

GRI content index

Statement of use	Sagemcom Broadband SAS has reported in accordance with the GRI Standards for the period 01/01/2025 to 31/12/2025 in its Sustainability report 2025.
GRI 1 used	GRI 1: Foundation 2021

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION		
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION
General disclosures					
GRI 2: General Disclosures 2021	2-1 Organizational details	Group Sagemcom section Business	A gray cell indicates that reasons for omission are not permitted for the disclosure or that a GRI Sector Standard reference number is not available.		
	2-2 Entities included in the organization's sustainability reporting	all companies without the consolidated financial perimeter of the group			
	2-3 Reporting period, frequency and contact point	2025 annual reporting florian.tremblay@sagemcom.com			
	2-4 Restatements of information	none			
	2-5 External assurance	yes - by Deloitte			
	2-6 Activities, value chain and other business relationships	Group Sagemcom section Business			
	2-7 Employees	Sustainability report, p52			
	2-8 Workers who are not employees	Sustainability report, p65			
	2-9 Governance structure and composition	Group Sagemcom about			
	2-10 Nomination and selection of the highest governance body	Group Sagemcom about			
	2-11 Chair of the highest governance body	Group Sagemcom about			
	2-12 Role of the highest governance body in overseeing the management of impacts	Sustainability report, p7			
	2-13 Delegation of responsibility for managing impacts	mission report, p6-7			
	2-14 Role of the highest governance body in sustainability reporting	mission report, p6-7			
	2-15 Conflicts of interest	Sustainability report, p123			
	2-16 Communication of critical concerns	Sustainability report, p14			
	2-17 Collective knowledge of the highest governance body	mission report, p6-7			
	2-18 Evaluation of the performance of the highest governance body	About us Sagemcom			
	2-19 Remuneration policies	Sustainability report, p84-88			
	2-20 Process to determine remuneration	Sustainability report, p84-88			
	2-21 Annual total compensation ratio	Sustainability report, p84-88			
	2-22 Statement on sustainable development strategy	Sustainability report, p7-15			
	2-23 Policy commitments	Sustainability report, p12			
	2-24 Embedding policy commitments	Sustainability report, p117			
	2-25 Processes to remediate negative impacts	Sustainability report, p120-121			
	2-26 Mechanisms for seeking advice and raising concerns	Sustainability report, p105			
	2-27 Compliance with laws and regulations	Sustainability report, p122			
	2-28 Membership associations	Sustainability report, p10			
	2-29 Approach to stakeholder engagement	Sustainability report, p10			
	2-30 Collective bargaining agreements	Sustainability report, p70			
Material topics					
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Sustainability report, p14	A gray cell indicates that reasons for omission are not permitted for the disclosure or that a GRI Sector Standard reference number is not available.		
	3-2 List of material topics				
Biodiversity [The material topics and the disclosures included under the material topics are examples. See guidance under row 39]					
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability report, p14			
GRI 101: Biodiversity 2024	101-1 Policies to halt and reverse biodiversity loss	Sustainability report, p42-43			
	101-2 Management of biodiversity impacts	not disclosed	Not applicable	Not applicable	no direct impact of our activities on biodiversity
	101-3 Access and benefit-sharing	not disclosed	Not applicable	Not applicable	no direct impact of our activities on biodiversity
	101-4 Identification of biodiversity impacts	Sustainability report, p42-43			
	101-5 Locations with biodiversity impacts	Sustainability report, p42-43			
	101-6 Direct drivers of biodiversity loss	not disclosed	Not applicable	Not applicable	no direct impact of our activities on biodiversity
	101-7 Changes to the state of biodiversity	not disclosed	Not applicable	Not applicable	no direct impact of our activities on biodiversity
	101-8 Ecosystem services	not disclosed	Not applicable	Not applicable	no direct impact of our activities on biodiversity
Climate Change [The material topics and the disclosures included under the material topics are examples. See guidance under row 39]					

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			REQUIREMENT(S) OMITTED	REASON	EXPLANATION
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability report, p14			
GRI 102: Climate Change 2025	102-1 Transition plan for climate change mitigation	Sustainability report, p17			
	102-2 Climate change adaptation plan	Sustainability report, p17			
	102-3 Just transition	Sustainability report, p17			
	102-4 GHG emissions reduction targets and progress	Sustainability report, p18-25			
	102-5 Scope 1 GHG emissions	Sustainability report, p18-25			
	102-6 Scope 2 GHG emissions	Sustainability report, p18-25			
	102-7 Scope 3 GHG emissions	Sustainability report, p18-25			
	102-8 GHG emissions intensity	Sustainability report, p18-25			
	102-9 GHG removals in the value chain	Sustainability report, p18-25			
	102-10 Carbon credits	not disclosed	Not applicable	Not applicable	we do not use carbon credits
Energy [The material topics and the disclosures included under the material topics are examples. See guidance under row 39]					
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability report, p19			
GRI 103: Energy 2025	103-1 Energy policies and commitments	Sustainability report, p19			
	103-2 Energy consumption and self-generation within the organization	Sustainability report, p19			
	103-3 Upstream and downstream energy consumption	Sustainability report, p19			
	103-4 Energy intensity	CDP report			
	103-5 Reduction in energy consumption	Sustainability report, p26			
Economic performance [The material topics and the disclosures included under the material topics are examples. See guidance under row 39]					
GRI 3: Material Topics 2021	3-3 Management of material topics	not disclosed	not disclosed	Confidentiality constraints	Sagemcom is not a listed company and is not binded to publish financial results
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	not disclosed	not disclosed	Confidentiality constraints	Sagemcom is not a listed company and is not binded to publish financial results
	201-2 Financial implications and other risks and opportunities due to climate change	not disclosed	not disclosed	Confidentiality constraints	Sagemcom is not a listed company and is not binded to publish financial results
	201-3 Defined benefit plan obligations and other retirement plans	not disclosed	not disclosed	Confidentiality constraints	Sagemcom is not a listed company and is not binded to publish financial results
	201-4 Financial assistance received from government	not disclosed	not disclosed	Confidentiality constraints	Sagemcom is not a listed company and is not binded to publish financial results
Market presence [The material topics and the disclosures included under the material topics are examples. See guidance under row 39]					
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability report, p14			
GRI 202: Market Presence 2016	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	Sustainability report, p87			
	202-2 Proportion of senior management hired from the local community	Sustainability report, p83			
Indirect economic impacts [The material topics and the disclosures included under the material topics are examples. See guidance under row 39]					
GRI 3: Material Topics 2021	3-3 Management of material topics	not disclosed	not disclosed	Confidentiality constraints	Sagemcom is not a listed company and is not binded to publish financial results
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	not disclosed	not disclosed	Confidentiality constraints	Sagemcom is not a listed company and is not binded to publish financial results
	203-2 Significant indirect economic impacts	not disclosed	not disclosed	Confidentiality constraints	Sagemcom is not a listed company and is not binded to publish financial results
Procurement practices [The material topics and the disclosures included under the material topics are examples. See guidance under row 39]					
GRI 3: Material Topics 2021	3-3 Management of material topics	not disclosed	not disclosed	Confidentiality constraints	list of suppliers and their locations is considered to be confidential
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	not disclosed	not disclosed	Confidentiality constraints	list of suppliers and their locations is considered to be confidential
Anti-corruption [The material topics and the disclosures included under the material topics are examples. See guidance under row 39]					
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability report, p14			
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	Sustainability report, p118			
	205-2 Communication and training about anti-corruption policies and procedures	Sustainability report, p125			
	205-3 Confirmed incidents of corruption and actions taken	Sustainability report, p125			
Anti-competitive behavior [The material topics and the disclosures included under the material topics are examples. See guidance under row 39]					

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GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability report, p14			
GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Sustainability report, p117-124			
Tax <i>[The material topics and the disclosures included under the material topics are examples. See guidance under row 39]</i>					
GRI 3: Material Topics 2021	3-3 Management of material topics	not disclosed		Confidentiality constraints	we respect the law in every country we operate.
GRI 207: Tax 2019	207-1 Approach to tax	not disclosed		Confidentiality constraints	we respect the law in every country we operate.
	207-2 Tax governance, control, and risk management	not disclosed		Confidentiality constraints	we respect the law in every country we operate.
	207-3 Stakeholder engagement and management of concerns related to tax	not disclosed		Confidentiality constraints	we respect the law in every country we operate.
	207-4 Country-by-country reporting	not disclosed		Confidentiality constraints	we respect the law in every country we operate.
Materials <i>[The material topics and the disclosures included under the material topics are examples. See guidance under row 39]</i>					
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability report, p14			
GRI 301: Materials 2016	301-1 Materials used by weight or volume	not disclosed		Information unavailable/incomplete	depending on the granularity of information, a full traceability system must be put in place
	301-2 Recycled input materials used	Sustainability report, p44-50			
	301-3 Reclaimed products and their packaging materials	not disclosed		Not applicable	we are participating in collective schemes for all EPR but we do not have specific information for our products
Water and effluents <i>[The material topics and the disclosures included under the material topics are examples. See guidance under row 39]</i>					
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability report, p14			
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	Sustainability report, p36-40			
	303-2 Management of water discharge-related impacts	Sustainability report, p36-40			
	303-3 Water withdrawal	Sustainability report, p36-40			
	303-4 Water discharge	Sustainability report, p36-40			
	303-5 Water consumption	Sustainability report, p36-40			
Spills <i>[The material topics and the disclosures included under the material topics are examples. See guidance under row 39]</i>					
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability report, p14			
GRI 306: Effluents and Waste 2016	306-3 Significant spills	not disclosed		Not applicable	no spills
Waste <i>[The material topics and the disclosures included under the material topics are examples. See guidance under row 39]</i>					
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability report, p14			
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	Sustainability report, p32-33			
	306-2 Management of significant waste-related impacts	Sustainability report, p32-33			
	306-3 Waste generated	Sustainability report, p35			
	306-4 Waste diverted from disposal	not disclosed		Information unavailable/incomplete	some countries do not provide full traceability of waste treatment
	306-5 Waste directed to disposal	not disclosed		Information unavailable/incomplete	some countries do not provide full traceability of waste treatment
Supplier environmental assessment <i>[The material topics and the disclosures included under the material topics are examples. See guidance under row 39]</i>					
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability report, p14			
GRI 308: Supplier Environmental	308-1 New suppliers that were screened using environmental criteria	Sustainability report, p133			
	308-2 Negative environmental impacts in the supply chain and actions taken	Sustainability report, p130			
Employment <i>[The material topics and the disclosures included under the material topics are examples. See guidance under row 39]</i>					
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability report, p14			
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	Sustainability report, p82			
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Sustainability report, p53-69			
	401-3 Parental leave	Sustainability report, p76			
Labor/management relations <i>[The material topics and the disclosures included under the material topics are examples. See guidance under row 39]</i>					

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GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability report, p14			
GRI 402: Labor/Management Relations 2016	402-1 Minimum notice periods regarding operational changes	not disclosed		Information unavailable/incomplete	
Occupational health and safety <i>[The material topics and the disclosures included under the material topics are examples. See guidance under row 39]</i>					
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability report, p14			
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Sustainability report, p89			
	403-2 Hazard identification, risk assessment, and incident investigation	Sustainability report, p89-97			
	403-3 Occupational health services	Sustainability report, p89-97			
	403-4 Worker participation, consultation, and communication on occupational health and safety	Sustainability report, p89-97			
	403-5 Worker training on occupational health and safety	Sustainability report, p89-97			
	403-6 Promotion of worker health	Sustainability report, p89-97			
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Sustainability report, p89-97			
	403-8 Workers covered by an occupational health and safety management system	Sustainability report, p89-97			
	403-9 Work-related injuries	Sustainability report, p97-99			
	403-10 Work-related ill health	Sustainability report, p97-99			
Training and education <i>[The material topics and the disclosures included under the material topics are examples. See guidance under row 39]</i>					
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability report, p14			
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	Sustainability report, p58			
	404-2 Programs for upgrading employee skills and transition assistance programs	Sustainability report, p57-60			
	404-3 Percentage of employees receiving regular performance and career development reviews	Sustainability report, p69			
Diversity and equal opportunity <i>[The material topics and the disclosures included under the material topics are examples. See guidance under row 39]</i>					
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability report, p14			
GRI 405: Diversity and Equal	405-1 Diversity of governance bodies and employees	Sustainability report, p73-83			
	405-2 Ratio of basic salary and remuneration of women to men	Sustainability report, p87-88			
Non-discrimination <i>[The material topics and the disclosures included under the material topics are examples. See guidance under row 39]</i>					
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability report, p14			
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	Sustainability report, p100			
Freedom of association and collective bargaining <i>[The material topics and the disclosures included under the material topics are examples. See guidance under row 39]</i>					
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability report, p14			
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Sustainability report, p127-133			
Child labor <i>[The material topics and the disclosures included under the material topics are examples. See guidance under row 39]</i>					
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability report, p14			
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	Sustainability report, p127-133			
Forced or compulsory labor <i>[The material topics and the disclosures included under the material topics are examples. See guidance under row 39]</i>					
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability report, p14			
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	Sustainability report, p127-133			
Supplier social assessment <i>[The material topics and the disclosures included under the material topics are examples. See guidance under row 39]</i>					
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability report, p14			

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION		
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION
GRI 414: Supplier Social Assessment	414-1 New suppliers that were screened using social criteria	Sustainability report, p127-133			
	414-2 Negative social impacts in the supply chain and actions taken	Sustainability report, p127-133			
Customer health and safety <i>[The material topics and the disclosures included under the material topics are examples. See guidance under row 39]</i>					
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability report, p14			
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	Sustainability report, p110			
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	Sustainability report, p110			
Customer privacy <i>[The material topics and the disclosures included under the material topics are examples. See guidance under row 39]</i>					
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability report, p14			
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	Sustainability report, p113			

Topics in the applicable GRI Sector Standards determined as not material	
TOPIC	EXPLANATION
[Title of GRI Sector Standard]	
GRI 417: Marketing and Labeling 2016	no communication to end user, B2B
GRI 413: Local Communities 2016	no operations with significant actual and potential negative impacts on local
GRI 410: Security Practices 2016	security personnel is not employed by Sagemcom
GRI 411: Rights of Indigenous Peoples 2016	no operations with significant actual and potential negative impacts on indigenous
GRI 415: Public Policy 2016	no political contribution

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