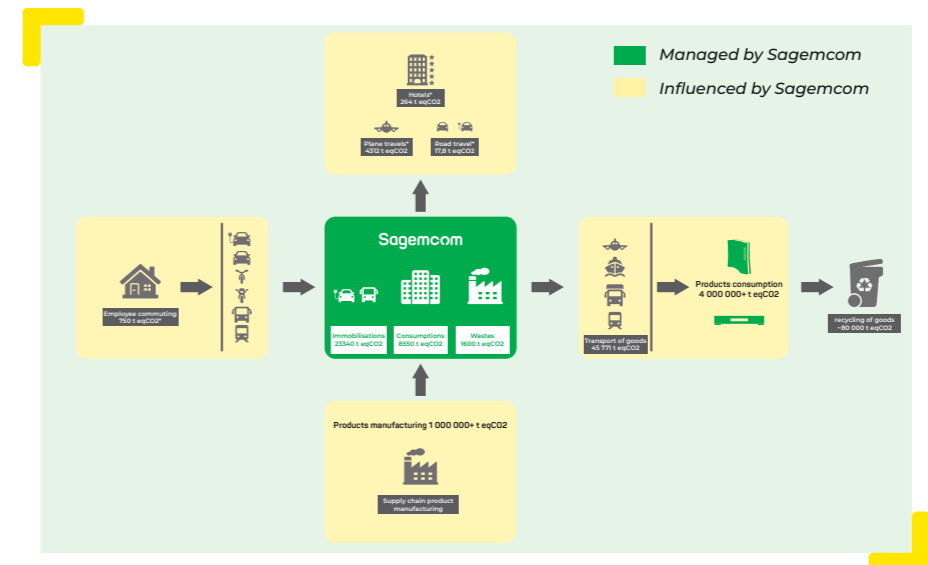
In accordance with the regulations, and those applying to classified facilities in particular, we are determined to control environmental aspects, such as pollution of the air, water and soil, noise nuisances, waste production (water, energy, etc.) and the management of hazardous substances. These measures are taken in our establishments under the responsibility of the Site Manager, in close collaboration with the environmental officers and according to continuous improvement processes. In comparison with the preceding years, an analysis of our gas / electricity consumption in 2023 (scopes 1 and 2 of our carbon footprint) demonstrates the importance of the energy efficiency of our sites, relative to other forms of consumption.
Our production plants in Tunisia are particularly close to the heart of our environmental concerns and benefit from specific energy controls in the form of a management system aligned with ISO 50001.

Environmental risk analysis

Sagemcom's operational sites are ISO 14001-certified. Environmental risk analyses are conducted and systematically renewed every year in order to identify and address the most significant environmental aspects of our activities. Overall, the main aspects we focus on, according to these analyses, are electricity consumption and waste management. Water is also an important subject, since our largest manufacturing sites are located in regions exposed to water stress.

Electricity consumption

As part of its ISO 14001 management, Sagemcom has opted not only to take steps to reduce its energy consumption, but also to contribute to the development of renewable energy by signing contracts for electricity that is certified as coming from renewable sources for the entire consumption of our sites, wherever possible. This promise is materialised by the production of guarantees of origin. This means that our electricity suppliers agree to inject renewably produced electricity into the grid. A guarantee of origin represents 1 megawatt hour of electricity produced in a given month and contains all the relevant information about the power plant. At the end of each month, the producers receive guarantees of origin according to the net electricity that is actually injected into the grid. This is the issuing process. These certificates can be electronically transferred and used to confirm the renewable nature of the energy consumed by the end users.

> "Our production plants in Tunisia are at the heart of our environmental concerns and benefit from specific energy control."

However, green energy contracts are not available in all the countries where we operate, and particularly in Tunisia where the group's manufacturing plants that consume the most energy are located. This is why we installed our own

Indirect emissions related to electricity in CO2e tonnes per country
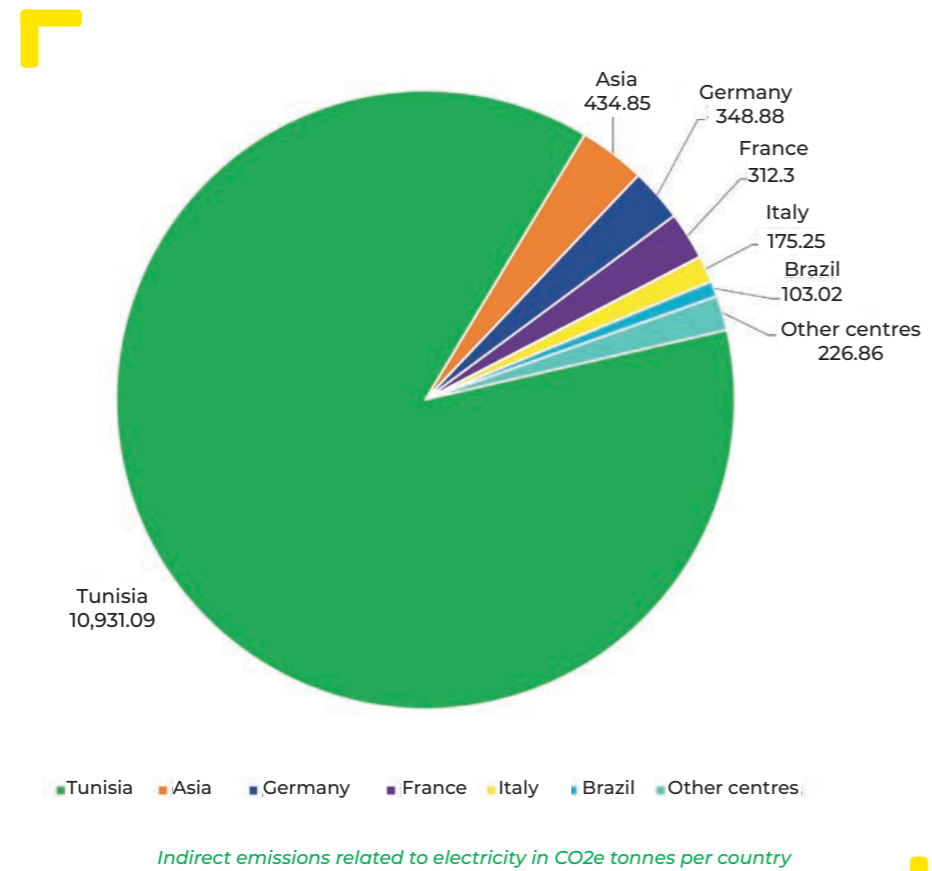
A photovoltaic power plant has been installed on the car park of Sagemcom's manufacturing site in Ben Arous.

It can generate 1 MW of electricity and will meet 15 % of the plant's energy needs. This ecological initiative directly fulfils the Group's commitments outlined in pillar 1 of our mission-driven company. In addition, the solar panel canopies will allow Sagemcom's employees to park their vehicles in the shade.

solar power plant in the car park of our Ben Arous plant in 2023, which meets 15 % of our annual energy needs, and we plan to increase this production capacity in the years to come.

Water management

Water is a key resource all over the world. Therefore, it is essential that companies manage the water consumption of their activity, take the availability of freshwater into account and prevent water pollution.

Most of Sagemcom's sites are located in areas where freshwater is available. Nevertheless, we minimise our water consumption, because water is a worldwide issue. Most of the water that Sagemcom consumes is used for sanitary purposes. Every site has consumption indicators and targets in order to actively measure and reduce water consumption by taking various actions: reduction of the quantity of water used to flush toilets, taps that reduce the water flow-rate and reuse of the grey water from the hand basins in the toilet blocks.

> " Water is also an important subject, since our largest manufacturing sites are located in regions exposed to water stress."

By way of example, our new head office, which opened in December 2023, aims to reduce water consumption by 55 % in comparison with the previous site. The following measures have been taken to reduce water consumption:
· Fittings that save water: hand basins (maximum of 2 litres per minute, compared with the previous consumption of 12 litres per limit), dual flush toilets (3/6 litres) and showers (6 litres per minute);
· Filtering, cleaning and reuse of the grey water (from hand basins to toilets);
· Monitoring of consumption with metering per use (sanitary/maintenance/technical equipment), leak detection systems and rainwater sensors that dynamically adjust water consumption for green spaces.

In the sphere of production, our Ben Arous and Ezzahra manufacturing sites in Tunisia are located in regions exposed to water stress. Very close attention is paid to water consumption.
In addition, the production of smart water meters at Ben Arous requires water to be used as part of the qualification process. The production line is designed to minimise water consumption, while still meeting the metrological rules and requirements.
Water consumption and pollution are also taken into consideration in the life cycle analysis of our products. This enables us to identify the most important components with regard to this aspect, and to analyse the effects of our design options by balancing the various indicators, including water, to prevent the transfer of pollution. Consequently, we check whether the actions we take to reduce carbon have a negative effect on water.

Atmospheric pollution

The location of our manufacturing plants in the vicinity of urban areas makes the control of our discharges into the atmosphere all the more important. Our processes do not emit any heavy pollutants. The welding process of printed circuit boards is the main source of emissions. The production lines are connected to extraction and filtering systems that reduce emissions into the air. Measurements are regularly taken by third parties to make sure that we remain well below the emission limits.
The same principle applies to our suppliers, who must also control their emissions. This subject is checked in on-site audits that verify the facilities and the results of the third parties.
Emissions caused by transport are processed on a worldwide scale as part of our carbon emissions reduction programme.

Soil pollution

Sagemcom's activities do not directly affect the soil, because we do not directly use the soil. Nevertheless, since we manage our own premises and our own manufacturing activities, we must protect the soil against accidental leaks. We minimise the quantities of chemicals that could potentially pollute the soil under our buildings, and we implement procedures, deliver training and conduct tests to prevent leaks, and to be in a position to manage leaks in an emergency, whenever necessary. No leaks or soil pollution occurred at Sagemcom in 2023.

Since we also work with industrial partners, we need the same degree of protection. These points are verified in the course of audits of our suppliers' sites.

Biodiversity

The management of biodiversity involves several key considerations in order to minimise the environmental impact of our operations and products. This is a complex subject that demands efforts in several fields.

The impact of the Sagemcom group's activities on biodiversity is examined in the annual environmental analysis in accordance with the Standard ISO 14001. Every year, the impacts on water, air and soil are assessed by an environmental analysis, and the impacts on plants, animals and human habitat are closely monitored. Our environmental policy and our commitments aim to limit the impact of our activities on the local ecosystems, and to take the specifics of every environmental and economic situation into account in order to combat climate change on a worldwide scale.

By way of example, numerous initiatives have been taken at the Sagemcom new head office to preserve biodiversity. First, the new head office was constructed on the site of a previous building, meaning that earth of a low ecological value was reused, instead of destroying virgin earth. The plot was also home to a limited number of wild animals, which were identified as being a minor concern.

Sagemcom also made an effort to green the site by covering approximately 9 % of the waterproofed surfaces with plants. More than 70% of the varieties of plants are local and more than 60% are of interest to the local fauna, in particular to nourish pollinators, birds and other small animals, and to provide refuge and spaces for reproduction or nesting. Sagemcom has also installed equipment to encourage biodiversity, such as nesting boxes, anti-insect shelters and anti-reflective glass.

We also recognise the importance of biodiversity in our supply chain. However, the existence of biodiversity has not yet been measured. We plan to take this measurement in 2025 for our CSRD (Corporate Sustainability Reporting Directive) that is due in 2026, most probably according to the GBS (Global Biodiversity Score) methodology at this stage.

> "The management of biodiversity involves several key considerations in order to minimise the environmental impact of our operations and products."

Waste management

The Group is striving to manage and reduce its waste, as a logical continuation of its status as a mission-driven company and its ISO 14001 certification. In addition to regulatory obligations, Sagemcom works with different service providers to optimise the quantities generated at source and the recycling channels. Each site sorts its fractions of waste according to the disposal channels that are available locally. Waste management is one of Sagemcom's targets, since the company aims to reduce its scope 3 in order to achieve the decarbonisation goals set and validated by the SBTi (Science Based Targets initiative).

Sagemcom is also working to reduce the waste at source generated by its products, and to optimise product deconstruction in order to allow for refurbishing, etc.
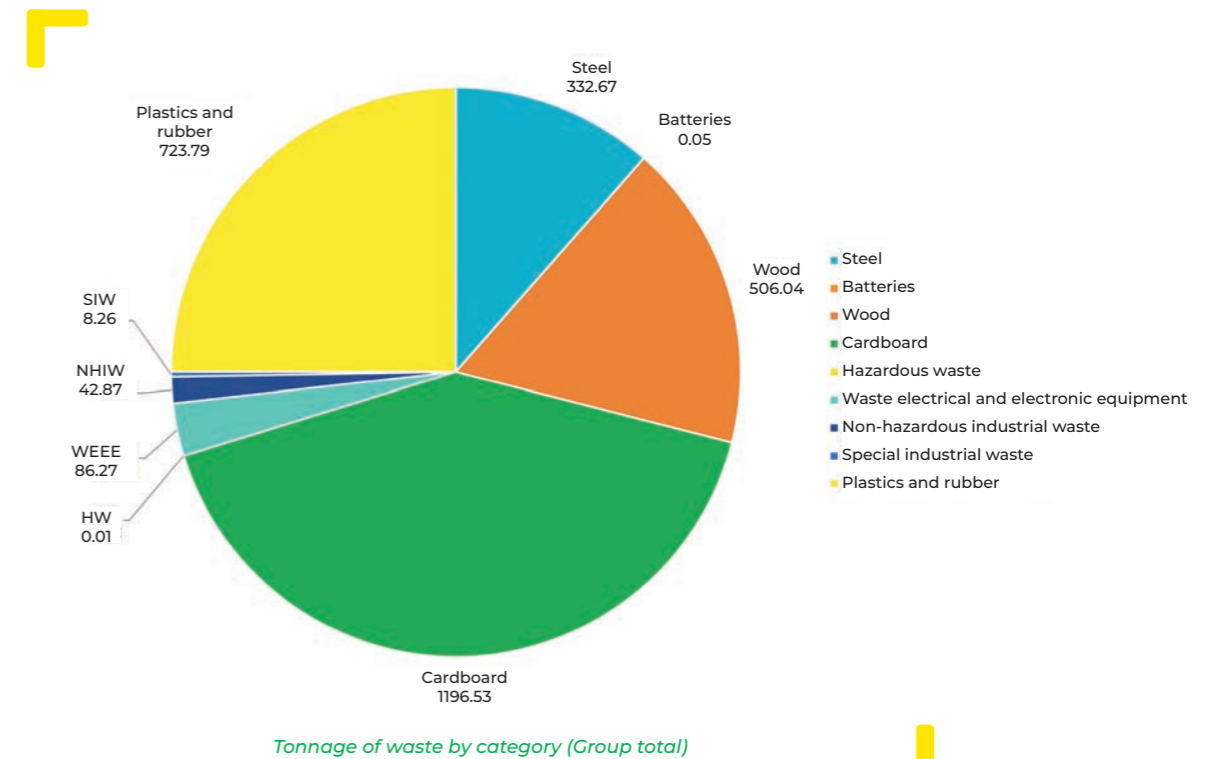
Here are some examples of the measures that have been taken to reduce the quantity of waste produced by Sagemcom's manufacturing plants:
- the raw materials from local suppliers are shipped in refundable plastic containers, instead of disposable cardboard boxes;
- third-party packaging that is properly adapted to the product families, thereby reducing the use of film and spacers and reducing the transported weight, without compromising the protection and safety of the product;
- removal of plastic packaging for accessories, such as cables, power supplies, heat sinks, casings, etc.

> "Sagemcom also facilitates the recycling of its appliances, right from the design phase."

Sagemcom also facilitates the recycling of its appliances, right from the design phase.

The combination of different types of materials can impact the recyclability of the appliance. Therefore, we take care to choose materials that are compatible with the recycling processes. Our appliances are then assembled in a way that facilitates their deconstruction and the separation of the various components.

Steel 332.67
Batteries 0.05
Wood 506.04
Plastics and rubber 723.79
SIW 8.26
NHIW 42.87
WEEE 86.27
HW 0.01
Cardboard 1196.53

Legend:
- Steel
- Batteries
- Wood
- Cardboard
- Hazardous waste
- Waste electrical and electronic equipment
- Non-hazardous industrial waste
- Special industrial waste
- Plastics and rubber

Tonnage of waste by category (Group total)

Asset management (scope 3)

Sagemcom has always pursued an in-house manufacturing policy, with its own means of production. This choice was made to guarantee continuity of business activity when the supply chain is disrupted. This strategy clearly demonstrated its worth during the COVID-19 pandemic and it is a valuable tool that enables us to anticipate any potential disruptions that will eventually be caused by climate change. This strategy is also reflected in our scope 3, which includes our assets and investments and has a higher impact than our scopes 1 and 2.

Therefore, it is important to manage these assets efficiently by rationalising our needs and qualifying all new equipment according to environmental criteria.

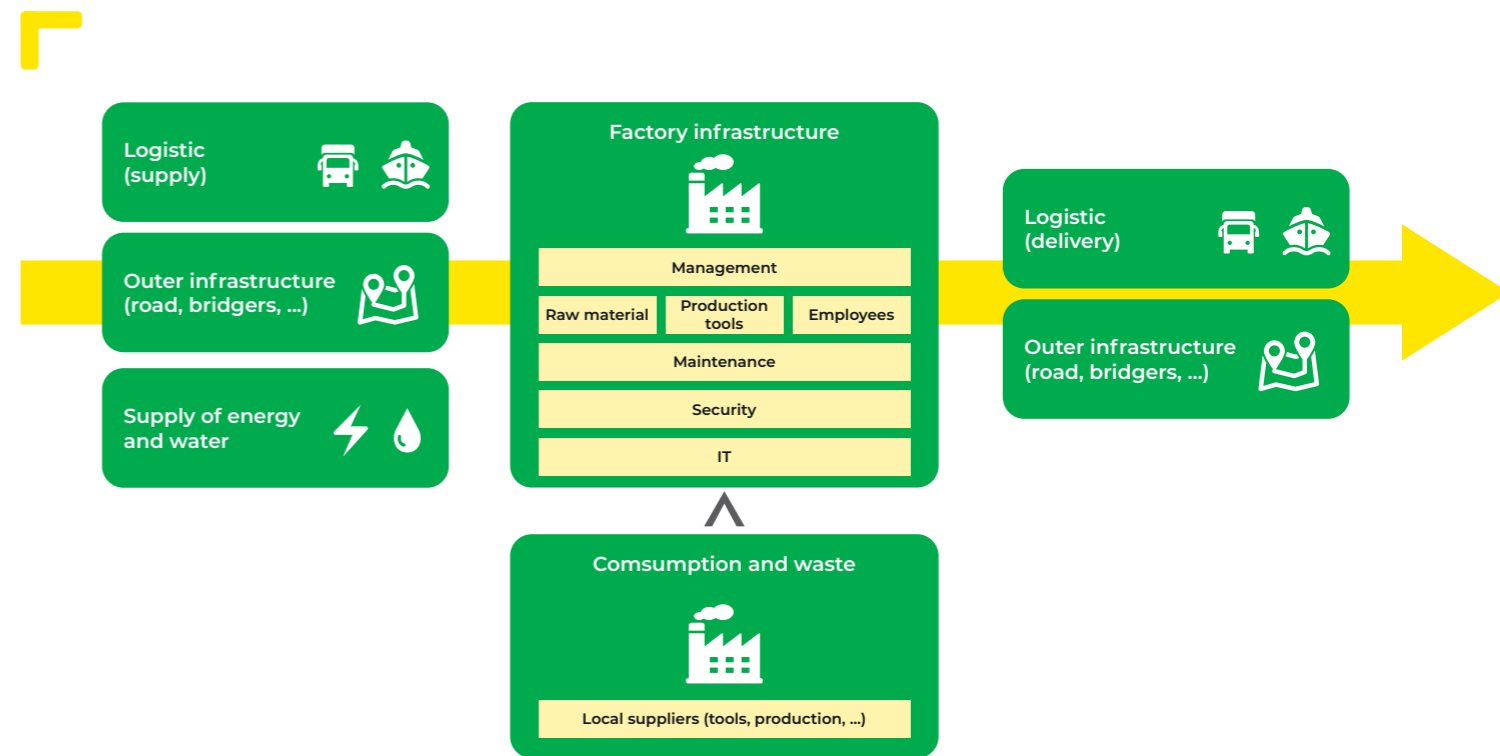## Monitoring the impacts of our suppliers

In addition to the conformity audits conducted by our teams, we also work very closely with our main manufacturing partners on reducing environmental impacts. They are encouraged to propose solutions that reduce operational impacts, in particular with regard to energy consumption and waste management. This balance takes account of electricity consumption, heating (gas) and fuel oil consumption. In 2022, Sagemcom joined the CDP and now asks its largest suppliers to complete the annual CDP questionnaire, in order to collaborate with the supply chain on this subject, train suppliers and make sure that all our partners pursue reduction policies that are compatible with our ambitions.

Minimising impacts that contribute to climate change

An assessment was conducted to measure the sensitivity of our activities, and those of our suppliers, to climate change. The goal was to complete the risk analysis, to optimise the management of our business continuity plans and to work with our suppliers in order to reduce this sensitivity. The climate-related risks were assessed by adopting a PESTEL approach that examines both physical and transitional risks. Each of the identified risks and opportunities resulted in short-, medium- and long-term actions intended to minimise the risks and amplify the opportunities. Our suppliers were assessed using an FMEA-type model that included climate-related, political and social risks, risks related to the supply chain and infrastructure, and risks to health and safety.
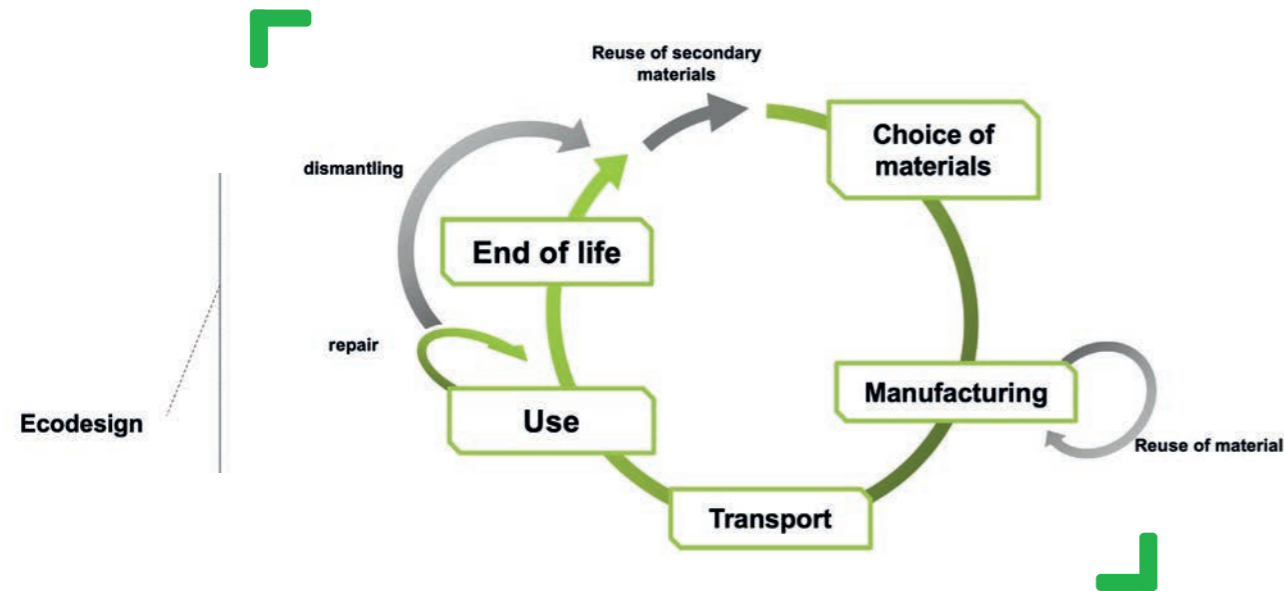
ECODESIGN

Ecodesign is a process in its own right that is included in Sagemcom's project management. Each phase of a project, from launch, to design, qualification and production start-up until operation, is subject to a series of tests that apply to the ecodesign of the product.

For more than 10 years, Sagemcom has also been conducting internal analyses of life cycle, in line with the protocols in ISO 14044 and with the GHG protocol. Any analyses that have to be released outside the company are verified by an independent third party (i.e. Bureau Veritas) in order to guarantee that the results are accurate. These measurements allow us, and our customers, to direct our design options for our future product generations.

In these ways, throughout the product life cycle, Sagemcom undertakes a number of measures.

These ecodesign measures are at the heart of our environmental initiative, because the impact of our products is far greater than the impact of our sites, if we consider their entire life cycle. This deviation is illustrated by our carbon balance, since the manufacturing of products accounts for about 23% of our emissions, while their use represents more than 70 % and their end of life accounts for about 1%.
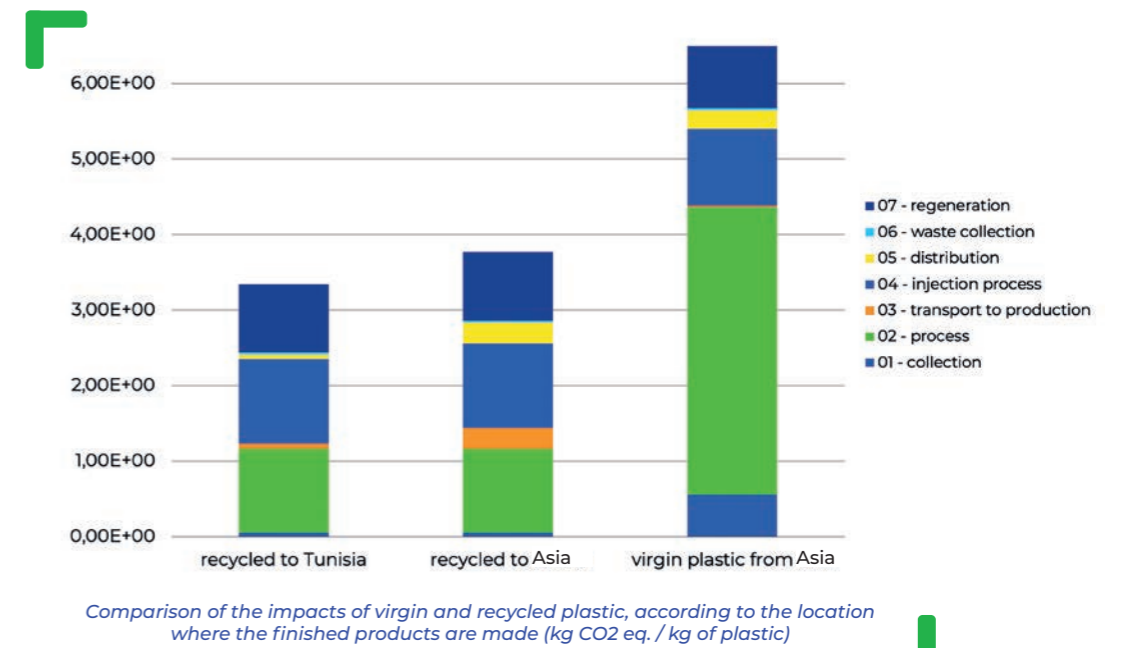
Using alternative materials

The Sagemcom group considers the use of alternative materials as a permanent source of progress. In the same way that we strive to characterise the environmental impact of our materials, we make sure to qualify our products on the basis of plastics with high potential for recycling (end-of-life management). The materials we use are evaluated according to two criteria: their environmental impact, but also their "technical" practicality. The Group cannot use materials that may have a lower environmental impact, but whose technical properties are insufficient to meet the quality requirements of our customers. After several years of studies, in 2018 we introduced a recycled plastic into our plastic parts. Several thousand tonnes will be used in the years to come, as the initiative is gradually deployed. Thanks to our industrial command of this type of plastic, we have been able to complete very large-scale series production runs using alternative materials. As a consequence, several hundred units containing alternative materials have been produced in our own plants in Tunisia and in our partners' production plants all over the world. In the years to come, the Group intends to further increase the proportion of recycled materials in the plastics we purchase.

> **In the years to come, the Group intends to further increase the proportion of recycled materials in the plastics we purchase."**

Most of our Internet box and TV set-top box projects are made with recycled plastics. Consequently, with the standardisation of the use of recycled plastics, the quantity of these materials is on the increase. In 2023, more than 3,000 tonnes out of 10,500 of recycled plastics were used in Sagemcom's products. Other alternative materials,

including organic plastics, are also being examined in order to extend our offer and stop using oil-based plastics.

Comparison of the impacts of virgin and recycled plastic, according to the location where the finished products are made (kg CO2 eq. / kg of plastic)

Packaging

In addition to meeting these obligations, Sagemcom constantly strives to reduce quantities of packaging. Individual packaging is optimised to reduce transportation at equivalent quantities. We also favour packaging made of recycled or FSC (Forest Stewardship Council) cardboard, printed with vegetable-based inks. We are also actively working on the use of packaging materials that do not contain any oil-based plastics, by resorting to alternative solutions, such as organic plastic bags made of renewable materials or paper fasteners to attach cables, etc.
The replacement of our pallets with a lighter structure, guaranteeing the same performance during transportation, has reduced the environmental impact of every pallet by redistributing their mechanical strength to different parts. These measures have significantly reduced the weight of tertiary packaging (by up to 8 kg per pallet), while also increasing the number of products per pallet. This dual optimisation of both materials and products per pallet has reduced the impact per shipped product by around 24%. This performance was achieved as part of a manufacturing process, involving the sites in Tunisia and Asia, that transports the products by sea and then by truck to France.

> **Most of our internet box and TV set-top box projects are produced with recycled plastic."**

Batteries

Batteries and accumulators can represent a danger to the environment when they are disposed of, due to the hazardous substances they contain. We abide by the European Directive 2006/66/EC, which banned the most polluting batteries (limits on lead, mercury and cadmium). Batteries are the only possible source of energy for some of our smart meters, and gas meters in particular, which are not connected to any external energy supply. Therefore, the capacity and the robustness of these batteries is vitally important to guaranteeing the lifespan of our products. But at the same time, we take care not to oversize them, in order to avoid any waste of resources.

Transport

Transport is a major source of greenhouse gas emissions. In particular, for urgent deliveries, shipping our components and finished products by air weighs heavily in
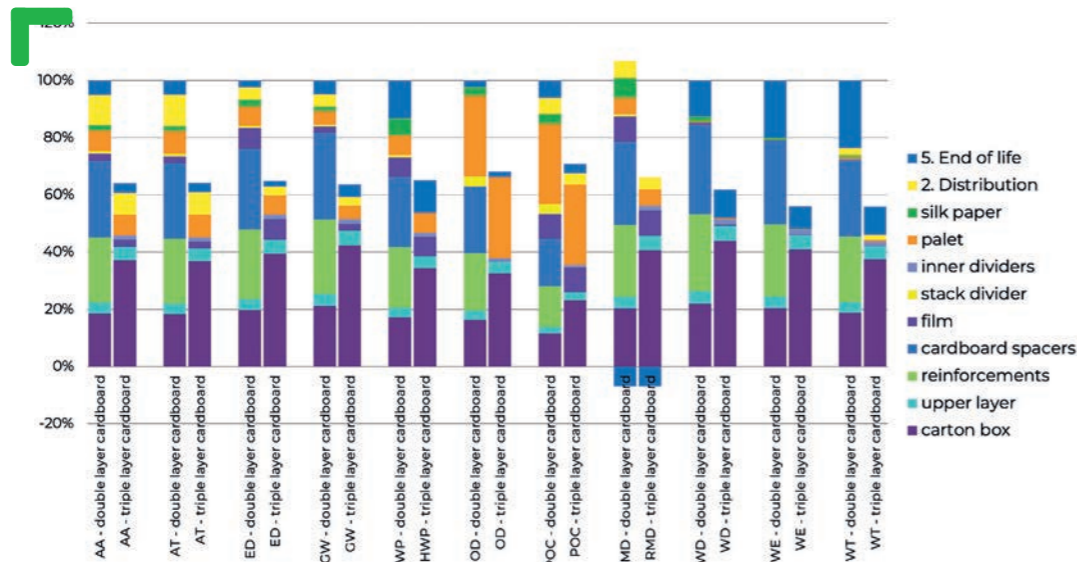
Reduction of impacts by replacing double flute pallet boxes with triple flute boxes (compared with a double-flute box as a 100% point of reference)
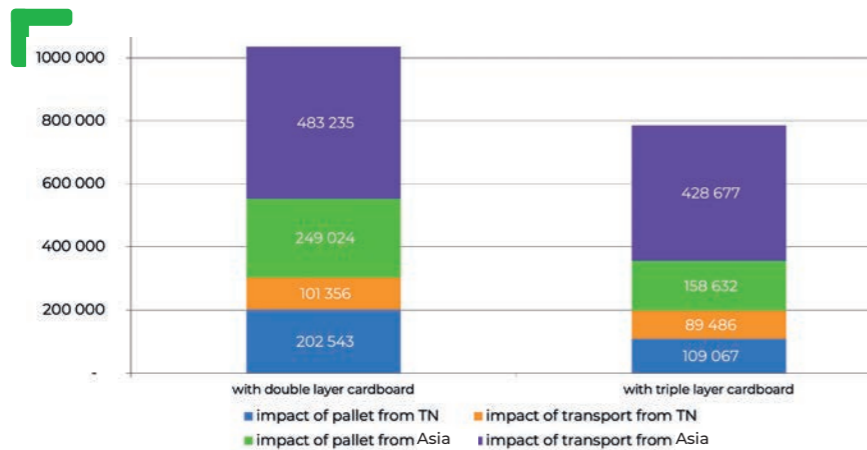
Reduction in transport impact thanks to the optimisation of our pallets (kg CO2 eq., for two million products, 50/50 manufacturing split between Tunisia and Asia)

our carbon footprint. We try to avoid these situations by improving our forecasting processes and the corresponding manufacturing schedules. We pay close attention to local deliveries using reusable packaging materials. This avoids wasting pallets and cardboard boxes. We also try to optimise the packaging of components in partnership with our suppliers.

Consumption of products

Energy consumption during use is the most significant environmental aspect of our products. Therefore, our strategy consists of making them more efficient in all their operating modes, and especially when in standby mode. We pay particularly close attention to our broadband products. This equipment is at the heart of home networks and, if we are not careful, it can consume energy needlessly and permanently. Therefore, we design them to operate as dynamically as possible, for example by switching off unused interfaces in order to cut energy consumption.
Our goal is to follow the European code of conduct for broadband products, which is representative of the most efficient products on the market. All our power supplies comply with the V5 European code of conduct, tier 2.

Our innovation skills recognised by our customers

To go even further, we are introducing new operating modes, with the addition of a deep standby function that can be set up by the user in our latest Internet boxes. Everyone can therefore decide on the times when the box is on standby, with an automatic start-up when the standby ends. No more Wi-Fi during these periods, but substantial energy savings!

These improvements are enabled by optimising hardware through the use of new generations of more efficient components, but also by adding new components capable of managing new energy modes, or even coordinating the standby modes of several products in the home network, using Thread technology for example.

When combined with software optimisation, the impact of using our products is reduced, which is in line with our decarbonisation objectives and our customers' expectations.

As a result of all these innovations, Sagemcom ranks first in the SCOPE 3 rating grids established by its operator customers.

KPN and Deutsche Telekom 2023 Sustainability Awards

Facilitating the refurbishment and recycling of our products right from the design phase

In order to make it easier to refurbish our products, our designs take into consideration the separability of the components, in particular through the tools to be used and the number of steps required for dismantling to reach the critical parts. The different components are therefore easier to access for repair or replacement. In addition, our latest designs offer a modular approach to the boxes, in order to extend their lifespan by updating the Wi-Fi technology, for example.
The first step in recycling is the choice of materials. Combinations of different types of materials can impact the capacity of the product to be recycled. We take care to choose materials that are compatible in the recycling phases. Our products are then assembled in a way that facilitates their deconstruction and the separation of the various components.

Calculating product recyclability

Thanks to our experience in design and our partnerships with recyclers, we have introduced a recyclability evaluation for our products. It evaluates the benefits of our design methods, with a focus on end-of-life.
This evaluation takes account of several parameters:
· the materials used
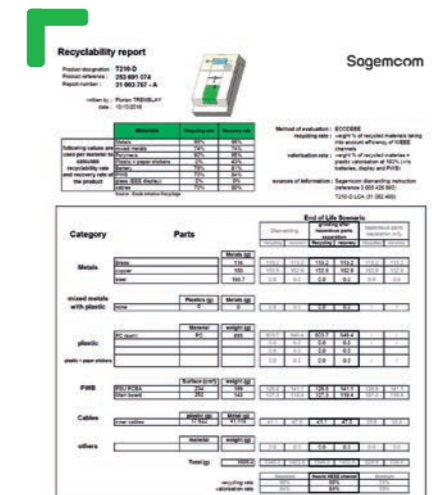
· the assembly techniques
· the known results of the WEEE processing channels
The evaluation attempts to be realistic, with three possible processing scenarios, ranging from refurbishing to direct destruction.

Dismantling guides for easier recycling

On request, Sagemcom provides recycling operators with dismantling guides in a bid to encourage the recycling of its old products. These guides contain all the information required to optimally recycle and reuse the machines:

· a bill of materials (metals, plastics, electronic circuit boards, etc.)
· the location of the components to be separated (as per the WEEE directive)
· the dismantling steps
· the potential risks for recycling operators (sharp metal edges, etc.)
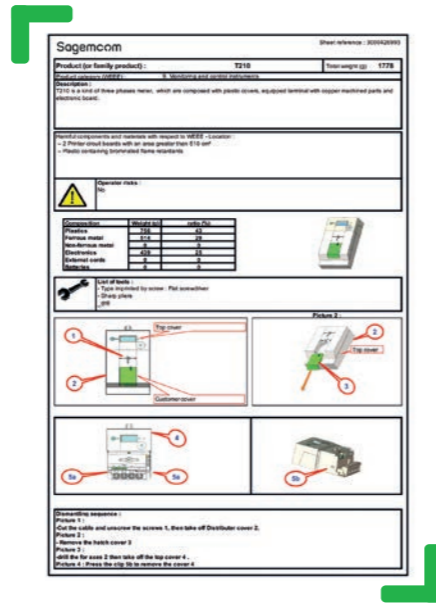
Life-cycle analysis

To identify opportunities for improvement, we analyse our legacy products from both a qualitative (means of assembly, etc.) and a quantitative perspective, by modelling the product lines with a simplified life-cycle analysis tool: EIME software, developed by CODDE Bureau Veritas. These analyses guide our strategic development options in order to reduce energy consumption, because it is the phase when the product is in use that has the greatest impact on our products' life-cycles, no matter where they are used. This expert knowledge also enables us to make preliminary life-cycle analyses in an advanced operation conducted during the call for tender phases. The goal is to estimate the environmental impact of a product, in order to help our customers to choose between several possible scenarios, particularly regarding the logistical phase and the choice of materials. It also enables us to decide on the communications mechanisms between products and networks in advance, in order to anticipate cases where one of them would prevent the other one from switching to standby mode. Major projects are all analysed to assess their impact and the associated gains. Analyses can be customised when requested by customers as of the product design stage. Every product family has a specific approach to reduce its environmental impact. Our internal life-cycle analyses are conducted
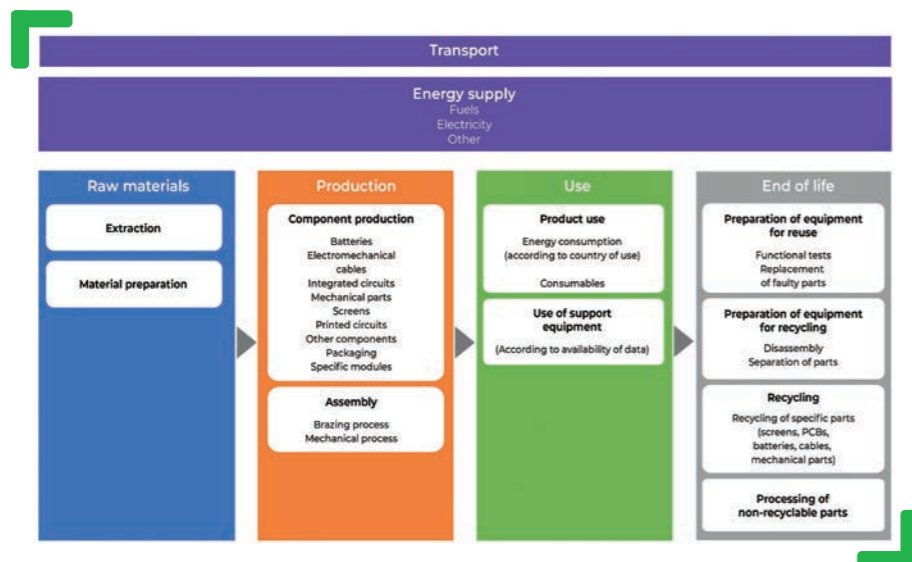
in accordance with the Standards ISO 14040 and ISO 14044 standard and within the following boundaries:

Category of impact	EIME Acronym	Unit	Description
Reference indicators			
Climate change total	PEF-GWP	kg CO2 eq.	Greenhouse gases (GHGs) are gas components that absorb the infra-red radiation emitted by the Earth's surface. Increasing their concentration in the Earth's atmosphere contributes to global warming. It is the sum of the three other indicators of potential global warming.
Climate change fossil fuels	PEF-GWPf	kg CO2 eq.	This impact indicator takes account of the global warming potential (GWP) due to the emission and capture of greenhouse gases from and into any environment, resulting from the oxidation or reduction of fossil fuels or materials containing fossil carbon by their processing or degradation (e.g., combustion, incineration, landfilling, etc.).
Climate change biogenic	PEF-GWPb	kg CO2 eq.	This indicator covers emissions of carbon into the air, originally captured by biomass of all origins, that are released during processing or degradation (e.g., combustion, digestion, composting, landfilling). It also covers the absorption of CO2 in the atmosphere by photosynthesis during the growth of the biomass.
Climate change land use and land use transformation	PEF-GWPlu	kg CO2 eq.	The depletion of the ozone layer results from complex reactions between the ozone present in the upper atmosphere and gaseous compounds, which reduce the amount of ozone. The natural filtration of ultraviolet radiation becomes less efficient, resulting in harmful effects on human health, animal health and terrestrial and aquatic ecosystems.
Acidification	PEF-AP	mol H+ eq	Air acidification is related to emissions of nitrogen oxides, sulphur oxides, ammonia and hydrochloric acid. These pollutants turn into acids in the presence of moisture, and their impact can damage ecosystems as well as buildings.
Water eutrophication, freshwater	PEF-Epf	kg P eq	Eutrophication is defined as the enrichment of an environment with minerals or nutrients. Although this is a natural phenomenon that is necessary for the development of flora, human activities (livestock farming, agriculture, manufacturing, etc.) have greatly exacerbated it since the industrial revolution. Eutrophication is assessed in three environments: freshwater, marine and terrestrial.
Aquatic and marine eutrophication	PEF-Epm	kg N eq	
Terrestrial eutrophication	PEF-Ept	mol N eq	
Photochemical ozone formation	PEF-POCP	kg NMVOC eq	Ground-level ozone is formed in the lower atmosphere from volatile organic compounds (VOCs) and nitrogen oxides by the effect of solar radiation. Ozone is a very powerful oxidant known to affect health, because it easily penetrates the airways.
Abiotic resource depletion minerals and metals	PEF-ADPe	kg Sb eq	Industrial exploitation results in a reduction of the available resources, which have limited reserves. This indicator assesses the quantity of mineral and metal resources taken from nature, as if they were antimony.
Abiotic resource depletion fossil fuels	PEF-ADPf	MJ	The indicator represents the consumption of primary energy from different non-renewable sources (oil, natural gas, etc.). The calculations are based on the Lower Calorific Value (LCV) of the energy types in question, expressed in MJ/kg. For example, 1 kg of oil will contribute 41.87 MJ to the indicator in question.
Water requirements	PEF-WU	m3 world eq	This indicator represents water consumption multiplied by a factor that takes account of the water stress in the region where the water is consumed. For example, water consumption in the Sahara will have a greater impact than in Scandinavia.

	Impact category	EIME Acronym	Unit	Description
Additional indicators	Fine particulate matter emissions	PEF-PM	disease incidence	The presence of small-diameter fine particles in the air, in particular with a diameter of less than 10 microns, is an issue for human health, because inhaling them can cause respiratory and cardiovascular problems.
	Ionising radiation, human health	PEF-IR	kBq U235 eq	Radionuclides can be released in a number of human activities. When the radionuclides disintegrate, they release ionising radiation. Human exposure to ionising radiation causes changes in DNA, which can in turn lead to different types of cancer and birth defects.
	Ecotoxicity (freshwater)	PEF-CTUe	CTUe	These indicators cover the entire impact chain, from the emission of a chemical component to the final impact on humans and ecosystems. It includes the modelling of distribution and the future environment, the exposure of human populations and ecosystems, and the toxicity-related effects associated with exposure. Three categories of impact are covered, namely, carcinogenic toxicity to humans, non-carcinogenic toxicity to humans and aquatic ecotoxicity in freshwater.
	Human toxicity, carcinogenic effects	PEF-CTUh-c	CTUh	
	Human toxicity, non-carcinogenic effects	PEF-CTUh-nc	CTUh	
	Aquatic and marine eutrophication	PEF-Epm	kg N eq.	
	Terrestrial eutrophication	PEF-Ept	mol N eq.	
	Impacts related to land use / Soil quality	PEF-LU	Without dimension	The degradation of soil quality is a clear result of the increased pressure on land resources, combined with the intensification and expansion of human activities. Soil preservation is one of the main sustainability goals for food security and the protection of the environment.

These analyses are described in detail in reports specific to each product model. The reports illustrate the main impacts during the different phases of the product's life-cycle using several indicators:

These analyses enable us to demonstrate the progress we make in terms of the environmental impact of our products, from one generation to the next. For example, the impact of our DTIW385 set-top box platform is 56% lower than that of its predecessor on the market. Its successor, the DTIW377V, reduces the carbon impact of the product's global life cycle by a further 19%, in line with our commitment to decarbonising our solutions.

All the impact indicators, and not only the carbon impact, have been reduced. This also shows that our innovations intended to reduce the impact do not
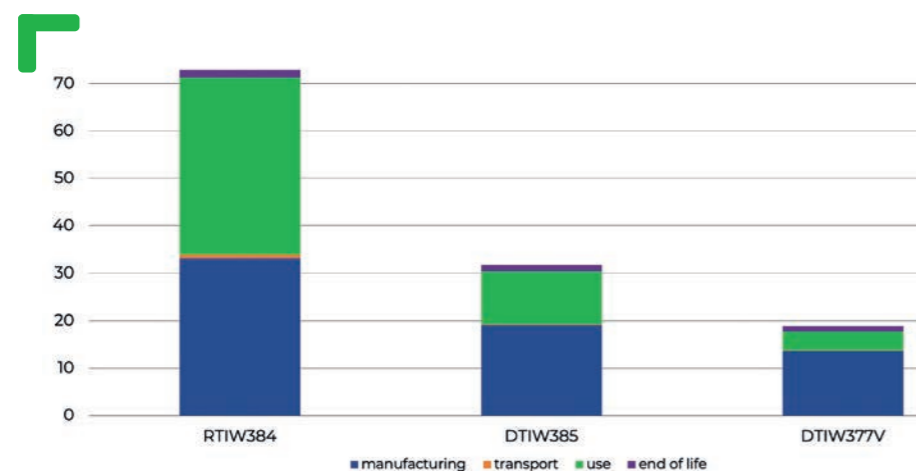
Evolution of set-top boxes over three generations (kg CO2e)

simply produce pollution elsewhere (the Global Warming Potential indicator). We achieved this performance by miniaturising our products and reducing their energy consumption in standby mode. Unlike their predecessors, which switched to a connected standby mode, our new products feature a deep standby mode.

All of these improvements have made us one of the first companies in the world to receive the TUV Greenmark label, certified by the prestigious German TUV organisation, as well as the Footprint Progress label from Bureau Veritas..

A lot of work has been done on the residential gateways to reduce their impact, while increasing their power. This has been achieved in particular through setting up user-configurable standby mechanisms, in addition to all the ecodesign initiatives described above. Consequently, users can benefit from the capacity of our latest generation of boxes to programme the standby mode and reduce its environmental impact below the impact of the preceding generation, if they programme standby mode for 6 hours or more per day. As well as making significant savings, a box in standby mode consumes less than 0.5 W.

This function therefore plays an important role in reducing the environmental impact and actively involves consumers in this reduction.

This innovation has been integrated in the new products launched onto the market with our partners, and in particular with Orange in France. The products featuring this function have also received the Footprint Progress certification from Bureau Veritas, demonstrating the reduction of the impact of this new-generation box in the audit of our environmental data.

Projection on Sagemcom's scope 3

All of these actions help to reduce the impact per unit of our products, and therefore our scope 3, despite the constant growth of our revenue since 2019. Successive carbon balances, verified by third parties, have revealed an 18.7% drop in the absolute value of our carbon impact, while our revenue has increased by about 50% over the same period. The efficient performance of our efforts is illustrated by the ratio between our impact and our revenue, which has dropped by 44% since 2019.
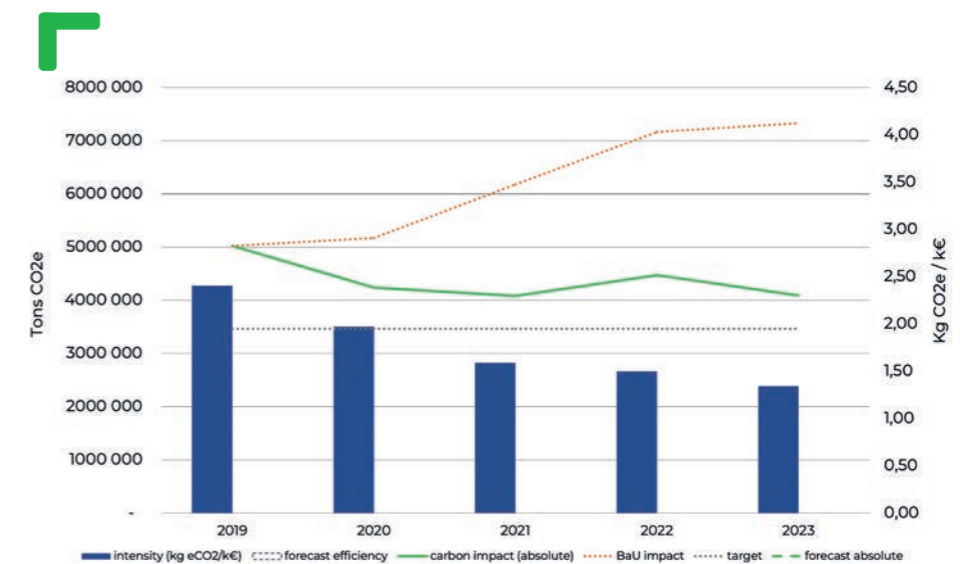
Evolution of scope 3

Grid And Infrastructure: sustainable solutions

Sagemcom is committed to developing sustainable and reliable electrification solutions in African countries. Indeed, Sagemcom's Grid and Infrastructure Solutions business unit develops rural electrification offers to supply isolated,

off-grid villages with sustainable energy. Thanks to its expertise in the construction of telecom stations, installed in isolated areas, Sagemcom supplies energy to the inhabitants, enabling them to improve their daily lives and develop their activities. Thanks to a long-standing partnership with telecom group Axian and investment fund Norfund, WeLight was created in 2018 to deploy innovative electrification solutions from our Group. In five years, this company has enabled the installation of 160 mini-grids in Madagascar and Mali. A success story, which has enabled the socio-economic development of nearly 80,000 inhabitants of isolated villages and progress towards sustainable electricity production. By way of example, out of 3130 MWh of clean energy produced in 2023, almost 900 tonnes of CO_2 emissions were avoided over the year.

Since 2018, the Sagemcom Group has also been investing in the installation of solar farms including an energy management system. In Cameroon, Togo and Senegal, Sagemcom has participated in the solarization of several facilities aimed at supplying renewable energy to local communities or industries and positively impacting cities' carbon footprints. In October 2022, Sagemcom signed a new partnership with the Axian Group to create NEA (New Energy Africa), their common goal being to foster energy inclusion across the African continent, by offering energy solutions to African utilities, as well as to companies in the commercial and industrial market, including mines and isolated industrial sites.

CLOSE-UP ON:

the Bureau Veritas Footprint Progress® certification

The Bureau Veritas Footprint Progress® certification offers any organisation the possibility to publish information on improvements of the environmental performance of a product through an ecodesign strategy. Bureau Veritas Footprint Progress® is based on the best ecodesign practices. A description of the life-cycle and a quantification of the environmental impacts of the products / product families are required. Consequently, the certification system is based on the life cycle analysis standards and the environmental management system standards, which include the design and development processes. In its capacity as a certification organisation, Bureau Veritas guarantees that the information provided by customers and stakeholders is true. The certification audit conducted by LCIE Bureau Veritas in 2020 highlighted the robustness of Sagemcom's ecodesign process. "Sagemcom has a robust and efficient ecodesign process, which was initiated in 2007. The environmental footprint of the audited product is between 10% and 50% lower than that of the previous generation," explained the auditor, Damien Prunel.

In 2023, this certification was extended to our internet box and TV set-top box products, illustrating our progress in ecodesign from one generation to the next.

The example of the Orange Livebox 7:
An ecodesign process certified by Bureau Veritas

The ecodesign of the Livebox 7, designed and manufactured by Sagemcom, received the Bureau Veritas Footprint Progress certification, a first for an Orange box in France. The Livebox 7 is designed to be easily repairable, with a 100% recycled and recyclable case, and a standby mode programming function that reduces energy consumption.
"Thanks to the Wi-Fi 6E available in the Livebox 6 and 7, our customers can now benefit from the very best of Orange's networks. The Livebox 7 boasts higher performance and its extra bandwidth is sufficient for the most demanding usages. For the first time, the ecodesign of an Orange box in France has been certified by Bureau Veritas. Yet again, we are in the forefront of innovation to the benefit of our customers". Jean François Fallacher, Deputy General Director and CEO, Orange France.

APPENDICES

See the detailed data on our commitments on the following pages.

				Contributes to targets No.	Actions
SDG 1		End poverty in all its forms everywhere	-	-	-
SDG 2		End hunger, achieve food security and improved nutrition and promote sustainable	agri-cul-ture	-	Deploy energy and telecommunications networks in deprived regions, particularly in Africa, to contribute to higher agricultural productivity using mechanical systems and digital tools.
SDG 3		Ensure healthy lives and promote well-being for all at all ages	3.8	Ensure that everyone benefits from universal healthcare coverage, which includes protection against financial risks and provides access to high-quality healthcare services and safe, essential, efficacious and high-quality vaccinations and medication at an affordable price.	Thanks to our health and safety at work policy, including our actions in the supply chain. In our products, by reducing the quantities of chemical substances and exposure to electromagnetic waves. In Tunisia, by offering improved healthcare coverage to our employees
			3.9	Significantly reduce the number of fatalities and illnesses due to hazardous chemicals, pollution and the contamination of the air, water and soil by 2030.	Through the command of our manufacturing processes, through the ISO 14001 and 45001 certification of our production sites, through the strict control of chemicals in our workshops. In our products, by reducing the quantities of chemical substances in keeping with our targets as a mission-driven company.
SDG 4		Ensure inclusive and equitable high-quality education and promote lifelong learning opportunities for all	4.3	By 2030, ensure that both women and men enjoy equal access to quality technical, professional or tertiary training, including university education, at a reasonable cost.	Work with the Article 1 (tutoring) and "Elles bougent" NGOs, gender equality in the workplace, training and career development policy, etc.
			4.4	By 2030, significantly increase the number of young people and adults who possess the technical and professional skills required to find decent work or to set up a business.	Work with the Article 1 (tutoring) and "Elles bougent" NGOs, gender equality in the workplace, training and career development policy, etc.
			4.5	By 2030, eliminate gender inequality in education and provide equal access for vulnerable people, including the disabled, native populations, and children in vulnerable situations, across the board in education and occupational training.	Work with the Article 1 (tutoring) and "Elles bougent" NGOs, gender equality in the workplace, training and career development policy, etc.
SDG 5		Achieve gender equality and empower all women and girls	5.1	Put an end to all forms of discrimination against women and girls all over the world	Ethical audits of the supply chain that include the combat against discrimination. Partnership with "Elles bougent". Agreement on gender equality in the workplace"
			5.2	Put an end to all forms of violence against women and girls in the public and private spheres, including trafficking, sexual exploitation and other forms of exploitation.	Ethical audits of the supply chain that include the combat against discrimination. Partnership with "Elles bougent". Agreement on gender equality in the workplace"
			5.5	Guarantee the full and effective participation of women and their equal access to management positions at all executive levels in politics, the economy and the public sector.	Ethical audits of the supply chain, including the question of discrimination. Partnership with "Elles bougent". Article 1. Agreement on gender equality in the workplace"
SDG 6		Ensure availability and sustainable management of water and sanitation for all	6.3	Improve water quality by 2030 by reducing pollution, refraining from disposing of waste in water, minimising emissions of chemicals and hazardous materials, halving the proportion of untreated waste water and significantly increasing the safe recycling and reuse of water on a worldwide scale.	Control of consumption (buildings) Control of aqueous discharges from production plants, elimination of industrial processes that use water."
			6.4	By 2030, significantly increase the rational use of water resources in all sectors and guarantee the viability of freshwater sources and supplies in order to take water scarcity into account and significantly reduce the number of persons who are short of water.	Control of consumption and ISO 14001 certifications, particularly in countries exposed to water stress (Tunisia). In progress in African countries.
SDG 7		Ensure access to affordable, reliable, sustainable and modern energy for all	7.1	Ensure access to affordable, reliable, sustainable and modern energy for all by 2030	At the heart of the company's strategy, with smart meters, the deployment of energy and telecommunications networks, smart grids, smart villages, etc.
			7.2	By 2030, significantly increase the proportion of renewable energy in the global energy mix	Deployment of solar farms and autonomous, local, small-scale means of production (smart villages).
			7.b	By 2030, develop the infrastructure and improve the technology in order to provide modern and sustainable energy services to all the inhabitants of developing countries, and particularly in less developed countries, small developing island states, and landlocked developing countries, in accordance with the corresponding aid programmes.	Deployment of solar farms and autonomous, local, small-scale means of production (smart villages).
SDG 8		Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all	8.2	Reach a high level of economic productivity through diversification, technological modernisation and innovation, particularly by focussing on high added-value and labour-intensive sectors.	Maintain Sagemcom's means of industrial production in Tunisia, France, Italy and Germany. Use alternative, economically viable resources.
			8.4	Until 2030, progressively improve the efficiency of the use of worldwide resources, from the perspectives of both consumption and production, and ensure that economic growth no longer causes damage to the environment, as stipulated in the 10-year programme regarding sustainable consumption and production, in which developed countries set a good example.	Ecodesign of products Efficient use of resources for production purposes (material losses)
			8.7	Take immediate and effective measures to put an end to forced labour, modern slavery and human trafficking, outlaw and eliminate the worst forms of child labour, including the recruitment and use of child soldiers, and put an end to all forms of child labour by 2025.	Acceptable working conditions in the supply chain (ethical charter and audits) Responsible procurement - conflict minerals
			8.8	Defend the rights of workers, promote their safety in the workplace and protect all workers, including migrants, and particularly woman and those without job security.	Acceptable working conditions in the supply chain (ethical charter and audits).

	SDG 9	Build resilient infrastructure, promote inclusive and sustainable industrialisation and foster innovation	9.1	Build quality, reliable, sustainable and resilient infrastructures, including regional and cross-border infrastructures, to support economic development and favour human well-being, while guaranteeing universal and equitable access at an affordable cost;	At the heart of the company's strategy, with smart meters, the deployment of energy and telecommunications networks, smart grids, smart villages, etc., maintain and improve Sagemcom's means of industrial production in Tunisia, France, Italy and Germany and use alternative, economically viable resources.
			9.2	Promote sustainable industrialisation that is beneficial to all and, by 2030, significantly increase industry's contribution to employment and the gross domestic product, depending on the national context, and double it in the least developed countries.	Maintaining and improving Sagemcom's industrial means of production in Tunisia, France, Italy and Germany, and offering as much support as possible to the local industrial fabric. [local presence]
			9.4	By 2030, modernise the infrastructure and adapt industry to make it sustainable through the more rational use of resources and increased use of clean and environmentally-friendly technologies and processes, with each country taking actions according to its means.	ISO14001, ISO 50001 certification, CSR audits of the supply chain, monitoring of performance indicators, Certification in progress of the GIS activity in Africa"
			9.c	Significantly increase access to information and communication technologies and ensure that all the inhabitants of the least developed countries have internet access at an affordable cost by 2020	At the heart of the company's strategy, with smart meters, the deployment of energy and telecommunications networks, smart grids, smart villages, etc., and the supply of high-performance and competitive products to local telecommunications operators.
	SDG 10	Reduce inequality within and among countries	10.4	Implement policies, in particular budgetary, wage and social protection policies, and achieve greater equality.	Integration, equal opportunities, the fight against discriminatory practices Improvement of healthcare coverage (Tunisia)
	SDG 11	Ensure that cities and human settlements are open to all and are safe, resilient and sustainable	11b	By 2020, considerably increase the number of towns and settlements that will adopt and execute policies and action plans that facilitate the integration of everyone, the appropriate use of resources, adaptation to the effects of climate change and their attenuation, disaster resistance, and design and execute, in accordance with the Sendai framework for disaster risk reduction (2015-2030), a global strategy for handling all levels of disaster.	ISO14001, ISO 50001 certification CSR audits of the supply chain, monitoring of performance indicators Business continuity plans, especially for the production sites
	SDG 12	Ensure sustainable consumption and production patterns	12.2	By 2030, achieve the sustainable management and rational use of natural resources.	Consumption: ecodesign (materials, miniaturisation, reduced consumption, optimisation of transport, recyclability). Production, through ISO14001 and 50001 certifications.
			12.4	By 2020, implement ecologically rational management of chemicals and all waste throughout their life-cycles, in accordance with the guiding principles ratified on an international scale, and significantly reduce discharges into the air, water and soil, in order to minimise their harmful effects on health and the environment.	Consumption: ecodesign (reduction of waste at the source, management of hazardous substances in products, reusing secondary materials) Production: through ISO14001 and 50001 certifications
			12.5	By 2030, significantly reduce waste production through prevention, reduction, recycling and reusing.	Consumption: ecodesign (reduction of waste at the source, management of hazardous substances in products, reusing secondary materials) Production: through ISO14001 and 50001 certifications corp: shareholder in the Ecologic eco-organisation.
	SDG 13	Take urgent action to combat climate change and its impacts	13.2	Incorporate measures on climate change in policies, strategies and national planning.	Ecodesign of products to reduce the impacts of consuming our products at the heart of our company's strategy, with smart meters, the deployment of energy and telecommunications networks, smart grids, smart villages, etc.
	SDG 14	Conserve and sustainably use the oceans, seas and marine resources for sustainable development	14.1	By 2025, prevent and significantly reduce all forms of marine pollution, particularly pollution caused by land-based activities, including the disposal of waste in the sea and pollution by excess nutrients.	Transport policies with our logistics subcontractors.
	SDG 15	Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt and reverse land degradation and end biodiversity loss	15.2	By 2020 promote the sustainable management of all types of forests, put an end to deforestation, restore degraded forests and considerably increase afforestation and reforestation on a global scale.	Use of FSC cardboard for product packaging materials.
	SDG 16	Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels.	16.4	By 2030, significantly reduce illicit financial movements and arms trafficking, strengthen efforts to recover and return stolen goods and combat all forms of organised crime.	Work on conflict minerals to avoid indirectly funding armed groups.
			16.5	Significantly reduce all forms of corruption and bribery.	Corruption-prevention system.
	SDG 17	Partnerships to achieve the goals	-	-	-

ENVIRONMENTAL INDICATORS

Carbon impacts

Category	Category Name	Tonnes CO2e 2019 (baseline)	Tonnes CO2e 2022	Tonnes CO2e 2023
1.1	Direct emissions from stationary combustion sources	323	706	473
1.2	Direct emissions from mobile sources with combustion engine	2,057	1,895	3,009
1.4	Direct fugitive emissions	219	36	320
2.1	Indirect emission from electricity consumption (location-based)	6,223	9,096	9,102
	Indirect emission from electricity consumption (market-based)		8,602	8,761
2.2	Indirect emissions from steam, heat or cooling consumption	33	0	48
3.1	Purchased goods and services	1,093,224	978,220	872,783
3.2	Capital Goods	665	612	973
3.3	Emissions related to fuels and energy (not included in scope 1 and scope 2) Location-based	2,849	3,874	4,168
3.4	Upstream freight and distribution	2,977	7,509	4,355
3.5	Waste	1,190	39	1,741
3.6	Business travel	4,302	4,375	6,293
3.7	Employees commuting	875	798	1,280
3.8	Upstream leased assets	9,248	-	13,527
3.9	Downstream freight and distribution	29,910	62,510	43,750
3.11	Use of sold products	3,803,155	3,337,500	3,063,609
3.12	End of life of sold products	64,050	58,884	55,652
3	Other		0	0
		5,021,300	**4,470,782**	**4,089,844**
Variation compared to the baseline:		**-**	**-11.0%**	**-18.6%**

Consumption of electricity:

Scope: group - Period: 1/01/2023 – 31/12/2023

2023 Location Based	kWh
Africa	8,054.07
Germany	884,719.37
Australia	6,069.43
Benin	9,833.00
France: charging terminals	94.67
Brazil	636,116.00
Cameroon	16,368.00
China	520,611.00
Ivory Coast	142,708.50
Spain	6,589.00
United States	1,980.16
France	5,213,646.00
Germany: electricity car	46,666.67
Italy	484,293.80
Kenya	9,432.95
Madagascar	5,502.93
Mali	30,931.27
Mexico	33,800.00
Niger	15,933.00
Uganda	1,660.00
Poland	1,868.69
Senegal	46,399.00
Sweden	10,560.00
Sweden	9,800.00
Tanzania	10,910.90
Togo	33,134.50
Tunisia: plant 90% conventional - 10% renew	9,394,746.00
Tunisia	10,106,963.44
Turkey	39,911.05
TOTAL	**27,729,303.40**

Waste

Scope: group - period: 1/01/2023 – 31/12/2023

Waste categories	tonnes
Steel	332.67
Batteries	0.05
Wood	506.04
Cardboard	1,196.53
HW	0.01
WEEE	86.27
NHIW	42.87
SIW	8.26
Plastics and rubber	723.79

2023 SOCIAL INDICATORS (REPORTING ACCORDING TO THE GRI STANDARDS)

GRI indicator 2-7 - Employees

Total headcount by gender and by region:

	2021				
Total headcount (employees and other workers) by gender and by region	Europe	Africa and Middle East	America	Asia and Oceania	TOTAL
Men	896	1,994	53	151	**3,094**
Women	379	2,843	32	88	**3,342**
Other	0	0	0	0	**0**
Not released	0	0	0	0	**0**
TOTAL	**1,275**	**4,837**	**85**	**239**	**6,436**

	2022				
Total headcount (employees and other workers) by gender and by region	Europe	Africa and Middle East	America	Asia and Oceania	TOTAL
Men	883	2,045	104	151	**3,183**
Women	388	2,913	45	90	**3,436**
Other	0	0	0	0	**0**
Not released	0	0	0	0	**0**
TOTAL	**1,271**	**4,958**	**149**	**241**	**6,619**

	2023				
Total headcount (employees and other workers) by gender and by region	Europe	Africa and Middle East	America	Asia and Oceania	TOTAL
Men	998	1,987	135	135	**3,255**
Women	370	2,497	51	81	**2,999**
Other	0	0	0	0	**0**
Not released	0	0	0	0	**0**
TOTAL	**1,368**	**4,484**	**186**	**216**	**6,254**

Total headcount by gender and by type of contract: (additional indicator available)

2021			
	Permanent employees	Temporary employees	Other workers
Men	2,657	350	87
Women	2,084	786	472
Other	0	0	0
Not released	0	0	0
TOTAL	4,741	1,136	559

2022			
	Permanent employees	Temporary employees	Other workers
Men	2,779	300	104
Women	2,362	611	463
Other	0	0	0
Not released	0	0	0
TOTAL	5,141	911	567

2023			
	Permanent employees	Temporary employees	Other workers
Men	2,810	209	236
Women	2,426	449	124
Other	0	0	0
Not released	0	0	0
TOTAL	5,236	658	360

Total headcount by type of contract and by region: permanent employees

2021					
Permanent employees	Europe	Africa and Middle East	America	Asia and Oceania	TOTAL
Men	869	1,600	46	142	2,657
Women	297	1,671	32	84	2,084
Other	0	0	0	0	0
Not released	0	0	0	0	0
TOTAL	1,166	3,271	78	226	4741

2022					
Permanent employees	Europe	Africa and Middle East	America	Asia and Oceania	TOTAL
Men	868	1,685	87	139	2,779
Women	300	1,937	41	84	2,362
Other	0	0	0	0	0
Not released	0	0	0	0	0
TOTAL	1,168	3,622	128	223	5,141

2023					
Permanent employees	Europe	Africa and Middle East	America	Asia and Oceania	TOTAL
Men	841	1,724	110	135	2,810
Women	297	2,000	48	81	2,426
Other	0	0	0	0	0
Not released	0	0	0	0	0
TOTAL	1,138	3,724	158	216	5,236

Total headcount by type of contract and by region: temporary employees

2021					
Temporary employees	Europe	Africa and Middle East	America	Asia and Oceania	TOTAL
Men	5	340	5	0	**350**
Women	6	780	0	0	**786**
Other	0	0	0	0	**0**
Not released	0	0	0	0	**0**
TOTAL	**11**	**1,120**	**5**	**0**	**1136**

2022					
Temporary employees	Europe	Africa and Middle East	America	Asia and Oceania	TOTAL
Men	1	293	6	0	**300**
Women	1	610	0	0	**611**
Other	0	0	0	0	**0**
Not released	0	0	0	0	**0**
TOTAL	**2**	**903**	**6**	**0**	**911**

2023					
Temporary employees	Europe	Africa and Middle East	America	Asia and Oceania	TOTAL
Men	5	204	0	0	**209**
Women	2	447	0	0	**449**
Other	0	0	0	0	**0**
Not released	0	0	0	0	**0**
TOTAL	**7**	**651**	**0**	**0**	**658**

Total headcount by type of contract and by region: other workers

2021					
Other workers (temporary staff, apprentices, contractors, interns, freelance workers, subcontractors, etc.)	Europe	Africa and Middle East	America	Asia and Oceania	TOTAL
Men	22	54	2	9	**87**
Women	76	392	0	4	**472**
Other	0	0	0	0	**0**
Not released	0	0	0	0	**0**
TOTAL	**98**	**446**	**2**	**13**	**559**

2022					
Other workers (temporary staff, apprentices, contractors, interns, freelance workers, subcontractors, etc.)	Europe	Africa and Middle East	America	Asia and Oceania	TOTAL
Men	14	67	11	12	**104**
Women	87	366	4	6	**463**
Other	0	0	0	0	**0**
Not released	0	0	0	0	**0**
TOTAL	**101**	**433**	**15**	**18**	**567**

2023					
Other workers (temporary staff, apprentices, contractors, interns, freelance workers, subcontractors, etc.)	Europe	Africa and Middle East	America	Asia and Oceania	TOTAL
Men	152	59	25	0	**236**
Women	71	50	3	0	**124**
Other	0	0	0	0	**0**
Not released	0	0	0	0	**0**
TOTAL	**223**	**109**	**28**	**0**	**360**

Total headcount by type of contract and by region: employees with non-guaranteed hours:

2021					
Employees with non-guaranteed hours	Europe	Africa and Middle East	America	Asia and Oceania	TOTAL
Men	0	0	0	0	0
Women	0	0	0	0	0
Other	0	0	0	0	0
Not released	0	0	0	0	0
TOTAL	0	0	0	0	0

2022					
Employees with non-guaranteed hours	Europe	Africa and Middle East	America	Asia and Oceania	TOTAL
Men	0	0	0	0	0
Women	0	0	0	0	0
Other	0	0	0	0	0
Not released	0	0	0	0	0
TOTAL	0	0	0	0	0

2023					
Employees with non-guaranteed hours	Europe	Africa and Middle East	America	Asia and Oceania	TOTAL
Men	0	0	0	0	0
Women	0	0	0	0	0
Other	0	0	0	0	0
Not released	0	0	0	0	0
TOTAL	0	0	0	0	0

Total headcount by length of contract: full-time employees

2021					
Full time	Europe	Africa and Middle East	America	Asia and Oceania	TOTAL
Men	883	1,994	48	151	3,076
Women	346	2,843	32	88	3,309
Other	0	0	0	0	0
Not released	0	0	0	0	0
TOTAL	1,229	4,837	80	239	6,385

2022					
Full time	Europe	Africa and Middle East	America	Asia and Oceania	TOTAL
Men	873	2,044	98	151	3,166
Women	354	2,913	45	90	3,402
Other	0	0	0	0	0
Not released	0	0	0	0	0
TOTAL	1,227	4,957	143	241	6,568

2023					
Full time	Europe	Africa and Middle East	America	Asia and Oceania	TOTAL
Men	983	1,986	127	135	3,231
Women	341	2,497	49	81	2,968
Other	0	0	0	0	0
Not released	0	0	0	0	0
TOTAL	1,324	4,483	176	216	6,199

Total headcount by length of contract: part-time employees

2021					
Part time	Europe	Africa and Middle East	America	Asia and Oceania	TOTAL
Men	13	0	5	0	**18**
Women	33	0	0	0	**33**
Other	0	0	0	0	**0**
Not released	0	0	0	0	**0**
TOTAL	**46**	**0**	**5**	**0**	**51**

2022					
Part time	Europe	Africa and Middle East	America	Asia and Oceania	TOTAL
Men	10	1	6	0	**17**
Women	34	0	0	0	**34**
Other	0	0	0	0	**0**
Not released	0	0	0	0	**0**
TOTAL	**44**	**1**	**6**	**0**	**51**

2023					
Part time	Europe	Africa and Middle East	America	Asia and Oceania	TOTAL
Men	15	1	8	0	**24**
Women	29	0	2	0	**31**
Other	0	0	0	0	**0**
Not released	0	0	0	0	**0**
TOTAL	**44**	**1**	**10**	**0**	**55**

GRI Indicator 2-30 - collective bargaining agreements

Total percentage of employees covered by collective bargaining agreements:

	Men	Women	Other	Not released	TOTAL	Ratio
Total number of employees on 31/12 (excluding temporary staff)	3,019	2,875	0	0	**5,894**	**92%**
Number of employees covered by collective bargaining agreements (excluding temporary staff)	2,695	2,742	0	0	**5,437**	

	2021	2022	2023
Total number of employees on 31/12 (excluding temporary staff)	5,913	6,051	5,894
Number of employees covered by collective bargaining agreements (excluding temporary staff)	5,437	5,585	5,437
Total percentage of employees covered by collective bargaining agreements	91.9%	92.3%	92.2%

The working conditions and jobs of employees who are not covered by collective bargaining agreements are determined according to:
· the laws and regulations that apply to working conditions in the country
· agreements on operations and annual adjustments on the basis of inflation

On certain sites, the conditions that apply to pay and hours can be negotiated individually.

GRI indicator 202-1 - Ratios of standard entry level wage by gender compared to local minimum wage

Employees	Men			Women			Other			Not released		
	2021	2022	2023	2021	2022	2023	2021	2022	2023	2021	2022	2023
Sagemcom Campus RMM	110%	108%	108%	110%	108%	108%	0%	0%	0%	0%	0%	0%
Sagemcom Multi Energy Services	100%	100%	100%	100%	100%	100%	0%	0%	0%	0%	0%	0%
Sagemcom Comunicações Ltda	157%	148%	155%	157%	148%	155%	0%	0%	0%	0%	0%	0%
Sagemcom (Tianjin) Co. Ltd + Sagemcom Electronic (Beijing) Co.Ltd	243%	227%	246%	220%	214%	242%	0%	0%	0%	0%	0%	0%
Sagemcom Fröschl	196%	120%	151%	101%	100%	100%	0%	0%	0%	0%	0%	0%
Sagemcom Dr. Neuhaus	125%	110%	113%	125%	100%	100%	0%	0%	0%	0%	0%	0%
Sagemcom Magyarorszag Elektronikai Kft	161%	181%	158%	156%	142%	137%	0%	0%	0%	0%	0%	0%
Sagemcom Italia Spa	100%	100%	100%	100%	100%	100%	0%	0%	0%	0%	0%	0%
Sagemcom Tunisia SST	459%	503%	503%	459%	503%	503%	0%	0%	0%	0%	0%	0%
Sagemcom Tunisia STC	145%	145%	165%	145%	145%	165%	0%	0%	0%	0%	0%	0%
Sagemcom USA LLC		509%			718%			0%				0%

"Other workers" are subject to the rules that apply to the local minimum wage. The sites meet the local regulations and abide by the agreement in force on collective bargaining.
Definition of "high-activity sites":
· Sites with more than 50 employees

GRI indicator 202-2 - Proportion of senior management hired from the local community

"Indicator 202-2 Proportion of senior management hired from the local community"		Existence of a policy to favour the recruitment of local employees	Total number of senior managers in the entity	Number of local senior managers in the entity	% of senior management hired from the local community
Sagemcom Campus RMM + Sagemcom Multi Energy Services	2021	yes	12	12	100%
	2022		12	12	100%
	2023		12	12	100%
Sagemcom Comunicações Ltda	2021	yes	4	4	100%
	2022		4	4	100%
	2023		5	5	100%
Sagemcom (Tianjin) Co. Ltd + Sagemcom Electronic (Beijing) Co.Ltd	2021	yes	3	2	67%
	2022		3	2	67%
	2023		1	1	100%
Sagemcom Fröschl	2021	yes	2	2	100%
	2022		2	2	100%
	2023		1	1	100%
Sagemcom Dr. Neuhaus	2021	yes	5	5	100%
	2022		5	5	100%
	2023		4	4	100%
Sagemcom Magyarorszag Elektronikai Kft	2021	yes	4	4	100%
	2022		4	4	100%
	2023		1	1	100%
Sagemcom Italia Spa	2021	yes	3	2	67%
	2022		3	2	67%
	2023		1	1	100%
Sagemcom Tunisia SST	2021	yes	8	7	88%
	2022		8	7	88%
	2023		12	11	92%
Sagemcom Tunisia STC	2021	yes	14	10	71%
	2022		14	10	71%
	2023		11	7	64%
Sagemcom USA LLC	2021	yes	3	0	0%
	2022		3	0	0%
	2023		3	0	0%

Definition of "senior manager":
· "Senior managers" refers to all the members of the management committees of local subsidiaries. In the absence of a management committee, "managing directors" are considered to be "senior managers" or "executive managers"
Definition of "local":
· Nationals of the country
Definition of "high-activity sites":
· Sites with more than 50 employees

GRI indicator 401-1 - New employee hires and employee turnover

Recruitment: breakdown of recruitments by gender in numbers

Number	2021	2022	2023
Men	376	461	361
Women	388	303	304
Other	0	0	0
Not released	0	0	0
TOTAL	**764**	**764**	**665**

Recruitment: breakdown of the percentage of new recruits by gender

%	2021	2022	2023
Men	49%	60%	54%
Women	51%	40%	46%
Other	0%	0%	0%
Not released	0%	0%	0%

Recruitment: breakdown of the number new recruits by age and gender

Number		Men	Women	Other	Not released	Total
< 25 years old	2021	47	23	0	0	**70**
	2022	91	66	0	0	**157**
	2023	64	33	0	0	**97**
25 to 35 years old	2021	274	349	0	0	**623**
	2022	289	199	0	0	**488**
	2023	214	232	0	0	**446**
36 to 45 years old	2021	47	13	0	0	**60**
	2022	65	29	0	0	**94**
	2023	70	34	0	0	**104**
46 to 55 years old	2021	7	3	0	0	**10**
	2022	15	6	0	0	**21**
	2023	13	5	0	0	**18**
56 to 65 years old	2021	1	0	0	0	**1**
	2022	1	3	0	0	**4**
	2023	0	0	0	0	**0**
> 65 years old	2021	0	0	0	0	**0**
	2022	0	0	0	0	**0**
	2023	0	0	0	0	**0**
TOTAL	**2021**	**376**	**388**	**0**	**0**	**764**
	2022	**461**	**303**	**0**	**0**	**764**
	2023	**361**	**304**	**0**	**0**	**665**

Recruitment: breakdown of the percentage of new recruits by age and gender

%		Men	Women	Other	Not released	Total
< 25 years old	2021	6%	3%	0%	0%	**9%**
	2022	12%	9%	0%	0%	**21%**
	2023	10%	5%	0%	0%	**15%**
25 to 35 years old	2021	36%	46%	0%	0%	**82%**
	2022	38%	26%	0%	0%	**64%**
	2023	32%	35%	0%	0%	**67%**
36 to 45 years old	2021	6%	2%	0%	0%	**8%**
	2022	9%	4%	0%	0%	**12%**
	2023	11%	5%	0%	0%	**16%**
46 to 55 years old	2021	1%	0%	0%	0%	**1%**
	2022	2%	1%	0%	0%	**3%**
	2023	2%	1%	0%	0%	**3%**
56 to 65 years old	2021	0%	0%	0%	0%	**0%**
	2022	0%	0%	0%	0%	**1%**
	2023	0%	0%	0%	0%	**0%**
> 65 years old	2021	0%	0%	0%	0%	**0%**
	2022	0%	0%	0%	0%	**0%**
	2023	0%	0%	0%	0%	**0%**
TOTAL	2021	**49%**	**51%**	**0%**	**0%**	**100%**
	2022	**60%**	**40%**	**0%**	**0%**	**100%**
	2023	**54%**	**46%**	**0%**	**0%**	**100%**

Recruitment: breakdown of the number of new recruits by region

	Breakdown of the total number of new recruits by region		
%	2021	2022	2023
Europe	120	170	121
Africa and Middle East	573	527	472
America	20	37	59
Asia and Oceania	51	30	13
TOTAL	**764**	**764**	**665**

Recruitment: breakdown of the percentage of new recruits by region

	Breakdown of the percentage of total new recruits by region		
	2021	2022	2023
Europe	16%	22%	18%
Africa and Middle East	75%	69%	71%
America	3%	5%	9%
Asia and Oceania	7%	4%	2%

Total turnover rate

	2021	2022	2023
Total turnover rate	10.9%	13.3%	10.6%

Turnover rate by gender

Turnover rate by gender	2021	2022	2023
Men	10.9%	15.4%	11.3%
Women	10.9%	11.1%	9.9%
Other	0.0%	0.0%	0.0%
Not released	0.0%	0.0%	0.0%

Turnover rate by region

Turnover rate by region	2021	2022	2023
Europe	9.9%	16.4%	11.0%
Africa and Middle East	10.4%	12.1%	10.3%
America	22.8%	27.1%	26.1%
Asia and Oceania	23.5%	13.9%	7.4%
TOTAL	**10.9%**	**13.3%**	**10.6%**

GRI indicator 403-4 - Worker participation, consultation, and communication on occupational health and safety

10 of the 11 sites that were questioned have a worker participation and consultation system and communicate on subjects pertaining to occupational health and safety.
Only the USA LLC site has an external, rather than internal, system. A dedicated line is available to report accidents at work and new recruits receive documents on the subject.
On the other sites:
· Worker participation and consultation:
- Occupational health and safety committees, comprising members of management, staff representatives, an occupational doctor and a safety specialist. Meetings are held once a quarter
- A document to assess risks, with an action and monitoring plan.
- Quarterly visits of the premises, with the possibility to provide information, advice and opinions, and to verify the working conditions.
- Participation in the preparation of decisions and the investigation of accidents at work.
- Employee training in safety (fires and occupational safety)
- Escalation of anomalies using information sheets
- Designation of a safety officer
· Communication:
- The internal rules and regulations of the establishment
- Included in the documents for new recruits
- Posting of the health and safety rules in the establishment
- Weekly discussions
- Information and awareness-raising campaigns (emails, posters, training, etc.) on subjects pertaining to occupational health and safety (diabetes, chemical risks, musculoskeletal disorders, gestures and postures, pregnancy and breast feeding, food and fasting, accident prevention equipment, occupational diseases, etc.)

GRI Indicator 403-9 - Work-related injuries

Number and rate of fatalities due to an accident at work

	Employees			Other workers		
	2021	2022	2023	2021	2022	2023
Group number	0	0	0	0	0	0
Group rate	0.000	0.000	0.000	0.000	0.000	0.000

Number and rate of accidents at work with serious consequences (excluding fatalities)
Rates calculated per 1,000,000

	Employees			Other workers		
	2021	2022	2023	2021	2022	2023
Group number			0			0
Group rate			0.000			0.000

Number and rate of recordable accidents at work - Rates calculated per 1,000,000

	Employees			Other workers		
	2021	2022	2023	2021	2022	2023
Group number			255			15
Group rate			22.757			18.853

Main types of accidents at work - Rates calculated per 1,000,000

The main types of accidents at work differ according to the type of site:
· mostly injuries to the upper and lower limbs on manufacturing sites.
· mostly falls and accidents when travelling on the head office and R&D sites.

Number of hours worked

	Employees			Other workers		
	2021	2022	2023	2021	2022	2023
Group total	10,114,182.82	12,321,188.62	11,205,532.82	188,320.00	328,800.00	795,647.53

Severity rate

	Employees + Other workers		
	2021	2022	2023
Sagemcom Campus RMM	0.191	0.242	0.273
Sagemcom Tunisia STC	0.024	0.043	0.024
Sagemcom Multi Energy Services	0.060	1.583	0.020
Sagemcom Comunicações Ltda	0.137	0.000	0.000
Sagemcom (Tianjin) Co. Ltd + Sagemcom Electronic (Beijing) Co.Ltd	0.000	0.000	0.000
Sagemcom Fröschl	0.062	0.000	0.289
Sagemcom Dr. Neuhaus	0.000	0.000	0.000
Sagemcom Magyarorszag Elektronikai Kft	0.000	0.000	0.000
Sagemcom Italia Spa	0.517	0.345	0.020
Sagemcom Tunisia SST	0.050	0.029	0.007
Sagemcom USA LLC	0.000	0.000	0.000
Total for Sagemcom	**0.055**	**0.086**	**0.049**

Formula: SR = (number of lost days due to an accident with time off work/number of hours worked) x 1,000

Frequency rate

	Employees + Other workers		
	2021	**2022**	**2023**
Sagemcom Campus RMM	0.747	0.741	0.000
Sagemcom Tunisia STC	2.989	3.360	2.913
Sagemcom Multi Energy Services	20.045	17.990	13.172
Sagemcom Comunicações Ltda	22.774	0.000	0.000
Sagemcom (Tianjin) Co. Ltd + Sagemcom Electronic (Beijing) Co.Ltd	0.000	0.000	0.000
Sagemcom Fröschl	12.456	0.000	13.782
Sagemcom Dr. Neuhaus	0.000	0.000	0.000
Sagemcom Magyarorszag Elektronikai Kft	0.000	0.000	0.000
Sagemcom Italia Spa	35.649	17.094	3.942
Sagemcom Tunisia SST	5.913	4.026	3.495
Sagemcom USA LLC	0.000	0.000	0.000
Total for Sagemcom	**3.883**	**3.399**	**2.667**

Formula: FR = (number of accidents with time off work/number of hours worked) x 1,000,000

GRI indicator 404-1 - Average hours of training per year per employee

Average hours of training per year per employee

	Average hours of training per year per employee	Total number of employees	Total number of hours
2021	9.6	5,798	55,398
2022	8.9	6,012	53,554
2023	11.8	5,894	69,497

Average hours of training per employee by gender

Average hours of training per year per employee		Average number per employee	Total number of employees	Total number of hours
2021	Men	11.9	2,949	35,025
	Women	7.2	2,849	20,373
	Other	0.0	0	0
	Not released	0.0	0	0
2022	Men	11.2	3,044	34,059
	Women	6.6	2,968	19,494
	Other	0.0	0	0
	Not released	0.0	0	0
2023	Men	14.6	3,021	44,092
	Women	8.8	2,873	25,406
	Other	0.0	0	0
	Not released	0.0	0	0

Average hours of training per employee by gender and by professional category

	Workers			Employees			Engineers and managers		
	2021	2022	2023	2021	2022	2023	2021	2022	2023
Men	2.9	7.2	6.8	9.6	8.2	17.9	17.1	14.9	15.2
Women	1.5	1.8	2.3	11.6	7.5	20.3	23.1	21.0	20.2
Other	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Not released	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0

GRI indicator 404-3 - Percentage of employees receiving regular performance and career development reviews

% of employees receiving performance and career development reviews by gender and by professional category

	Workers			Employees			Engineers and managers			TOTAL		
	2021	2022	2023	2021	2022	2023	2021	2022	2023	2021	2022	2023
Men	4%	8%	6%	34%	38%	37%	96%	96%	97%	**57%**	**60%**	**62%**
Women	1%	2%	2%	50%	57%	59%	91%	96%	95%	**26%**	**30%**	**31%**
Other	0%	0%	0%	0%	0%	0%	0%	0%	0%	**0%**	**0%**	**0%**
Not released	0%	0%	0%	0%	0%	0%	0%	0%	0%	**0%**	**0%**	**0%**

GRI indicator 407-1 - Operations and suppliers for which the right to freedom of association and collective bargaining may be at risk

Note: this indicator only takes the Sagemcom sites into account.

In 2023:
· trade union organisations were present on five out of 11 sites.
· staff representation instances were present on six out of 11 sites.

The representative instances meet at least four times a year for discussions and negotiations.
The main subjects addressed are:
· pay
· working hours
· working conditions

In terms of employee numbers: in 2023, 92% of employees were represented by staff representation instances.
Note: Negotiations are conducted by external organisations on certain sites (Brazil).

4 Allée des Messageries

92270 Bois-Colombes

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