2022 CSR REPORT

Sagemcom

SAGEMCOM-1143
Sagemcom Broadband v. Entropic Communications, IPR2026-00263

The Sagemcom group

Sagemcom is a French group and European leader on the high added-value smart terminals market (video hubs, Internet boxes, multi-energy smart meters, etc.), meeting the essential needs of the world that surrounds us.

Sagemcom is a French group and world leader in smart products and solutions, such as broadband internet access (Internet boxes), access to entertainment (video hubs) and access to controlled energy (electricity, gas and water), meeting the essential needs of the world that surrounds us.

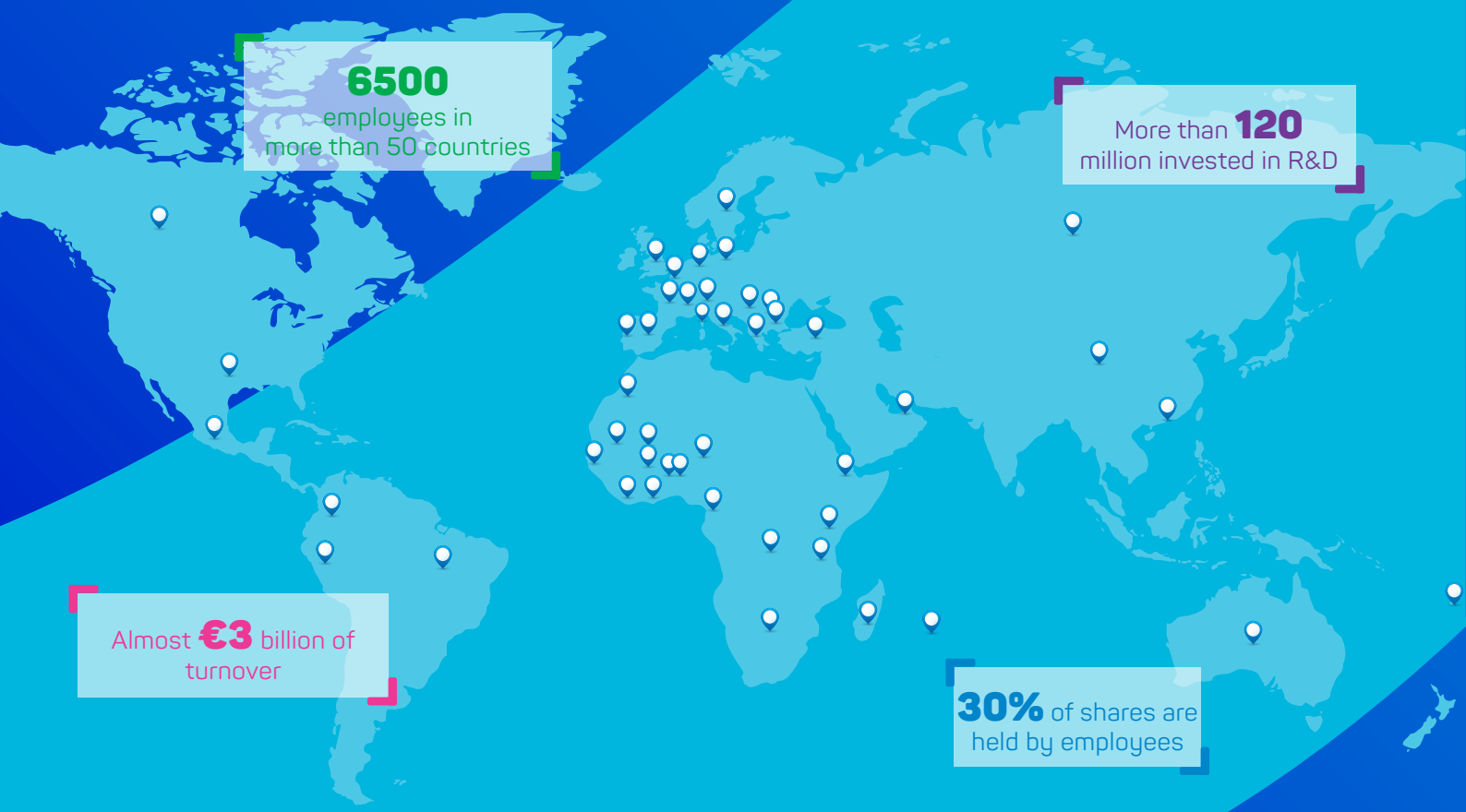
The Group has a turnover of €3 billion, and has 6,500 employees working in more than 50 countries, with around 30% of them working in France, and the Group has been profitable since it was created.

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 2019, Sagemcom entered its fourth LBO, keeping Charterhouse as the Group's majority shareholder.

Sagemcom's head office is in Rueil-Malmaison, 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 site dedicated to the production of video hubs, Internet boxes and smart meters, and three 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.



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 a central feature 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%. Further to its fourth LBO, more than 70% of its French employees are now Sagemcom shareholders.

OUR VALUES

"There is an idea at the origin of every project. Ingenious, insightful, brilliant, but also sometimes offbeat, incongruous or bizarre. Then, the idea is tested, enriched, completed, modified, formalised and converted into technical know-how, until it reaches the very essence of its existence, by being materialised in a product. At Sagemcom, our ideas come from the creativity of our employees. Thanks to the agility and the power of our teams, these ideas become products, created to achieve high performances and stay one step ahead of our customers' needs.

As the leaders on the high added-value smart terminals market, Sagemcom's employees constantly reinvent themselves and push the limits of inventiveness to find today's ideas that will become the products of tomorrow.

To face the future with our customers.

To make the greatest innovations possible.

To invent the connected home of tomorrow".

Sagemcom - Ideas & More

2022 Policy

SUPPORT SAGEMCOM'S PROFITABLE

- Consolidate our customer portfolio while maintaining our profitabilit
- Build on our capacity for innovation to retain our customers and win new ones
- Promote and deploy Sagemcom's CSR DNA with our partners
- Pursuing the growth of our revenue internationally

SATISFY OUR CU

- 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

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 project management, in particular through risk analysis
- Continue DFM (design for manufacturing) actions

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 multicultural operations
- Reinforce the tools and rituals required to work in hybrid mode

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tric

Efficiency

Team power

AND SUSTAINABLE GROWTH

y
over

- Develop related service offers: cloud services, financing, after-sales, logistics, industrial...
- Adapt our logistics, industrial, purchasing and quality strategies to the changing global context and our customers' expectations
- Make sure our suppliers are distributed geographically to secure our supplies

USTOMERS

- Intensify Customer Focus and "Fast Quality Loops" with our customers and partners
- Guarantee Sagemcom's compliance with regulatory, societal, environmental and information security requirements

SECURE INFORMATION

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

ACT FOR THE SOCIETAL RESPONSIBILITY OF THE GROUP

- Protect the health and safety of our employees
- Promote quality of life at work, in particular by taking into account the conditions of the working environment
- Continue to deploy our ethical and de-ontological practices internally and with our stakeholders
- Strengthen the traceability of hazardous substances
- Continue to reduce the environmental footprint, in particular by strengthening our low carbon strategy on our activities, products and services

IN 2022, SAGEMCOM BECAME A "MISSION-DRIVEN COMPANY"

For several years, Sagemcom has been following a socially an
were formalised in 2011, when our Group became a signatory
a treaty which proposes a simple, universal and voluntary fram
holding human rights, international labour standards, the env

d environmentally responsible approach. These commitments
to the Global Compact. The United Nations Global Compact is
nework of commitments based on ten principles related to up-
ironment and the fight against corruption.

Our CSR policy has gradually taken shape on the basis of this treaty, while also taking our customers' requirements into consideration, especially with regard to eco-design. 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 Platinum 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 taken thus far and enabled us to give a whole new meaning to our Group, by becoming an binding and unifying project.

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 mission committee

To date, our mission committee is composed of ten members from our Group. It is currently chaired by Patrick Sevian, President of the Sagemcom Group.

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

During its first year of existence, the mission committee met three times, concentrating on three goals. First, to spread the word about our new status within the Group in a number of training sessions that took place in the first half of 2022. Second, to choose the independent third-party organisation tasked with auditing our status as a mission-driven company. And finally, to set the main operational targets that will give a meaning and a direction to all the commitments made for each of our pillars.

The status of mission-driven company corresponds to a legal status: it therefore requires an audit to be conducted 18 months after this status has been obtained and then on a regular basis, in order to judge whether or not the status of mission-driven company is maintained in the Group's articles of association. The purpose of this audit is to make sure that the company's targets effectively correspond to precise and measurable indicators, and, consequently, that this status is both durable and genuine.

Patrick SEVIAN
President

Michel BRUNET
General Manager, Human Resources

Sylvaine COULEUR
Group Vice-President of Communication and Projects

Thibault DECOUDUN
Group Vice-President of Purchasing

Fanny GAIGNON
Group Vice-President of HR Development

Eric RIEUL
Managing Director, Energy & Telecom

Olivier ROUVIERE
Group Vice-President of Quality, Ethics & Risks

Ahmed SELMANI
Managing Director, Broadband Solutions

Olivier Taravel
Managing Director, Audio Video Solutions

Florian TREMBLAY
Group CSR Manager

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

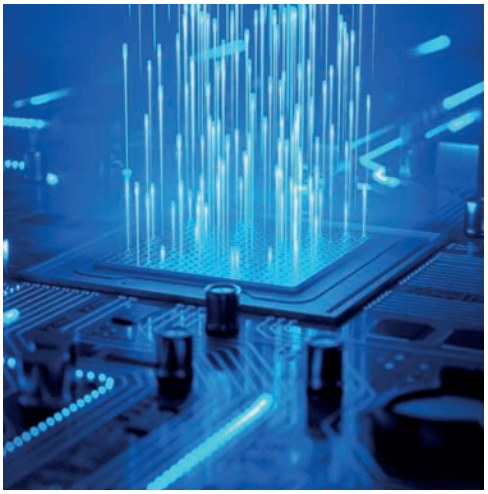
Sagemcom's mission is based on five key pillars, which are themselves broken down into 11 operational indicators. These indicators enable the Sagemcom group to measure and assess all the commitments made in the context of its new status as a mission-driven company.

PILLAR 1

Supporting action in favour of the environment to reduce the impact of our activities by considering the specifics of local environmental and economic situations, with a view to globally combating climate change.

Operational targets

Reach net zero (as defined by the STBi) in 2030 in our SCOPES 1 and 2 by reducing the impact of our sites.	Contribute to the ecological transition by taking part in concrete actions in our ecosystem.



PILLAR 2

Enhancing innovation in our eco-design processes in order to limit the impacts of our products and services throughout their life cycles.

Operational targets

Reach net zero (as defined by the STBi) in our SCOPE 3 through innovation and the eco-design of our products and services.	Develop innovative alternatives that use fewer controversial substances, and offer them to our customers.

PILLAR 3

Managing our ethical and environmental requirements as part of our purchasing policy, according to a road map shared with the Group's suppliers and validated by our audit and assessment strategy.

Operational targets

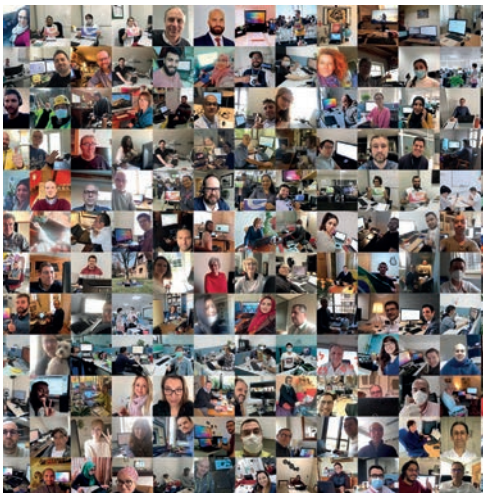
Achieve a net zero supply chain by 2040 (as defined by the SBTi).	100% committed and responsible partners by 2030.

PILLAR 4

Promoting a working environment that helps to protect the health and safety of our employees, and improves their quality of life at work.

Operational targets

Provide health insurance cover for 100% of our employees, with majority funding by the company.	Adopt the best practices in terms of the safety of our employees.	Adopt the best practices to improve the quality of life at work for our employees.



PILLAR 5

Help our employees to pursue their professional development throughout their careers in the Group by sharing our values and promoting diversity.

Operational targets

Promote professional development.	Promote diversity and equal opportunities within a committed community.

Assessments and certifications

Sagemcom is committed to a sustainable development strate
societal and environmental commitments. These commitm
in order to guarantee the quality of the measures and process

gy and has set up a whole host of measures to meet our social, ents are assessed every year by independent organisations, es 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.

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

Protecting the health and safety of every person involved on our behalf, according to the principles of the ISO 45001 standard:

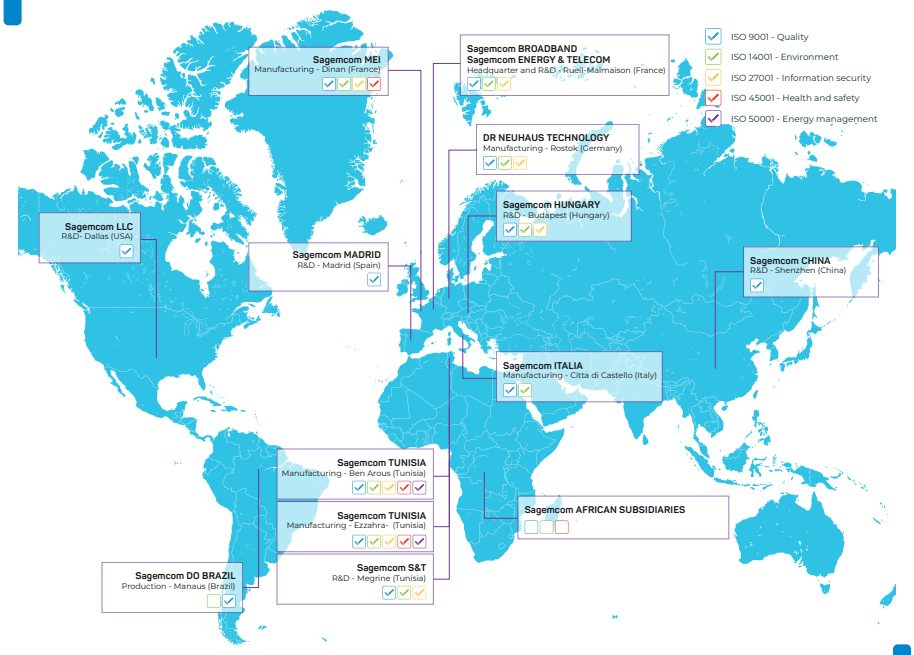
- Protecting the health of the people who contribute to our activities, including in our supply chain;
- Guaranteeing healthy and safe working conditions;
- Eliminating dangers and reducing the risks to health and safety;
- Prioritising the consultation and participation of workers.

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.

Certifications

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



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 obeying the rules of the International Labour Organisation, by both the Group and 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.

> "Sagemcom included societal and environmental issues at the heart of its development strategy. "

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. An overview of Sagemcom's contribution to achieving sustainable development objectives is set out in the appendix.

Sagemcom is committed to 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).

This commitment by the Sagemcom group is part of the targets defined by the Paris Agreement, which aims to limit the rise of worldwide temperatures to well below 2°C in comparison with pre-industrial levels, and to continue the efforts to limit global warming to 1.5°C. These quantified targets will be made public in 2023.

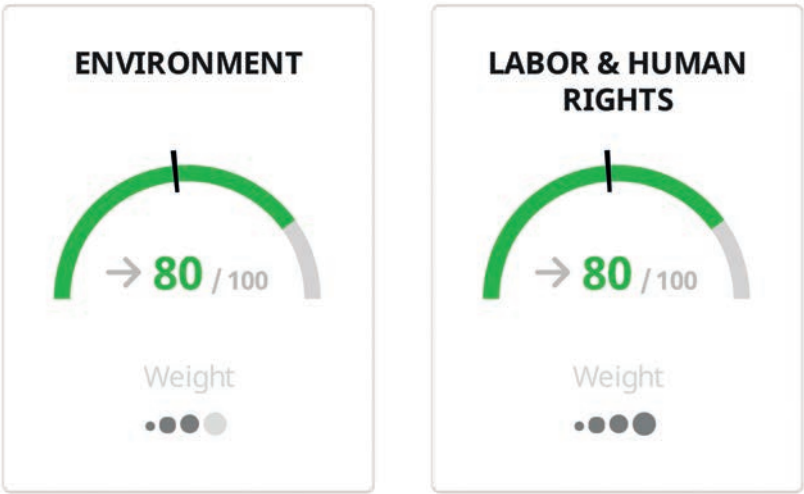
> "Sagemcom has been classified as Platinum since 2021 and is actively pursuing its approach. "

External recognition

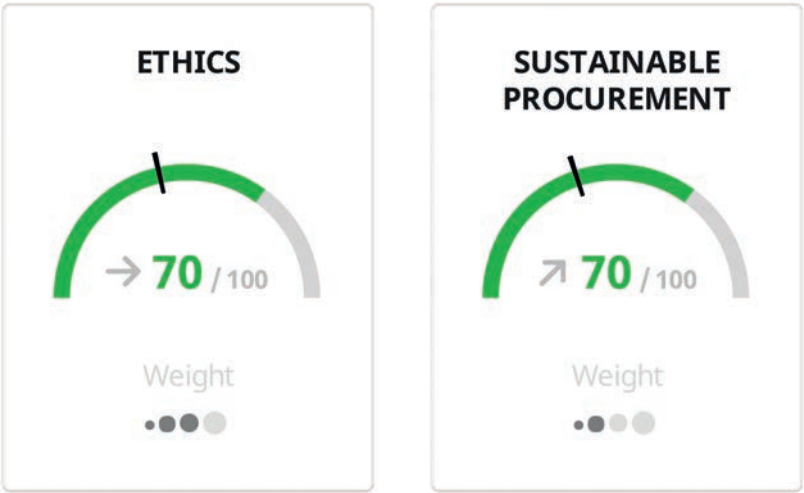
The Sagemcom Group is regularly assessed by independent organisations mandated by our customers. Sagemcom again obtained Platinum certification from EcoVadis in 2022.

EcoVadis manages the leading collaborative platform for measuring the sustainable development performance of suppliers in worldwide supply chains.
Sagemcom is in the 99h percentile, which means that our score is higher than 99% of the companies assessed by EcoVadis. Sagemcom has been classified as Platinum since 2021 and is actively pursuing its approach.

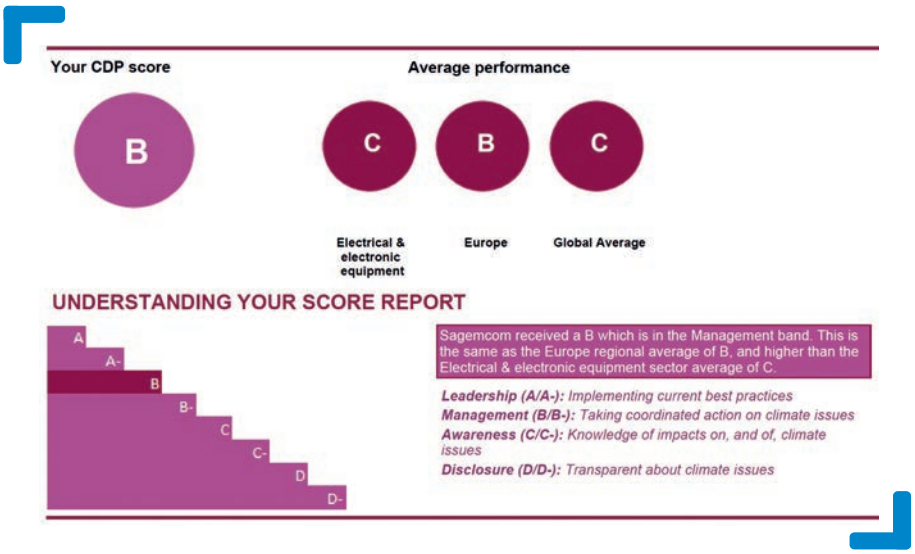
Overall score

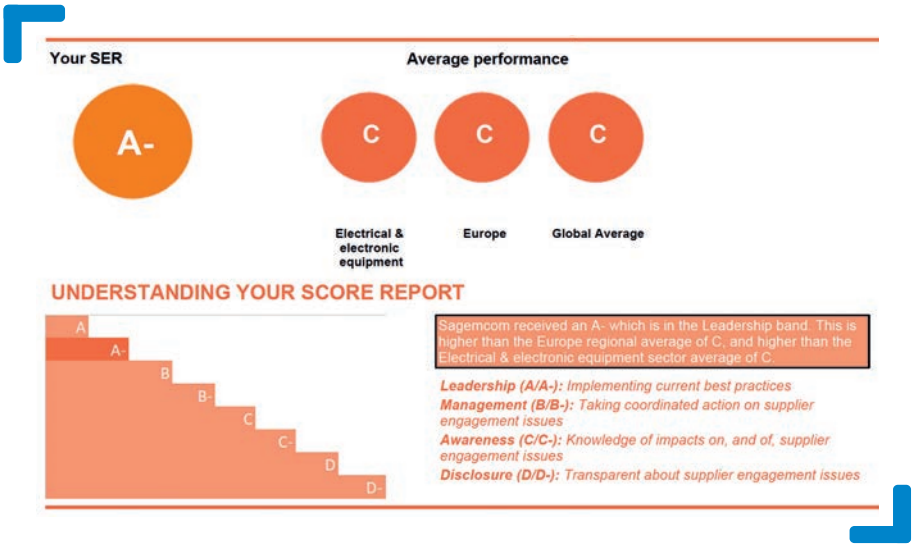


Comparison of scores by subject



In 2022, 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 A. 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.


Your CDP score
Average performance
B
C
B
C
Electrical & electronic equipment
Europe
Global Average
UNDERSTANDING YOUR SCORE REPORT
A
A-
B
B-
C
C-
D
D-
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
A-
C
C
C
Electrical & electronic equipment
Europe
Global Average
UNDERSTANDING YOUR SCORE REPORT
A
A-
B
B-
C
C-
D
D-
Sagemcom received an A- which is in the Leadership band. This is higher than the Europe regional average of C, 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

ETHICS AND ECONOMICS

Sagemcom's purchasing policy is driven by five fundamental
tractors. These are: quality, price, lead-times, innovation and e
taken by Group Purchasing.

principles and is shared by the Group's suppliers and subcon-
ethics. These fundamental principles determine all the actions

"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

- Creation of the Sagemcom ethical charter
- The first CSR audit in the supply chain to be managed by a third party

2011

- Membership in the United Nations Global Compact

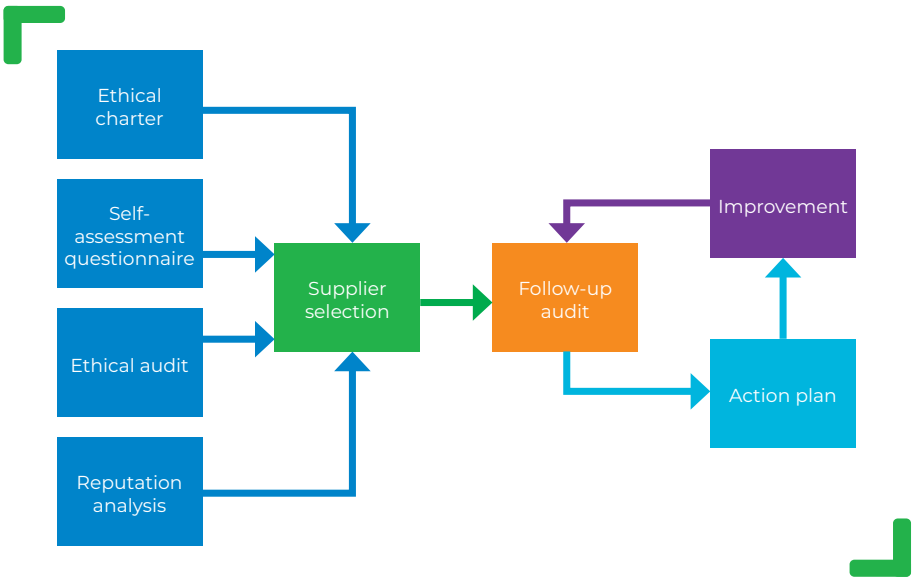
2016

- New CSR strategy
- Strengthen internal knowledge and skills with two auditors dedicated to China
- Award of the EcoVadis Gold label

2022

- 140 audits during the year
- EcoVadis Platinum maintained
- RBA membership

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 four 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 and complete a self-assessment questionnaire. 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.

> "Once committed to our Ethical charter, each supplier is obliged to respect the rules and to supply the items required during the audits. "

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.

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

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:

- 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.

> "Before joining our supplier portfolio, every new supplier must sign Sagemcom's ethical charter and complete a self-assessment questionnaire."

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 scheduled by Sagemcom of the proper application of the ethical charter and are regularly subjected to a self-assessment questionnaire.

The self-assessment questionnaire

The questionnaire covers the 60 points of the ethical charter and enables suppliers to highlight the processes that they implement in their company.
The goal is to assess their maturity and to identify points that can be immediately improved. It is also a valuable tool for CSR auditors when they intervene on-site.

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. Hence, 140 audits were carried out in 2022 on different panels of suppliers in order to obtain the most complete view possible of our supply chain.

These audits include 185 areas being checked. Certain points demand closer attention and guide our conduct towards our suppliers:

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

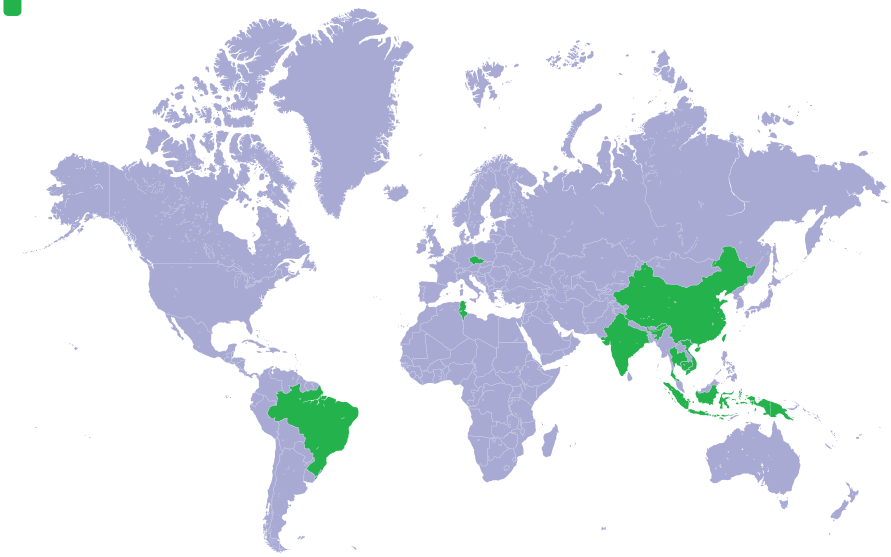
In order to have the most complete view possible and to ensure an independent verification, we use third-party auditors during the first supplier audit. A Sagemcom auditor systematically assists these audits, which facilitates the follow-up thereafter, with better knowledge of the factory and the non-conformities identified.

"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."

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. 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.

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, which have made significant progress, especially in the protection of the health and safety of their employees, all around the world.



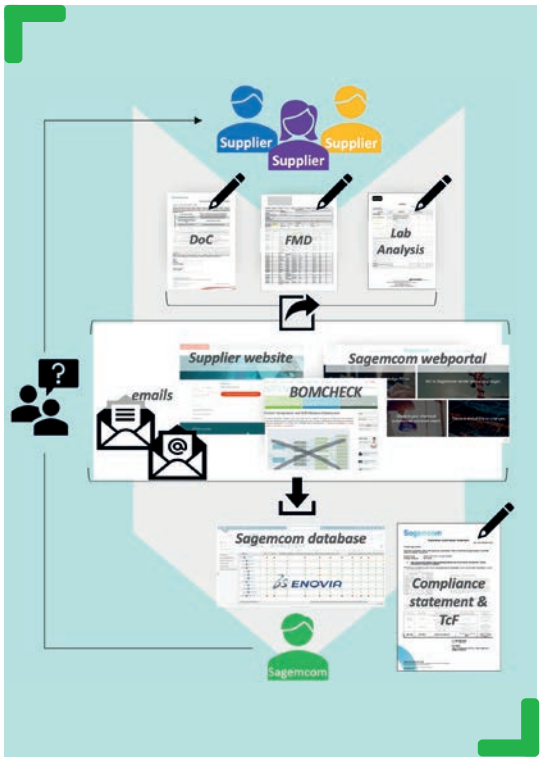
Countries where audits have been carried out over the last three years

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.

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.

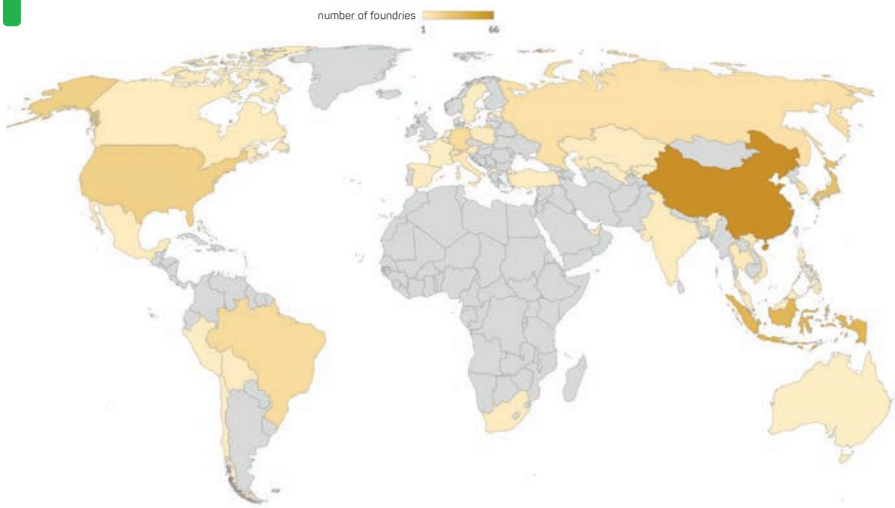


Since the list of SVHCs is updated every six months by the ECHA (European Chemicals Agency), our suppliers are questioned on a regular basis. We ask them to send us complete physical-chemical descriptions that contain all the substances present in the components. Once received, this information is then 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.

> At the end of 2022, more than 94% of purchased components, or more than thirteen billion components, were covered by a supplier reporting process. "

Conflict minerals

In line with the RMI (Responsible Minerals Initiative), Sagemcom also seeks to establish the traceability of four sensitive minerals ("3TG"): tin, tungsten, tantalum and gold. We demand that our suppliers complete the CFSI (CMRT) reporting template, which must be provided before the launch of the mass production of chipsets, tantalum capacitors, printed circuits, plastics and welds. In particular, this measure improves our knowledge of the supply chain of every type of mineral.



Location of foundries in the product supply chain

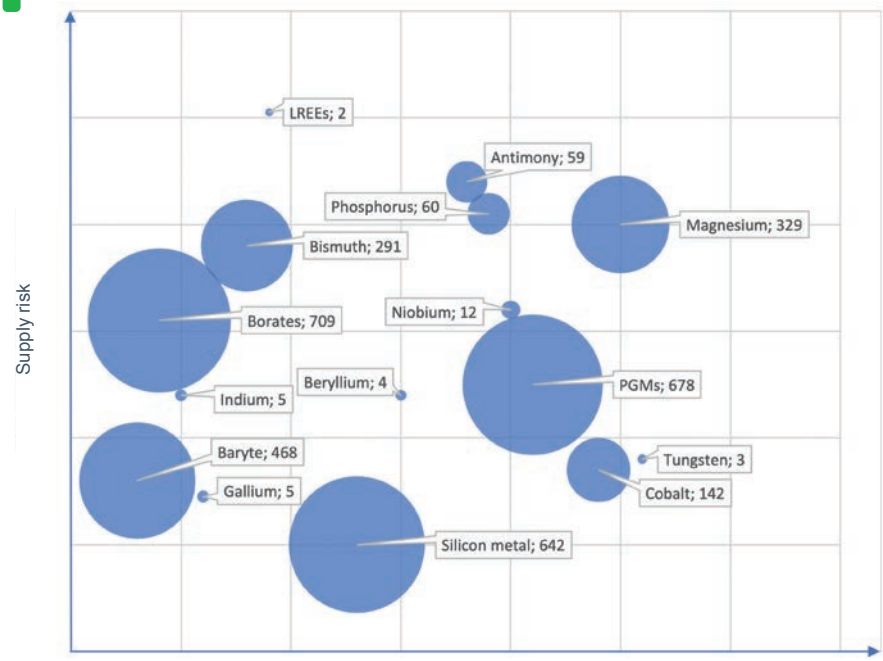
An annual supplier inquiry is conducted in order to monitor the foundries used, and an action plan is sent to the supplier in the event of non-compliant or inactive foundries.
Although the Group cannot commit to products with 0% raw materials from conflict zones at this stage, it guarantees to give all the information in its possession to its customers when requested.

AT the end of 2022, more than 94% of purchased components, or more than thirteen billion components, were covered by a supplier reporting process. Cobalt is also included in our traceability system, in addition to gold, tin, tungsten and tantalum. On this basis, Sagemcom provides its clients with a status report in the form of a CMRT and a CRT, as well as a detailed analysis of

the information provided by the suppliers, especially regarding the location of the refiners used.
At the end of 2021, mica was added to the system by adopting the EMRT standard, which will be deployed in 2022.

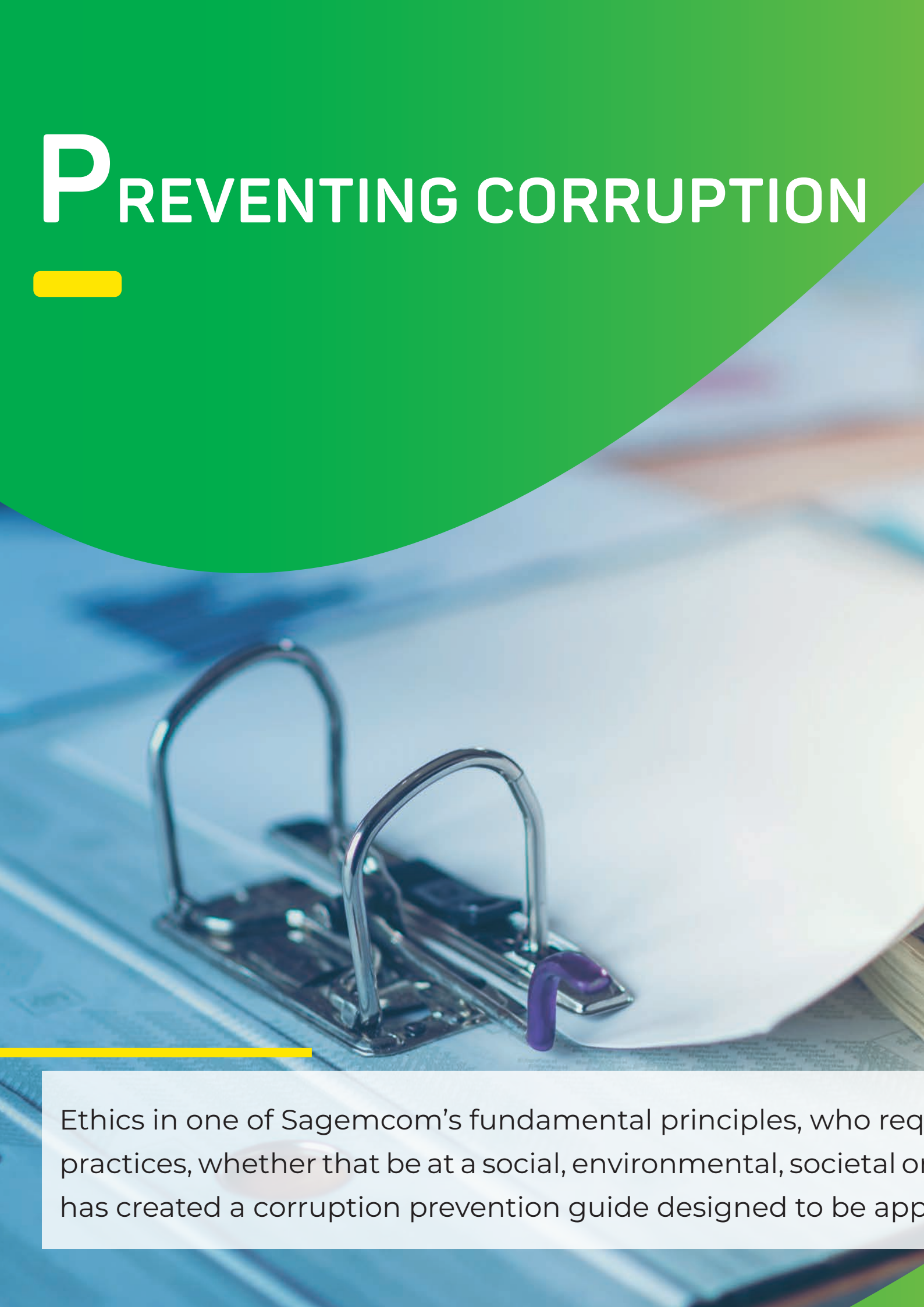
Critical raw materials

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.



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 req
practices, whether that be at a social, environmental, societal o
has created a corruption prevention guide designed to be app

uire each one of their employees and partners to respect good
r commercial level. To emphasise this commitment, Sagemcom
plied 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, Sagemcom has committed 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 this be between private companies, or 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, by conducting audits in particular, 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 employees must all therefore 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: https://incident.sagemcom.com

Diversity and equal opportunities

Central to our ethical principles, openness provides the focus f
inclusiveness and equal opportunities. Our aim is to ensure frie
innovation, while ensuring respect for personal differences.

for our HR policy and the measures taken in favour of diversity,
endliness within teams, encourage individual development and

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.

> "One of our main challenges in diversity is professional equality between men and women."

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 international workforce continues to increase and now stands at 47%, 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 further increased the recruitment rate for women from 44% in 2021 to 50% in 2022, thereby helping to achieve parity (estimated at 45% of women).

In order to attract women from technical or technological sectors to its French subsidiaries, Sagemcom has been taking part for some years in the "Networking and Careers for Women" 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.

Sagemcom is committed to diversity and must be exemplary in terms of equal pay for men and women. 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.). These virtuous practices are illustrated by the gender equality index in France, which has steadily increased since it was introduced (87/100 in 2022).

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.
So, in France, to go further still and to structure this initiative, Sagemcom has a company agreement covering six fields of action in favour of diversity: the long-term integration of diversity in the Group's culture, access to employment, the equal pay and salary policy, the career path, the retention of disabled employees and work-life balance. The renewal of this agreement in 2022 is a good illustration of the coordination of labour relations in the Sagemcom group and of the intention to jointly build a corporate project in which people are the most important factor. The latest agreement, drawn up in co-operation with the Sagemcom General Management and union organisations, is not a trial. 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. The statement drawn up of these two agreements has made it possible to emphasise the notable progress made and the importance of sharing our synergies to jointly take action on the topics asking for a common cause: to make diversity one of our central concerns.

> "Sagemcom is committed to promoting diversity and must be exemplary in terms of equal pay for men and women"

The best practices for professional equality are not limited to the commitments made in this agreement.
In keeping with its values, in 2022, Sagemcom confirmed its willingness and commitment to support parenthood, believing that fulfilled parents are employees who are involved in and committed to their work. In our Tunisian plants, a bonus is now paid to women to maintain their salary during their maternity leave. To celebrate this flagship measure, workshops on preparing for motherhood were offered to the women concerned.

Because professional equality applies to both men and women, this parental support has also been reflected in the commitments made by Sagemcom to fatherhood. From now on, employees at Head Office (with two years of service) can take extended paternity leave, with their salary maintained.

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 keeping with its values, in 2022 Sagemcom confirmed its willingness and commitment to support parenthood"

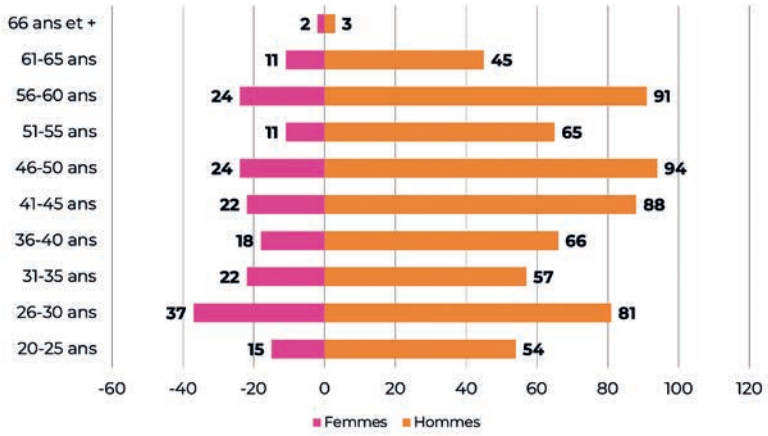
In addition, communication campaigns in favour of diversity are rolled out on a frequent basis. For example, The International Day of Women and Girls in Science received broad support and wide publicity at Group level. This event is organised by the United Nations to promote full and equal access to and participation in science for women and girls.

In addition, on Women's Rights Day, our subsidiaries undertook various initiatives to showcase our female talent, such as the publication of portraits of female employees working in industrial and technical professions.

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 fight against discrimination by being one of the first companies to join the "À competence égale" initiative. 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 more than 20 discrimination criteria, such as gender, age and origin discrimination, or discrimination based on sexual orientation or gender identity. For example, in the latter case, Sagemcom takes pride in promoting diversity and inclusiveness for all, including the LGBT+ population.

In 2022, Group HR launched a training project for everyone likely to be involved in the recruitment processes. Covering definition of the need, selection, interviews and decisions, the programme is custom built and will be rolled out from 2023 onwards. 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. This "Recruit without discriminating" passport is becoming a mandatory prerequisite for being involved in the 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 high ambition is also part of the "Sagemcom, a mission-driven company" project, which demonstrates the importance our Group attaches to the fight against discrimination.



Age pyramid 31/12/2022

The age mix within the Group is also a major issue. With almost 25% 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. As a result, between 2016 and 2022, the proportion of young staff (under 30 years old) in France more than doubled, from 9% to 22%. 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.
This commitment was initially and formally made in a 5-year “Contrat de génération” company agreement, whose measures were included in a workforce planning agreement signed in 2020 to make them applicable in the long term, since the “Contrat de génération” was annulled by law. Under the terms of this agreement, 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 29% of senior employees.

> “In 2022, Group HR launched a training project for all those likely to be involved in the recruitment processes"

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. Nevertheless, Sagemcom intends to confirm its commitment to welcoming

every talent and to providing appropriate support for employees with special needs by taking actions to support the integration of people with disabilities into the world of work and to keep them there. A Diversity agreement signed in 2022 highlighted the measures taken in favour of the durable integration of disabled employees, working conditions that support their career development and allow them to stay in work, the development of subcontracting with companies that employ people with disabilities and support for employees who take care of a disabled person. Some examples illustrating these commitments: all the employment offers published in France by our Group 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 signed with companies in the protected work sector to sort and recycle waste on the Rueil-Malmaison Campus, as part of an initiative that is both socially inclusive and environmental.

> "Integrating people with disabilities and keeping them in the workforce represents another major challenge for Sagemcom"

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".

Sparking vocations and supporting equal opportunities

A large number of initiatives are being taken locally to forge links between the world of education and work, in order to promote diversity and equal opportunities and to expand 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 2022 in France, some 20 volunteering employees committed to helping young people as part of different Article 1 programmes.
This commitment proved to be essential during the public health crisis, which amplified social inequality and the situations of insecurity and isolation faced by students.
In 2022, Sagemcom worked hard to sustain this partnership by regularly disseminating the NGO's news internally to our employees and on social networks, covering open days, online conferences on equal opportunities, reaching the goal of 20,000 young people supported by mentoring, etc.

Sagemcom also became closely involved in a new partnership in 2020 with the "Elles bougent" association, which encourages female high school students to study the sciences. Sagemcom is working to raise awareness amongst female high school students of scientific studies, because women are under represented in the technical universities that we consult in order to attract the best talents and promote diversity.

Our Tunisian subsidiaries launched a range of initiatives in 2022 to help people in need. For example, the “200 cartables pour 200 écoliers” and the “100 couffins pour 100 familles” campaign 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.

Various initiatives were launched in support of equal opportunities. There was a collection of basic necessities in partnership with the Civil Protection association at the start of the war in Ukraine. Likewise, a large number of employees took part in a solidarity operation to collect food to help the Restos du Cœur charity.

> “Our Tunisian subsidiaries launched a range of initiatives in 2022 to help people in need.”

Our R&D teams in the United States and Canada donated to various associations to help the most underprivileged: Shaw Charity Classic (helping children in need), the Montreal Portage Foundation (promoting the social reintegration of drug users), United Way Halton & Hamilton (helping underprivileged people), etc.

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. A giant blind test raised funds for the French League Against Cancer, and donations were made to the League at a table football tournament.

Support for employees

Caring for our employees and supporting them in their profes
means ensuring their motivation and professionalism in suppo

sional development throughout their careers within the Group
ort 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. Numerous actions have thus been taken throughout the Group.

> "Our Tunisian subsidiaries launched a range of initiatives in 2022 to help people in need. "

For several years, our Group has been working hard to strengthen its employer brand and to attract highly coveted profiles. Many initiatives have been launched by our head office and replicated in our subsidiaries to increase our attractiveness, including Sagemcom Inside, an Instagram account which offers a friendly look behind the scenes in our Group, passing on and sharing job offers, internships and work-study offers on social media, extending the LinkedIn and Welcome to the Jungle offer, and our employees and recruitment teams participating in various events in the educational community (conferences, after-work gatherings, CV competitions, etc.).

In 2022, our Group's efforts were rewarded by its recognition as one of France's best high-tech employers for the third year in succession.
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 with certain schools and numerous actions were organised, including forums and round tables, after-works, receptions and conferences.
Sagemcom also continued its partnership with the ISEP digital engineering school by sponsoring its software curriculum. As part of this initiative, a number of measures were taken to raise awareness of our professions and to attract young talent, including a conference on cybersecurity, a presentation of our "software professions" programme and the organisation of a "Green Code" hackathon (a challenge reconciling digital technology and the environment).
Our Group is also part of a partnership with CentraleSupelec, which helps it attract excellent profiles. The Group also supports the professional training week organised by the Junior Entreprise of ECE Paris-Lyon, where it participates by giving students helpful advice (how to write a resume, interviews and recruitment, knowledge about its business activities, etc.).

Our Tunisian subsidiaries have also established close partnerships with the best schools, in order to extend the recruitment pool. For example, SST has built up a four-year work-study programme to train young, motivated students in the engineering profession. Two classes, SESAME (theme: Development of embedded systems) and ESPRIT (theme: IT), have resulted in almost 50 engineers being trained.

In 2022, our Sagemcom Tunisia subsidiary became an "Electronics Training Company". In this role, it has undertaken to train young people in the technical professions of production and the electronics industry, for a period of two years, on a work-study basis. This programme enables us to attract new profiles, streamline the integration and training of young people and promote a better understanding of our professions, our environment and our specific characteristics: a win-win initiative for the young trainees and for Sagemcom.

> "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. "

Not to be outdone, our Hungarian R&D subsidiary has also set up an innovative scheme to promote access to employment for young people, as part of a training and pre-recruitment process. For example, it has entered into a partnership with a BootCamp: Sagemcom is committed to hosting and training young graduates for 6 months. In return, the subsidiary is free to decide to hire the young people at the end of this apprenticeship period.

Sagemcom, committed to combating discrimination, is convinced that diversity and the desegregation of teams encourages long-term creativity and operational complementarity. It is therefore essential to make staff aware of this to recruit without discriminating. With this in mind, Sagemcom organises training in partnership with "À Compétence égale" and has updated a guide "Put your recruiter expertise to use with increased equality of opportunity," which makes it possible to decode discriminatory situations, too often ignored or played down, in order to enable everyone to adopt appropriate behaviour.

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. In 2022, a major communication campaign called "My internship / work-study programme in 180 seconds" was conducted to present the faces of the work-study students and interns recruited at the end of their courses to all our employees.

Every year, Sagemcom launches recruitment campaigns for interns and work-study students, and organises a number of events to attract young people. Employees from the Information Systems Security Department (DSSI) at our Head Office hosted a conference on protocol vulnerabilities for students at Telecom SudParis.

Our R&D centre in Tunisia opened the “SS&T Campus” several years ago”. 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 2022, the SS&T Campus trained almost 100 people. At the end of the training programme, many young people were hired on permanent contracts by the R&D teams in Tunis.

> “In Brazil, the new employees are welcomed at a buffet, so that they can be integrated into a warm and friendly environment. "

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.

In Brazil, new employees are welcomed at a buffet, so that they can be welcomed into a warm and friendly environment.

As part of its efforts to receive new recruits under the best possible conditions, our Taden site designates 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 has been ungraded in France to enable new recruits to become durably integrated into the Group. All the contributors to the integration process (manager, work team, HR, etc.) are involved and made aware of the importance of offering the best possible integration.

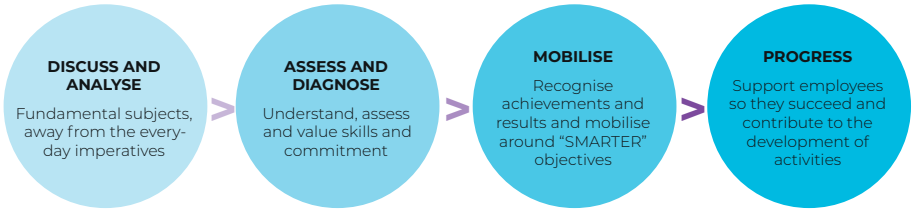
An internal training course presents the Group, our activities and our organisation, so that our new talents hold all the keys required to understand how Sagemcom functions and to start their new jobs under the best possible conditions. Tours of our showroom and our laboratories are also organised to present our products and test facilities in a concrete manner.
The “Nouveaux nouveaux” radio broadcast is a new, made-to-measure concept developed by and for Sagemcom to introduce and welcome our new arrivals, despite the restrictions on physical interaction imposed by the COVID

pandemic. In this radio broadcast, around ten new recruits are invited by the host to take up new challenges, get to know their colleagues and spend some fun time together. The radio broadcast is followed by a dinner for all the participants to continue their discussions, form professional bonds and develop a team spirit.

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.). In addition, induction days are organised in the form of team building exercises to highlight one of Sagemcom's values: the power of the team. 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 is 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 collective 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.

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

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.

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 appraisal interview, the deferred assessment makes it possible to check that the training outcomes are being implemented in professional practice.

Group Human Resources has made the Smart Academy e-learning platform available to all Sagemcom subsidiaries. The new tool mainly offers made-to-measure digital modules that allow for more 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. The digital training offer has gradually been expanded. In addition to the mandatory training courses (anti-corruption, cybersecurity, etc.), Smart Academy also offers professional courses. This new e-learning platform is also a powerful means of facilitating the induction of new employees at Sagemcom.

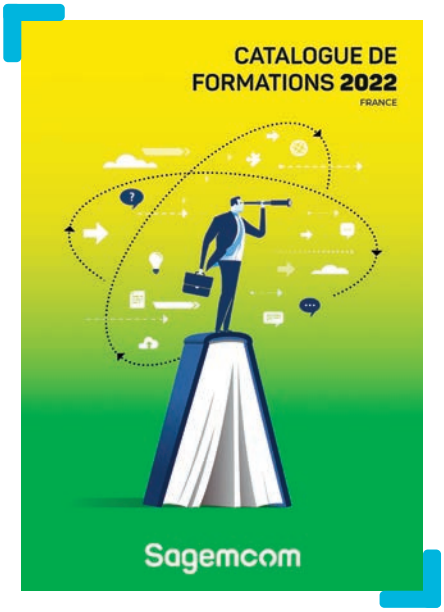
> “In our R&D subsidiary in Hungary, skills development is taken into consideration as soon as induction takes place. ”

In our R&D subsidiary in Hungary, skills development is taken into consideration as soon as induction takes place. Certain e-learning programmes have become essential for the successful induction of new employees, to enable them to find out about our Group, our products, our project management methods, etc. Then, other training courses are organised according to the identified needs, in order to support skills development, including free access to an online training platform, professional training courses, language training, etc. In 2022, inter-cultural training was organised to support the teams in Hungary in their collaboration with R&D subsidiaries in France and Tunisia.

In our R&D centre in Tunis, almost 150 training sessions were organised in 2022 to develop the skills of our employees in various fields (technical, business line, management, soft skills, quality, health and safety at work, etc.). Two thirds of the training courses were prepared and conducted by our in-house trainers, who are advisers in their technical field.

In 2020, 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.

For several years, training schemes have been organised throughout the Group to assist and develop the teams from the different subsidiaries, whose interactions are becoming increasingly significant.



For example, remote 3P training sessions on Sagemcom's specific project management processes are organised for employees from the Tunisian (manufacturing and R&D) and French subsidiaries. Likewise, Cash Management programmes are regularly deployed for our French and Tunisian teams as part of inter-subsidiary sessions.

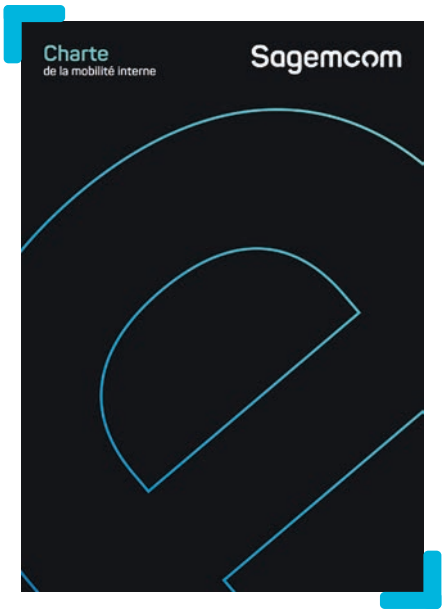
To help develop means of organising the R&D teams' work, a broad, bespoke training programme has been drawn up with a view to introducing an Agile organisation. As a result, different levels of assistance have been set up: making managers aware of this new organisational method, training teams, regular coaching to facilitate the transition towards the management of an Agile project, etc. Conscious of the effects on the organisation of work and collaborative methods, Sagemcom has naturally set up support for large-scale change. Initiated in France, this programme was then deployed at SS&T, starting in the summer of 2020. This deployment of this programme is still in progress.
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 3 years now, R&T is sponsoring a major project to vitalise the Expert community in order to heighten the profile of the community and to develop synergies between the Experts. Various actions have been taken:

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

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 2022, this commitment was widely exceeded, as 43% of vacancies were filled internally.

> “To retain our employees, we support them throughout their career within the Group. "

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, their professional interviews. These aspirations are carefully analysed by the HR teams which take them into consideration when defining career paths within the Group.

Sagemcom also supports the diversity of professional careers by promoting its “Experts” career path, alongside 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. Our Experts benefit from the recognition of their skills through the transmission of their knowledge and their role as company representatives and, in return, the Group capitalises and invests in areas of strategic expertise which contribute to its performance.

Sharing and uniting

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

A large number of measures are implemented throughout the year to promote the understanding of the Group's strategy by all of our employees, to support Sagemcom's values and foster the collective dynamic. These actions encourage 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 the employees.

These events are held in numerous subsidiaries so that as many employees as possible know 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, many sharing events were organised in 2022 all over the world to promote team spirit and develop the collective dynamic.

> “Corporate headquarters holds six-monthly meetings to present the results and strategic directions to all the employees. "

Several unifying events were organised in our Brazilian plant to bring the teams together. These events included the monthly meetings of all the employees, as well as the "Sagemcom forum", an event organised around our value "the power of the team", in the presence of the Head Office Logistics and Industrialisation Director.

Our R&D centre in Hungary organised a "green" team building event to strengthen the sense of belonging and team spirit, after a long period of social distancing due to the pandemic.

A presentation of the issues and directions, speeches by some managers and fun activities provided opportunities for the teams to share their thoughts and ideas.

> "For the 2022 World Cup, Sagemcom organised a simultaneous broadcast of the Tunisia-France match."

In Hamburg, Rostock and Walderbach, our German subsidiaries celebrated the summer by organising a "Sommerfest", a festive event attended by all the employees.

The Experts met for two days outside of their day-to-day work with the triple objective of developing their skills (soft skills), while creating a dynamic between the Experts and developing cohesion and a sense of belonging to the community.

Finally, for the 2022 World Cup, Sagemcom organised a simultaneous broadcast of the Tunisia-France match, reflecting the ties between our two countries at Sagemcom. This broadcast on two continents, complete with half-time entertainment, was a powerful symbol of the complementarity of our French and Tunisian teams.

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.

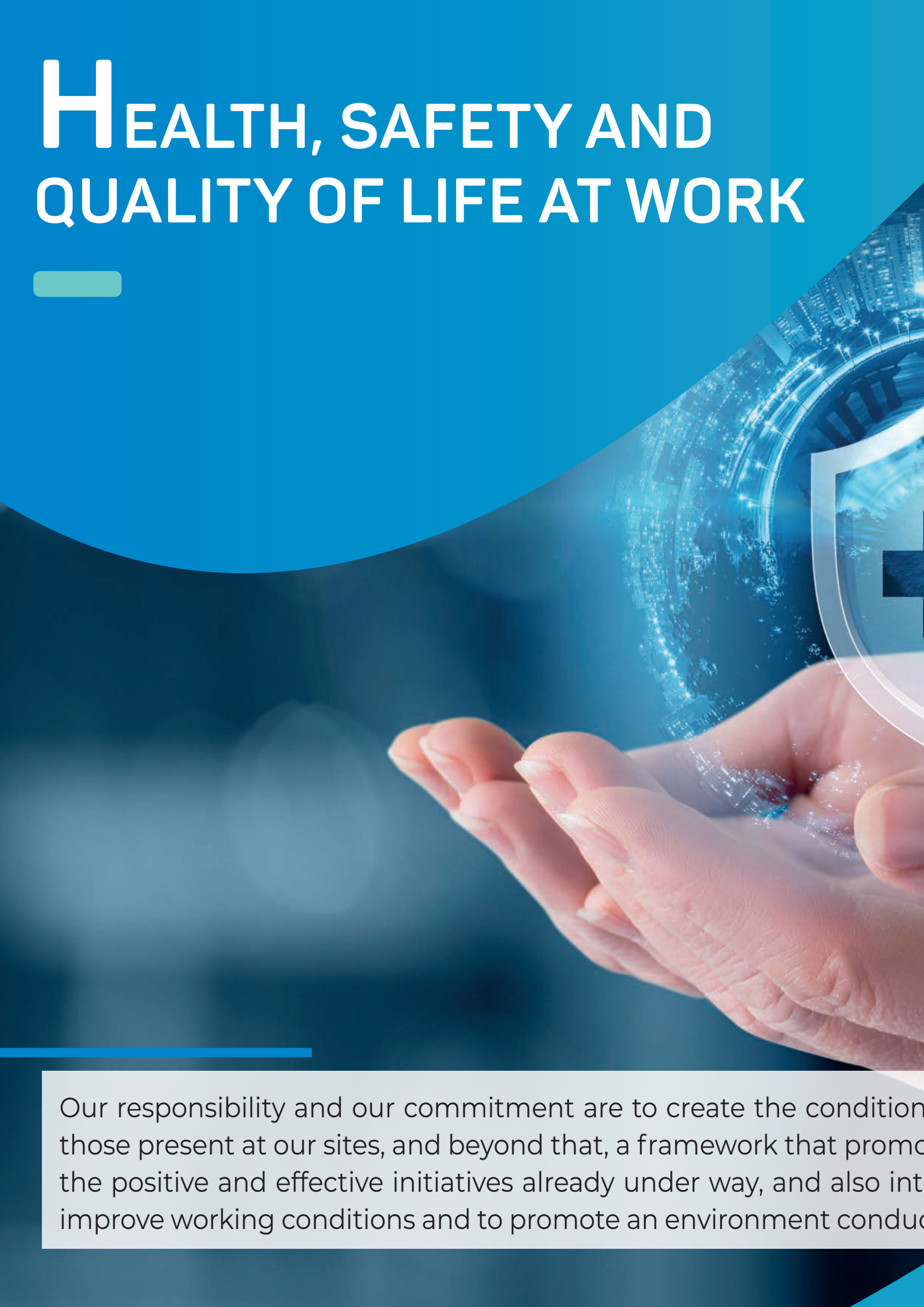
The last few years have been marked by a particularly rich social dialogue. Social dialogue was maintained permanently, despite the public health crisis and the restrictions imposed by social distancing. Certain meetings, including negotiations in particular, were even held remotely. An ad hoc committee of the Social and Economic Committee (CSE) was set up in France to maintain regular discussions with staff representatives about the health situation and all the measures taken by the Group.

> "Through that social dialogue, the Group strives to find the best balance between the needs of the company and the interests of employees."

Taking into consideration the feedback from the pandemic, our subsidiary SST was one of the first companies in Tunisia to negotiate and sign a home-working agreement with the primary trade union, including the setting up of a monitoring commission, which was a guarantee of robust and open social dialogue.

At the corporate level, 2022 saw the renewal of the staff representative bodies in a calm and constructive atmosphere. The various current agreements and action plans continued to be implemented (diversity, psychosocial risk prevention plan, manpower planning, home-working, work-life balance, 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 obtained is shared within the framework of a monitoring committee.

HEALTH, SAFETY AND QUALITY OF LIFE AT WORK



Our responsibility and our commitment are to create the condition
those present at our sites, and beyond that, a framework that promo
the positive and effective initiatives already under way, and also int
improve working conditions and to promote an environment conduc

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

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

Taking action to ensure safety at work

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

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

All of our employees are trained in occupational safety, right from the induction process onwards, and throughout their career within the Group. For example, Brazil takes pride in setting up and promoting training for safety officers. Every month, our R&D centre in Tunisia organises safety awareness days covering fire evacuation, the use of personal protection equipment, handling hazardous products, electrical risks, first aid, etc. In 2022, our Sagemcom MEI plant in Brittany also held a safety day to remind employees, in addition to the usual training courses, of the essential measures required to protect everyone's safety. The day included thematic workshops on accident risks, which were organised in innovative formats (virtual reality headsets were used, for example). In our African subsidiaries, where our teams working on the sites are increasing their vigilance over potential safety risks, certified preventive training courses (IOSH - Institution of Occupational Safety and Health) have been offered to our employees. At the corporate level, two initiatives were launched in 2022. First of all, an e-learning module was made available to all employees for staying safe on the road when travelling to and from work and on business trips. Then, an "Everyone involved in safety" training programme was set up to spread a safety culture among our managers, who are responsible for keeping our teams safe on a daily basis.

> "All of our employees are trained in occupational safety, right from the induction process onwards, and throughout their career within the Group. "

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

In addition, employees are also involved in the definition of safety instructions: this is essential to ensure that the instructions and the associated equipment (gloves, goggles, earplugs, harnesses, safety shoes, etc.) are compatible with their daily lives.
In addition, management makes sure that safety instructions and recommended methods are applied. The application of the 5S method in our Italian plant reduces the risk of accidents and improves working conditions.

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

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

The results are then reported each month by the local management. An overview is held midyear to verify that the actual results are in line with the objectives. Corrective measures are set up if this is not the case. The results are analysed by the Executive Management.
Finally, in addition to the measures taken for production, processes have also been set up for teams handling electrical or gas products: as a result, even without certification, the same rules are applied to them. For example, every employee who works near an electrical product or machine must take training to become a qualified electrical worker. At the end of this training, and subject to passing the final exam, an electrical qualification certificate is then given. Dedicated safety systems for electric shocks, fires and explosions are also installed within our laboratories.
A QHSE (Quality, Health, Safety and Environment) officer is appointed in every one of our entities to oversee employee health and safety. For example, a coherent QHSE initiative has been defined and deployed under the supervision of an Africa QHSE officer in all our African subsidiaries, excluding Tunisia.

> In order to minimise the risks, personal protection equipment is made available to everyone.

afaq

Certificat
Certificate

N° 2008/33339.4

SAGEMCOM SAS

FABRICATION DE CARTES ET DE TERMINAUX ELECTRONIQUES ET DE CONSOMMABLES FAX.
MANUFACTURING OF BOARDS, ELECTRONIC TERMINALS AND FAX CONSUMABLES.

OHSAS 18001 : 2007

2016-02-08 2016-12-31

F. LEBEUGLE

afnor CERTIFICATION

CERTIFICATION
ISO 45001

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

This initiative is part of Sagemcom's ambitious health, safety and environmental policy that is intended to provide our employees with the best possible working conditions. It also meets the expectations of our customers.
Furthermore, international standards (ISO 14001 and 45001) are used as a reference for the management of the environment and safety on the site.
Within our Tunisian plants, every measure is taken to prevent risks (noise pollution, chemical products, psychosocial risks, etc.) to which our employees may be subjected. To preserve their health, working conditions are regularly audited and recommendations are issued, with a view to continuous improvement.

Taking care of our employees

Sagemcom does not intend to limit its commitment to safety, but wishes to commit to health as well by deploying a prevention initiative.
With regard to our Tunisian research and development teams, an extended medical service (contracted doctor, occupational doctor, physiotherapist, health and hygiene officers) is available to everyone every day of the week.

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

- Develop preventive and ergonomic procedures in the design of new tools and premises or the preparation before taking over a workstation and thus reducing the risks including the onset of musculoskeletal disorders (MSD). An e-learning module adapted to the Group's activities has been introduced to prevent the onset of MSDs, for example by addressing work on screens or handling operations. In Manaus, a health and safety week was organised to raise awareness among the employees. Furthermore, in Brazil, just like in Taden, the first 20 minutes of the working day are devoted to stretching and warming-up exercises before starting work, to prevent MSD. The SS&T site regularly organised awareness-raising workshops on various health topics, including anti-smoking education, breast cancer screening and prevention, awareness of MSD, balanced diet, digestive health and health and well-being in the hot season. MEI also set up workshops to discuss addictions and preventing MSD by implementing an exoskeleton and the right gestures and postures.

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

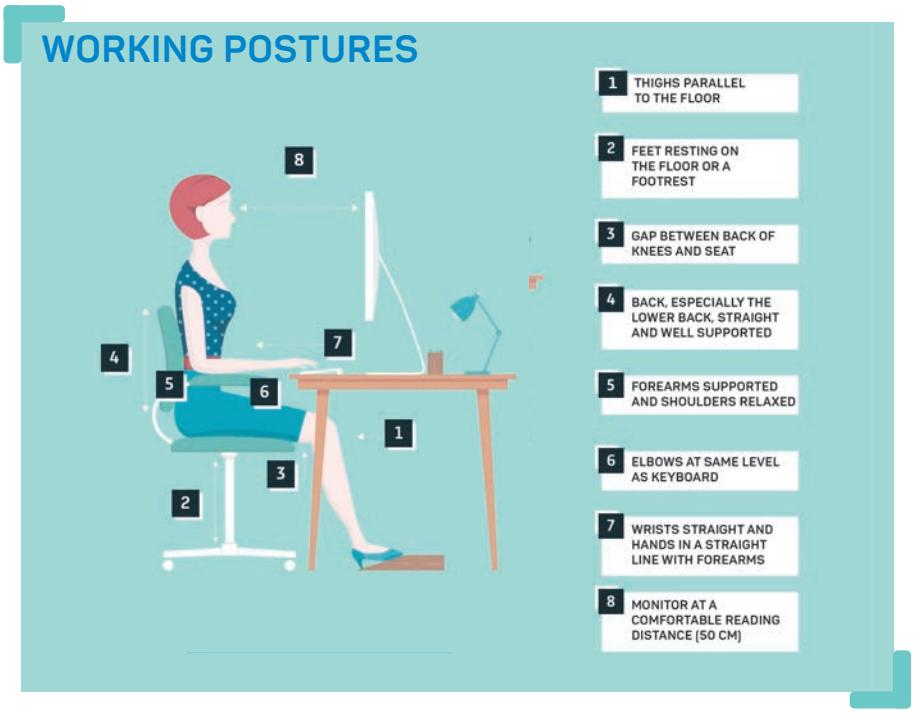
- Involving the occupational health services, beyond medical surveillance, by providing advice designed to encourage employees to participate in the process of preventing occupational risks (hardship, travel, etc.), and, more generally, to encourage employees to adopt healthy lifestyles. This advice is given either individually or during collective information and awareness sessions as part of information campaigns or visits to workshops, offices, or even during organising information and prevention campaigns. One example is "Pink October", a campaign that was organised on all our Tunisian sites with the goal of raising employee awareness of the risks of breast cancer and the means of prevention. Several other actions were taken on our Tunisian sites, such as screening for diabetes and high blood pressure, and awareness-raising campaigns on subjects such as breastfeeding.

- Promote access to a high level of healthcare and welfare coverage for every employee. regardless of their geographical location, Sagemcom provides its employees with reimbursement coverage for medical care, thus enabling them to preserve their health and, if necessary, that of their family.

Quality of life at work, one of our central concerns

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

> "Adjusting and arranging a computerised workstation properly helps employees to adopt a natural and comfortable posture. "



- Particular attention is given to job organisation and workloads as well as their potential impact on employees' lives: the annual interview system that allows every employee to indicate their feelings about the workload, organisation and the balance between work and personal life, irrespective of the employee's working time (counted in hours, days with or without reference to working hours) or their geographical location came under closer scrutiny, and 100% of the escalated professional difficulties were addressed.
- Seeking to optimise the quality of life at work is also part of a process for preventing psychosocial risks. In France, a prevention plan was the framework for our approach and strives first and foremost to reduce the risks at the source in order to obtain deep and lasting improvements. The effects of the implementation of this policy are assessed every year, and the measures, if necessary, are updated within the framework of a Monitoring Committee in conjunction with the staff representatives and the Occupational health services. The success of this method of prevention, confirmed by the Occupational Health Services, continued in 2022. In parallel, other measures are being taken in our subsidiaries, such as in China, to provide time and space for employees to unwind after the working day, with the organisation of daily sports sessions (tennis, basketball, etc.).

> "Sagemcom is addressing the demands of every aspect of parenthood by publishing a 360° guide to being a parent."

- The question of the balance between the different times of life is addressed through a number of specific measures. An agreement on the balance between work and private life was signed in France in 2020. The agreement provides for a number of long-term measures and commitments organised around four priorities: time management, the right to disconnect, employees' right of expression and employee mobility between their home and their workplace. In addition to the existing outreach services at the Rueil-Malmaison site (concierge service, transport shuttle, etc.), Sagemcom is helping to meet the demands of work and private life by addressing the demands of every aspect of parenthood by publishing a 360° guide to being a parent. The improved integration of the issues related to parenthood has also been extended to other countries, such as China, where further measures to organise working time have been taken to help new parents and employees with family responsibilities (choice of part-time working). In France, the principles of good time management and the right to disconnected are regularly repeated, especially for home-workers. Signs have been installed to maintain the work-private life balance and to promote collaborative modes of working in each individual's situation (in the workplace, home-working, when on leave). These signs indicate that employees are absent from the workplace when they are on holiday or working from home.

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

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

Sagemcom SST KRAM3

Covid-19 pandemic: towards the end of the crisis

In response to the decrease in cases of COVID-19 contamination observed in 2022, the restrictive measures imposed to limit the spread of the virus for two years were gradually phased out.
From the first signs of the pandemic that appeared in January 2020, Sagemcom demonstrated the utmost agility to enable its activities to continue, while protecting the health and safety of all its employees. Health measures were adapted and implemented in France and abroad, irrespective of the occupations and working conditions. These measures included lockdown, social distancing, the management of flows and movement of people, travel restrictions, the distribution of health and self-testing kits, communication of instructions depending on the development of the epidemic, vaccination campaigns on the Tunisian sites, the development of working from home for eligible occupations, etc. All these measures were managed by three crisis units throughout the pandemic in order to maintain and protect the health of the Group's employees worldwide.
In February 2022, health measures were reduced in view of the drop in contamination, which finally announced an end to the crisis. Nevertheless, in order to take the necessary and proportionate measures that a resumption of the epidemic might require, Sagemcom has maintained a monitoring system for tackling COVID-19.
In conclusion, the COVID-19 health crisis has had a strong impact on the spirit of solidarity on all the Group's sites. The solidarity actions, in which the Group was already engaged, have also been developed, and new collection and donation operations have also been launched.
Furthermore, after these two years of restrictions, working methods have become increasingly digitized. Today, lessons have been learned from this experience and only the best practices have been retained. The Group's employees were clearly delighted to be able to come together again in the spring of 2022.

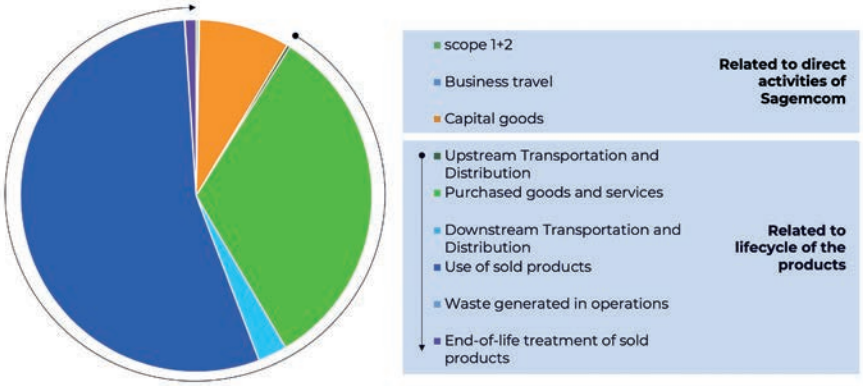
Environment

At Sagemcom, acting to protect the environment firstly means
the planet's ecological balance. But it also means limiting the i
vironmental and economic situations of different markets into
climate change.

s designing products and services that contribute to preserving
mpact of its activities on the local ecosystems by taking the en-
o consideration as part of a global approach to the fight against

The combat 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 verified by the independent third-party organisation Baker Tilly, alongside its mission to audit our status as a mission-driven company.
In 2022, Sagemcom emitted 3,631,829 tonnes of CO2 for all the Group's activities, broken down into the different categories of the GHG protocol, as illustrated below.

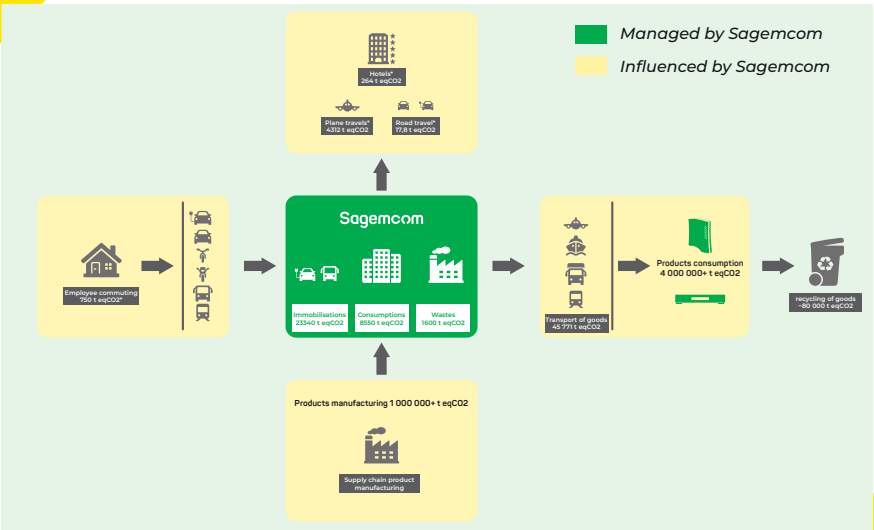


Breakdown of Sagemcom's annual carbon impact

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% by 2026 and achieving -90% by 2030
- Scope 3: -31% in 2030 and achieving Net Zero in 2040.

To provide a framework for this initiative, we are committed to the Science-Based Target Initiative, so that these targets, the data and the related action plans are monitored. This audit will be completed in 2023.

Scopes 1 and 2: 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.

Reducing consumption and emissions on our sites

Sagemcom established a policy to obtain ISO 14001 certification for its main operational sites over 10 years ago. 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.

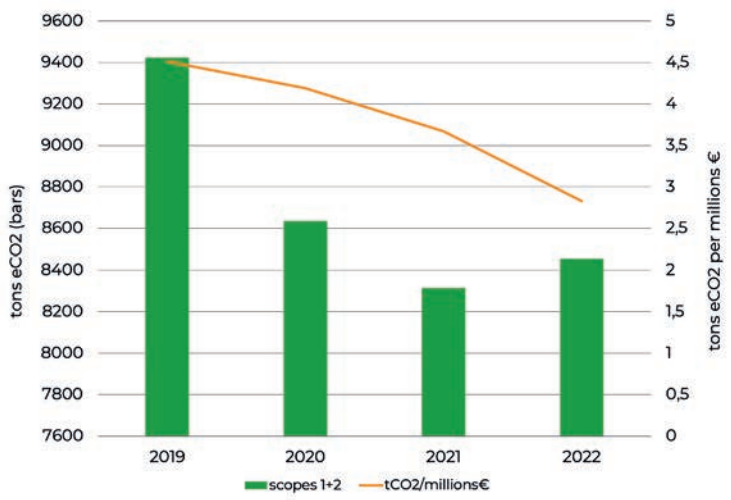
> " We can adopt a global approach and identify our environmental priorities by analysing what we consume and the waste we produce "

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 2022 (scopes 1 and 2 of our carbon footprint) demonstrates the importance of the energy efficiency of our sites, relative to other forms of consumption. (Note: the history of our impact was reassessed in 2022 using more recent emission factors that changed the values published in the preceding reports).

Our plants in Tunisia are at the heart of our environmental concerns and benefit from specific energy controls in the form of an ISO 50001-certified management system.

The analysis of our environmental impact has produced the following results:



Scope 1 + 2 changes

Electricity is the main source of the environmental impact of Sagemcom's sites, mainly due to our manufacturing activities in Tunisia, which were split into two plants in 2019: the Ben Arous plant, which makes metering products, and the Ezzahra plant, which makes Broadband and Audio-Video products.

In 2022, the impact of our sites decreased overall by 10%, in comparison with 2019. This reduction can be explained in particular by the use of renewable electricity in France and the integration of 30% of biogas in our gas consumption, for both manufacturing and the offices on all our sites in France. In addition, the upgrade of our production plants was also highly beneficial:

- All our sites are pursuing their efforts to buy green energy. Our sites in Italy and Germany switched to renewable energy supplies in 2021.
- Our overall energy intensity in manufacturing in Tunisia remained stable in 2022, in comparison with 2021. The increase in production generated by the company's development has resulted in an increase in our net impact. Since our goal is to reduce this impact, several actions are being taken, irrespective of production, through our approach based-on ISO 50001.

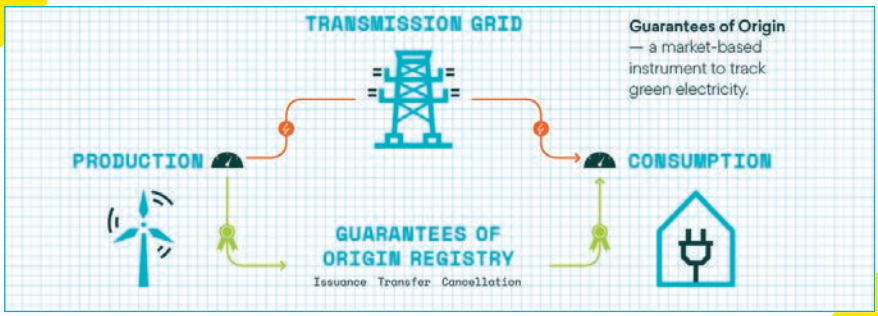
Overall, the improvement of the efficiency of our processes has resulted in a 37% reduction of our impact relative to turnover between 2019 and 2022.

Electricity consumption: electricity from renewable sources

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 the supply of electricity that is certified as coming from renewable sources equivalent to the consumption of our sites wherever possible. This promise is materialised by the production of guarantees of origin.

> "In 2021, the impact of our sites decreased overall by 10%, in comparison with 2019."

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 indicating 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 consumer by the end users.



About 32,301 MWh have been injected into the grid by our suppliers on Sagemcom's behalf from sustainable sources of production since 2019 (8,166 MWh in 2022, i.e. 23.38%). This policy of purchasing renewable energy continues for all our sites around the world.

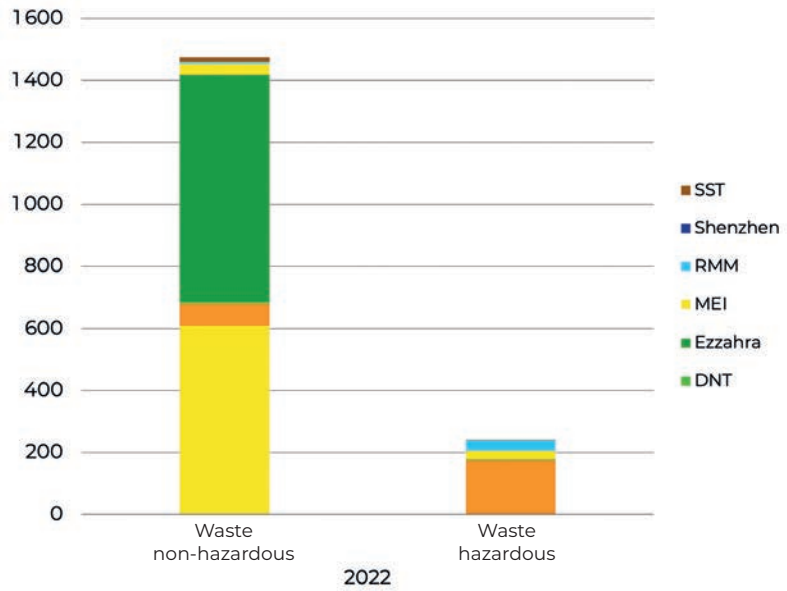
To go even further in the use of energy from renewable sources, particularly in Tunisia, where there is no market offer, we chose to build our own solar power plant in the car park at our Ben Arous plant. This 990 kWc power plant will produce about 10% of our energy needs for production. The plant is currently under construction and will be operational in the summer of 2023.

Gas consumption

Our gas supply contract has included the biogas option, since it was renewed in December 2018. Sagemcom has promised to inject the equivalent of 30% of our consumption in biomethane produced in waste-to-energy units in France 4340 MWh of gas were consumed by the Group in 2022.

Waste management

We work with several service providers to optimise our recycling circuits that go beyond our regulatory obligations.
Each site sorts its fractions of waste according to the disposal channels that are available locally.
The tonnages are illustrated below.



Waste generation by site

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.

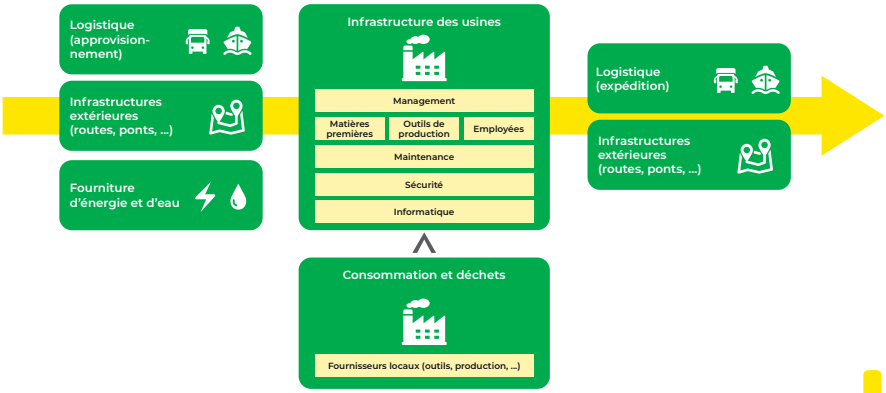
Monitoring the impacts of our suppliers

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 this regard, Sagemcom joined the CDP in 2022 and now asks its largest suppliers to complete the annual CDP questionnaire.

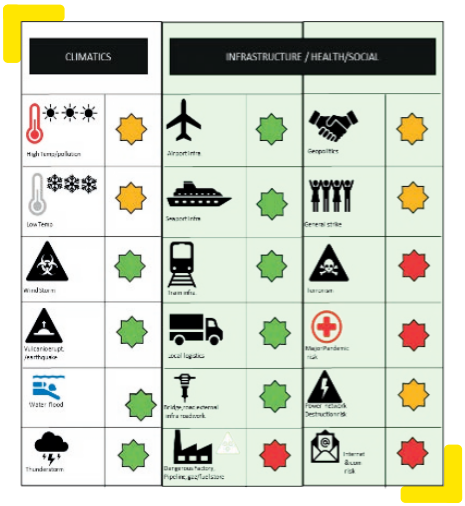
Minimising impacts that contribute to climate change

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, optimise the management of our business continuity plans and work with our suppliers 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.



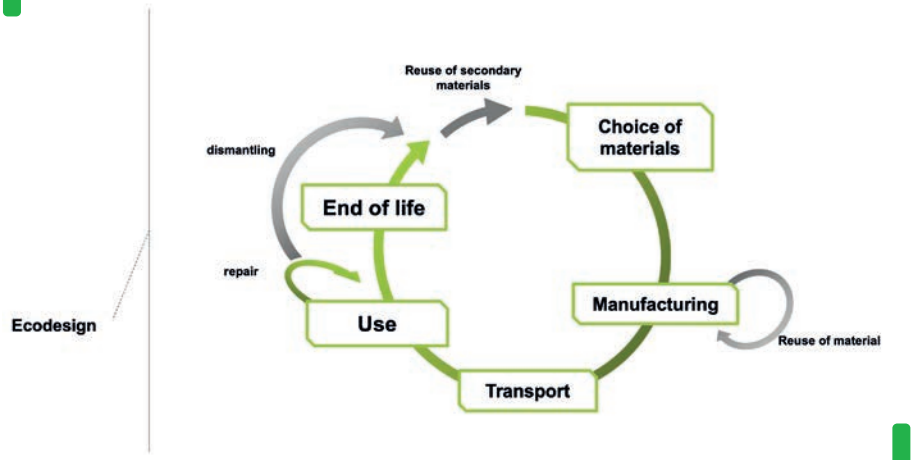
Ecodesign

Ecodesign is a process in its own right that is included in Sag
launch, to design, qualification and production start-up, is subje

emcom's project management. Each phase of a project, from
ect to a series of tests that apply to the ecodesign of the product.

For more than 10 years, Sagemcom has also been developing the capacity to conduct internal life-cycle analyses, in line with the protocols in ISO 14044 and the GHG protocol. Any analyses that have to be released outside the company are verified by an independent third party 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 gap is illustrated by our carbon footprint: the manufacturing of products accounts for about 33% of our emissions, their use for more than 55% and their end-of-life for around 1%.

Using alternative materials

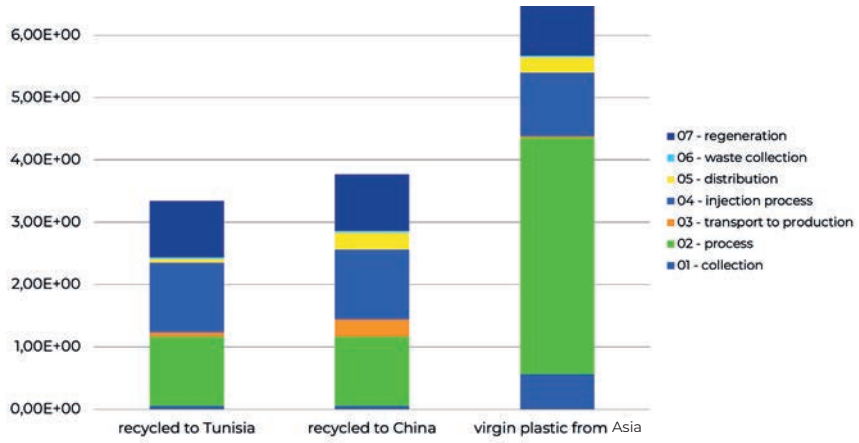
The Sagemcom group considers the use of alternative materials as a permanent source of progress. In the same way that we strive to characterise the environmental impact of our materials, we make sure to qualify our products on the basis of plastics with high potential for recycling (end-of-life management). 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.

> "The Sagemcom group considers the use of alternative materials as a permanent source of progress."

After several years of studies, in 2018 we introduced a recycled plastic into our plastic parts. The low impact of this secondary material, made in Europe from electronic waste produced on the old continent, also enables us to use it in our partner production plants in Asia. The global impact remains below that of the equivalent virgin plastic. Several hundred 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 next few years, the Group intends to further increase the proportion of recycled materials in the plastics we purchase.



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)

Most of our Internet box and TV set-top box projects are made with recycled plastics.
With the standardization of the use of recycled plastics, the quantity of these materials is increasing: in 2022, more than 2,500 tonnes of recycled plastic were used in Sagemcom's products.

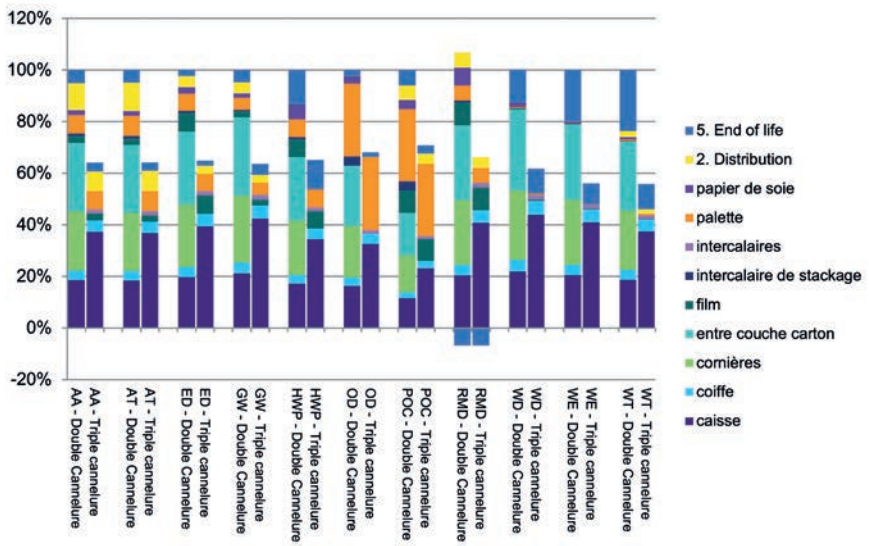
Other alternative materials are also being studied to extend our offer and to break free from oil-based plastics.

Packaging

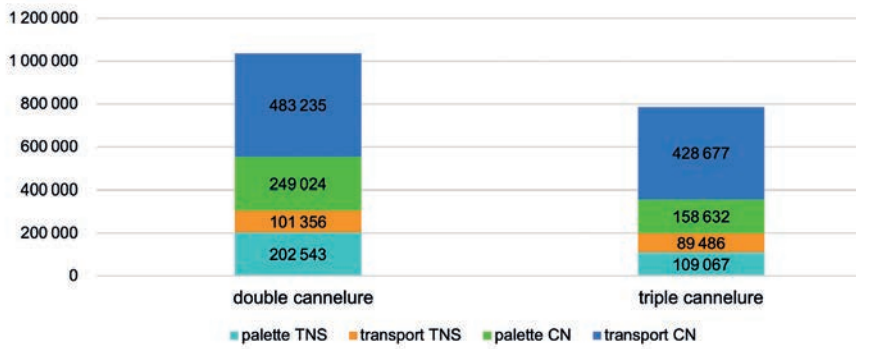
In addition to meeting these obligations, Sagemcom constantly strives to reduce quantities of packaging. Individual packaging is optimised to reduce transportation at equivalent quantities. We also favour packaging made of recycled or FSC cardboard (Forest Stewardship Council), printed with vegetable-based 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.

> "We are actively working on the use of packaging materials that do not contain any oil-based plastics, by resorting to alternative solutions."

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.



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 China)

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 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 domestic networks, and, if we are not careful, they 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.
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 stand-by, with an automatic start-up when the standby ends. No more Wi-Fi during these periods, but substantial energy savings!

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

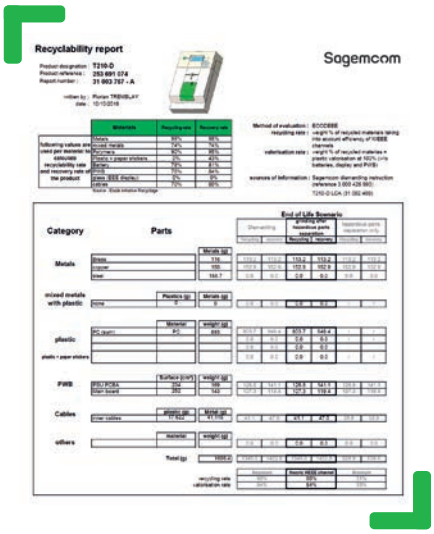
In order to make it easier to refurbish our products, our designs take into consideration the separability of the components, in particular through the tools to be used and the number of steps required for dismantling to reach the critical parts. The different components are therefore easier to access 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 board, 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

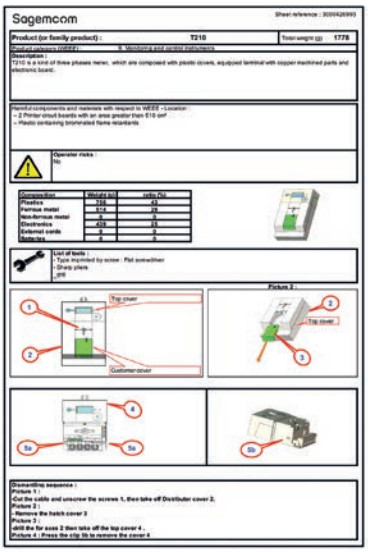
The evaluation attempts to be realistic, with three possible processing scenarios, ranging from refurbishing to direct destruction.



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.)



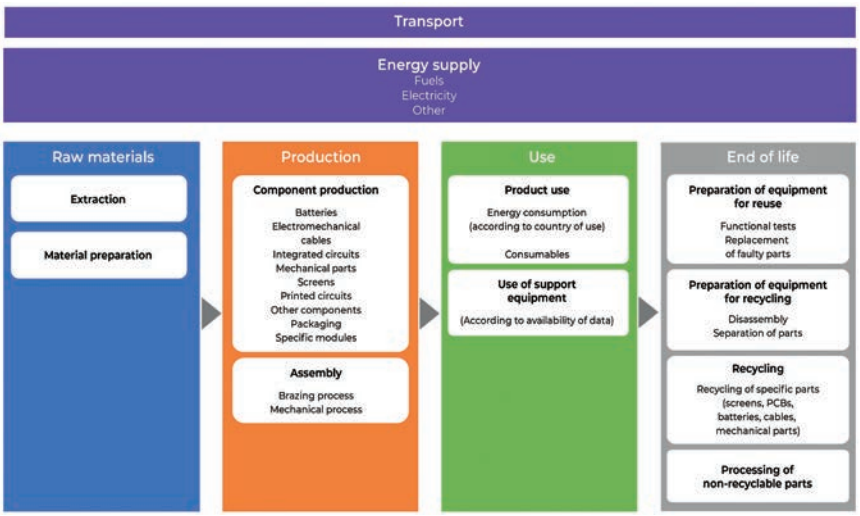
Life-cycle analysis

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 ISO 14040 and ISO 14044 standard and within the following boundaries:

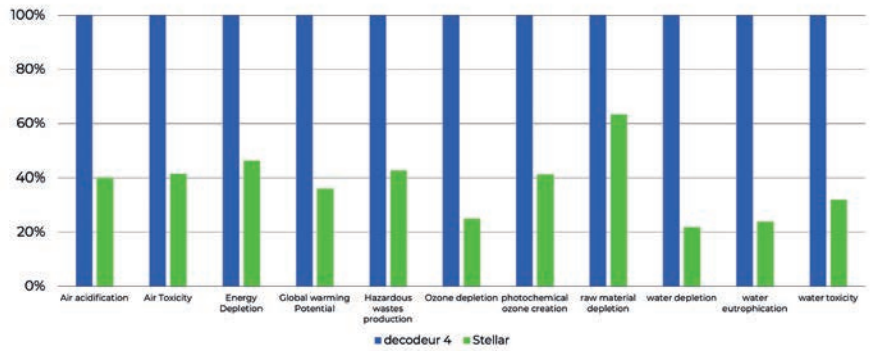


These analyses are described in detail in reports specific to each product model. The reports illustrate the main impacts during the different phases of the product's life-cycle using several indicators:

	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.

	Category of impact	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 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 DCIW385 set-top-box platform is 64% lower than that of its predecessor on the market:



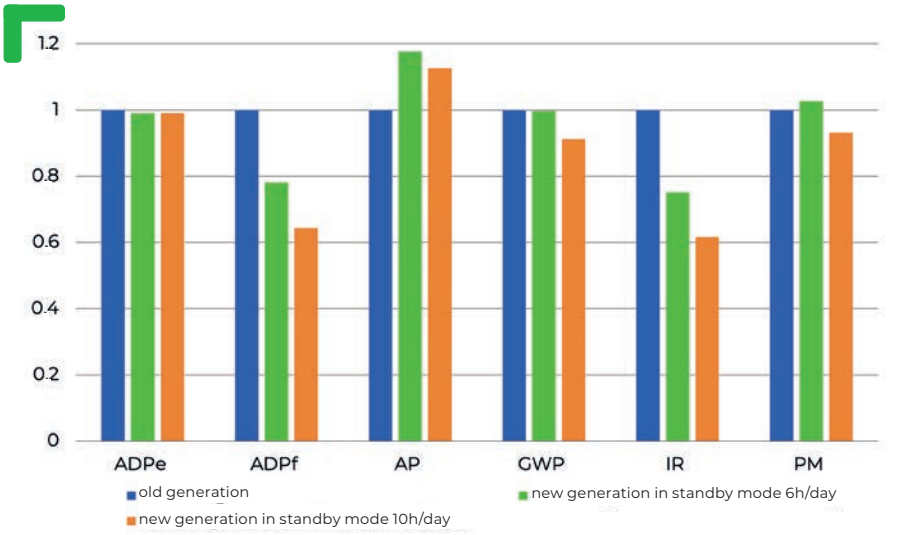
Comparison of the impact of the DCIW385 and the RTIW383 (in reference impacts at 100%)

All its impact indicators have been reduced. It also shows that our innovations intended to reduce the carbon impact do not 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.

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.

As a result, users who take advantage of our latest-generation box's ability to be programmed in standby mode will see its environmental impact fall below the previous generation's impact, if they programme their box to be in standby mode for six hours or more per day. While making substantial savings, the box in this state consumes less than 0.5W.

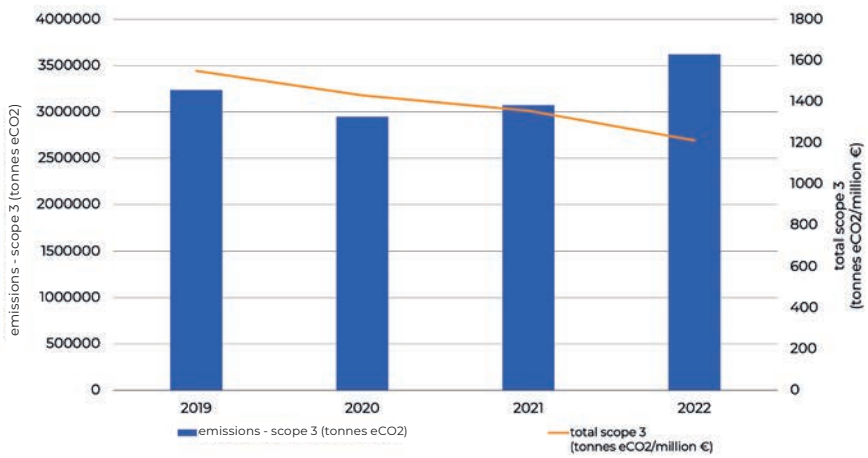


impacts (% impact)

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

Effect on scope 3

All the measures taken reduce the unit impact of our products, and therefore our scope 3. Nevertheless, the increase in our turnover in 2022 resulted in an increase in our net carbon footprint. We are therefore speeding up all our measures with a view to achieving our medium and long-term targets.
The effectiveness of our approach can be illustrated by the ratio between our impact and our turnover, which has fallen steadily since 2019.



Evolution of scope 3

A CLOSER LOOK AT:

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 thanks to 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 preceding generation," explained the auditor, Damien Prunel.

With the launch of the fibre box of the Swiss operator SALT, Sagemcom succeeded in reducing the environmental impacts according to the nine indicators that were analysed. The average reduction of the impact according to these nine indicators is 23%. By way of example, the product's carbon footprint has been reduced by 21%, which represents 22 kg CO2 eq. of emissions per product.

A CLOSER LOOK AT:

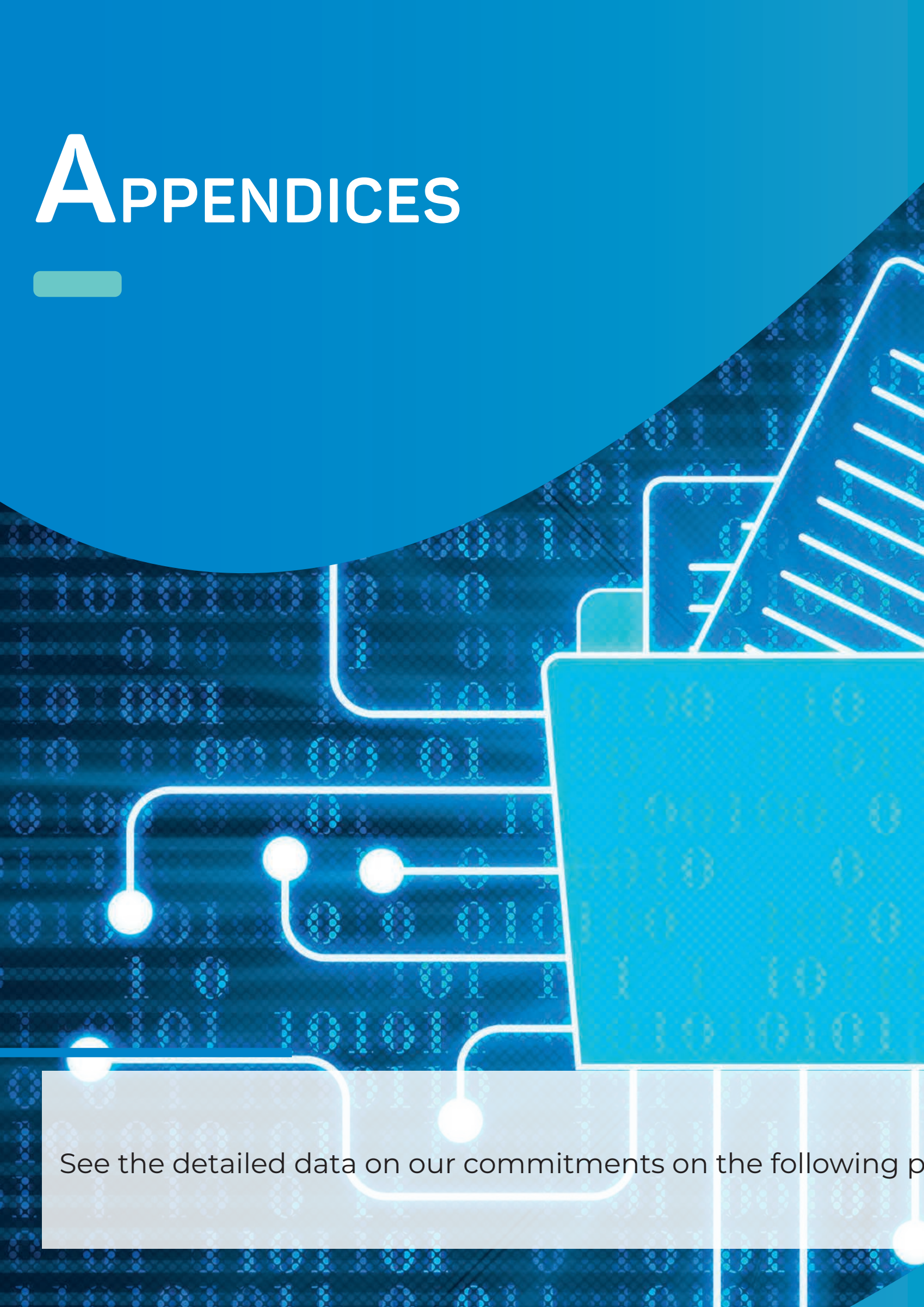
WeLight speeds up energy inclusion in rural areas

WeLight deploys the innovative rural electrification solutions proposed by Sagemcom to connect isolated villages in Madagascar and Mali. In addition to installing these electricity production and distribution management infrastructures, WeLight offers a complete range of services for inhabitants to speed up the economic development of their villages. With the help of local partners, the company offers microloans, mobile payments, production equipment for craftsmen, household appliances, training for entrepreneurs and social services for the population.

In 2022, the company published its impact report, which shows the significant benefits for local populations:

- 40 electrified villages
- at least 45,000 direct beneficiaries
- 9,000 connections
- 402 tonnes of CO2 emissions avoided
- 1,200 new companies created
- 700 women who have become entrepreneurs
- 290 small industrial businesses connected to three-phase electricity
- 152 jobs created in Africa
- 400 lampposts for public lighting
- 26 medical centres connected to electricity that resulted in more than 6,000 births at night
- 43 connected state schools.

Appendices



See the detailed data on our commitments on the following p

pages.

CONSOLIDATED ENVIRONMENTAL DATA

GRI	Indicators	Unit	2019	2020	2021	2022
302-1	**Total electricity consumption**	**MWh**	**33,811**	**31,400**	**35,172**	**34,926**
	Non-renewable electricity	*MWh*	*25,728*	*23,859*	*26,661*	*26,760*
	Renewable electricity	*MWh*	*8,082*	*7,542*	*8,511*	*8,166*
	% of renewable electricity	*%*	*23.90%*	*24.02%*	*24.20%*	*23.38%*
305-1	Direct GHG emissions (scope 1)	tCO2e	855	801	789	605
305-2	Indirect GHG emissions from energy (scope 2)	tCO2e	8,567	7,833	7,527	7,850
305-3	Other indirect GHG emissions (scope 3)	tCO2e	3,236,112	2,948,088	3,072,290	3,623,374
305-3	**Other indirect GHG emissions (scope 3 upstream)**	tCO2e	760,701	709,101	1,044,158	1,500,459
	Purchasing of goods and services	*tCO2e*	*686,372*	*675,603*	*771,368*	*1,181,674*
	Capital assets	*tCO2e*	*18,587*	*8,128*	*241,673*	*304,173*
	Upstream freight transport	*tCO2e*	*49,910*	*22,734*	*28,942*	*10,816*
	Waste generated by activities	*tCO2e*	*1,238*	*1,472*	*1,485*	*1,716*
	Business trips	*tCO2e*	*4,594*	*1,164*	*690*	*2,080*
305-3	**Other indirect GHG emissions (scope 3 downstream)**	tCO2e	2,475,411	2,238,987	2,028,132	2,122,915
	Downstream freight transport	*tCO2e*	*13,564*	*50,551*	*83,376*	*97,093*
	Use of the products sold	*tCO2e*	*2,436,023*	*2,164,994*	*1,921,810*	*1,988,363*
	End-of-life of the products sold	*tCO2e*	*25,824*	*23,442*	*22,946*	*37,459*
305-4	Total scopes 1 and 2 per euro of turnover	tCO2e/ €million	4.51	4.19	3.67	2.83
305-4	Total scope 3 per euro of turnover	tCO2e/ €million	1,549	1,431	1,356	1,212
306-3	Total waste emitted	metric tonnes	2,448	2,720	2,834	2,985
306-3	Emission of non-hazardous waste	metric tonnes	2,387	2,664	2,783	2,860
306-3	Emission of hazardous waste	metric tonnes	62	56	50	125
303-5	Water consumption	m3	55,384	53,534	56,136	62,799

SOCIAL INDICATORS

The indicators in this section cover Sagemcom's subsidiaries with more than 50 employees in the following countries: France, Tunisia, Italy, Germany, China, Brazil and Hungary.
This report covers 6,585 Group employees, i.e. over 90%.

Employees - GRI indicator 2 - 7

	2020			2021			2022		
	Permanent	Fixed-term	Temporary	Permanent	Fixed-term	Temporary	Permanent	Fixed-term	Temporary
Men	2,511	446	34	2,657	350	87	2,750	300	104
Women	1,823	902	407	2,084	786	472	2,357	611	463
TOTAL	**4,334**	**1,348**	**441**	**4741**	**1136**	**559**	**5107**	**911**	**567**

Total number of employees by employment contract and gender

		Europe			Africa and the Middle East			Americas			Asia and Oceania		
		2020	2021	2022	2020	2021	2022	2020	2021	2022	2020	2021	2022
Women	Permanent	302	297	300	1,417	1,671	1,937	31	32	36	73	84	84
	Fixed-term	1	6	1	900	780	610	0	0	0	1	0	0
	Temporary	110	76	87	296	392	366	1	0	4	0	4	6
Men	Permanent	877	869	868	1,465	1,600	1,685	37	46	58	132	142	139
	Fixed-term	8	5	1	438	340	293	0	5	6	0	0	0
	Temporary	12	22	14	20	54	67	1	2	11	1	9	12
TOTAL		**1,310**	**1275**	**1271**	**4536**	**4837**	**4958**	**70**	**85**	**115**	**207**	**239**	**241**

Total number of employees by employment contract and by continent (data as of 31/12/2022)

Pay - GRI indicator 202 - 1

		Women	Men
France (Head Office and R&D)	2020	115%	115%
	2021	110%	110%
	2022	108%	108%
Tunisia (plant)	2020	167%	167%
	2021	145%	145%
	2022	145%	145%
France (plant)	2020	101%	101%
	2021	100%	100%
	2022	100%	100%
Brazil	2020	149%	149%
	2021	157%	157%
	2022	148%	148%
China	2020	289%	258%
	2021	220%	243%
	2022	214%	227%
Germany Fröschl	2020	102%	190%
	2021	101%	196%
	2022	100%	120%
Germany Dr. Neuhaus	2020	130%	136%
	2021	125%	125%
	2022	100%	110%
Hungary	2020	147%	138%
	2021	156%	161%
	2022	142%	181%
Italy	2020	100%	100%
	2021	100%	100%
	2022	100%	100%
Tunisia (R&D)	2020	459%	459%
	2021	459%	459%
	2022	503%	503%

Ratio of entry-level wage to minimum wage by gender and entity

Recruitment and Turnover - Indicator GRI 401 - 1

	2020	2021	2022
Men	230	376	456
Women	193	388	302
TOTAL	**423**	**764**	**758**

Breakdown of recruitments by gender in numbers

		Women	Men	Total
< 25 YEARS	2020	35	32	**67**
	2021	47	23	**70**
	2022	91	66	**157**
26 - 35 YEARS	2020	130	129	**259**
	2021	274	349	**623**
	2022	286	199	**485**
36 - 45 YEARS	2020	45	27	**72**
	2021	47	13	**60**
	2022	65	28	**93**
46 - 55 YEARS	2020	18	5	**23**
	2021	7	3	**10**
	2022	13	6	**19**
MORE THAN 55 YEARS	2020	2	0	**2**
	2021	1	0	**1**
		1	3	**4**

Breakdown of recruitments by gender and age group in numbers

	2020	2021	2022
Europe	104	120	170
Africa and the Middle East	276	573	527
Americas	13	20	31
Asia and Oceania	30	51	30
TOTAL	**423**	**764**	**758**

Breakdown of total recruitments by continent in numbers

	2020	2021	2022
Men	7.0%	10.9%	15.4%
Women	5.3%	10.9%	11.1%

Turnover rate by gender

	2020	2021	2022
Total turnover rate	6.2%	10.9%	13.3%

Note: Turnover rate = ([(arrivals+departures)/2]/number of Sagemcom employees as of 31/12 in year N-1)

		Women	Men
France (Head Office and R&D)	2020	9.1%	5.9%
	2021	9.8%	10.0%
	2022	19.0%	11.7%
Tunisia (plant)	2020	3.0%	2.1%
	2021	9.3%	7.2%
	2022	5.4%	8.2%
France (plant)	2020	0.0%	0.0%
	2021	6.5%	17.5%
	2022	6.8%	8.1%
Brazil	2020	21.1%	29.2%
	2021	9.7%	33.8%
	2022	25.0%	28.4%
China	2020	12.5%	16.5%
	2021	27.0%	21.6%
	2022	13.1%	14.4%
Germany Fröschl	2020	0.0%	8.5%
	2021	0.0%	4.0%
	2022	10.0%	4.3%
Germany Dr. Neuhaus	2020	5.2%	3.1%
	2021	15.5%	9.2%
	2022	47.9%	51.7%
Hungary	2020	23.5%	26.2%
	2021	19.4%	12.7%
	2022	11.8%	39.4%
Italy	2020	2.3%	15.6%
	2021	7.1%	7.3%
	2022	5.4%	21.0%
Tunisia (R&D)	2020	15.7%	19.2%
	2021	20.1%	21.4%
	2022	44.5%	39.3%

Turnover rate by country

Accidents - Indicator GRI 403 - 9

	SR 2020	SR 2021	SR 2022
France (Head Office and R&D)	0.014	0.191	0.242
Tunisia (plant)	0.045	0.024	0.043
France (plant)	1.019	0.060	1.583
Brazil	0.000	0.137	0.000
China	0.000	0.000	0.000
Germany Fröschl	0.023	0.062	0.000
Germany Dr. Neuhaus	0.061	0.000	0.000
Hungary	0.000	0.000	0.000
Italy	0.225	0.517	0.345
Tunisia (R&D)	0.002	0.056	0.036
USA	0.000	0.000	0.000
Total for Sagemcom	**0.054**	**0.055**	**0.088**

Severity rate
(Formula used: SR = (no. of days lost due to a lost time accidents / no. of hours worked) x 1,000)

	FR 2020	FR 2021	FR 2022
France (Head Office and R&D)	0.00	0.75	0.74
Tunisia (plant)	2.60	2.85	3.36
France (plant)	39.46	20.05	17.99
Brazil	0.00	22.77	0.00
China	0.00	0.00	0.00
Germany Fröschl	0.00	12.46	0.00
Germany Dr. Neuhaus	6.05	0.00	0.00
Hungary	0.00	0.00	0.00
Italy	34.64	35.65	17.09
Tunisia (R&D)	1.73	6.75	4.96
USA	0.00	0.00	0.00
Total for Sagemcom	**3.17**	**3.86**	**3.49**

Frequency rate
(Formula used: FR = (no. of lost time accidents /no. of hours worked) x 1,000,000)

Training - GRI indicator 404 - 1

	Average number of hours of training per year and per employee	Total number of employees	Total number of hours
2020	6.3	5,537	34,803
2021	9.6	5,798	55,398
2022	8.9	6,012	53,554

Average number of hours of training per employee per year

Average number of hours of training per employee per year and by gender		Average number per employee	Total number of employees	Total number of hours
2020	Men	8.1	2,849	23,009
	Women	4.4	2,688	11,794
2021	Men	11.9	2,949	35,025
	Women	7.2	2,849	20,373
2022	Men	11.2	3,044	34,059
	Women	6.6	2,968	19,494

Average number of hours of training per employee and by gender

		Men	Women
Workers	2020	1.5	1.2
	2021	2.9	1.5
	2022	7.2	1.8
Employees	2020	8.5	7.9
	2021	9.6	11.6
	2022	8.2	7.5
Engineers and managers	2020	10.8	12.8
	2021	17.1	23.1
	2022	14.9	21.0

Average number of hours of training per employee by SPC and gender

		Total average number	Total number of employees	Total number of hours
France (Head Office and R&D)	2021	9.99	808	8,075
	2022	10.59	811	8,586
Tunisia (plant)	2020	4.43	3,570	15,823
	2021	5.06	3,687	18,674
	2022	3.05	3,768	11,476
France (plant)	2020	7.33	63	462
	2021	12.13	59	716
	2022	12.39	58	719
Brazil	2020	6.85	67	459
	2021	7.58	78	591
	2022	20.88	94	1,963
China	2020	12.23	206	2,520
	2021	9.77	213	2,082
	2022	6.69	223	1,492
Germany Fröschl	2020	not available	65	not available
	2021	not available	61	not available
	2022	11.46	61	699
Germany Dr. Neuhaus	2020	not available	94	not available
	2021	13.62	84	1,144
	2022	48.21	78	3,760
Hungary	2020	7.64	77	588
	2021	20.81	69	1,436
	2022	6.85	71	486
Italy	2020	6.68	97	648
	2021	14.58	96	1,400
	2022	33.68	91	3,065
Tunisia (R&D)	2020	12.85	665	8,548
	2021	30.23	704	21,280
	2022	28.15	757	21,308

Average number of hours of training per employee per year by site

Indicator 404 - 3 (Performance and Career Development Reviews)

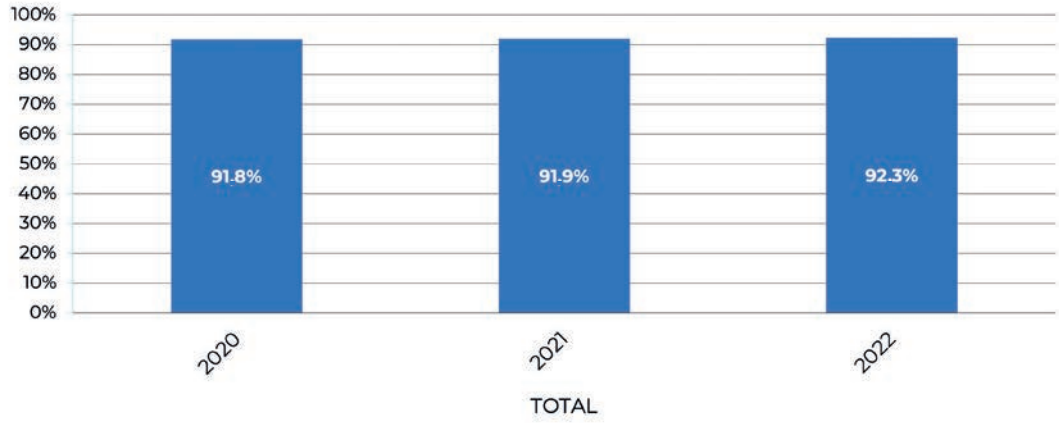
	2020		2021		2022	
	Men	Women	Men	Women	Men	Women
Percentage of workers who had a Performance and Career Development Review	3%	1%	4%	1%	8%	2%
Percentage of employees who had a Performance and Career Development Review	41%	59%	34%	50%	38%	57%
Percentage of engineers and managers who had a Performance and Career Development Review	90%	86%	96%	91%	96%	96%
Number of workers	594	1,803	563	1,892	545	1,923
Number of worker Performance and Career Development Reviews	15	24	22	27	44	44
Number of employees	977	384	1,025	420	1,053	431
Number of employee Performance and Career Development Reviews	400	226	344	211	397	244
Number of engineers and managers	1,393	545	1,407	552	1,446	614
Number of engineer and manager Performance and Career Development Reviews	1,250	466	1,351	505	1,383	592

Percentage of employees who had a Performance and Career Development Review by socio-professional category

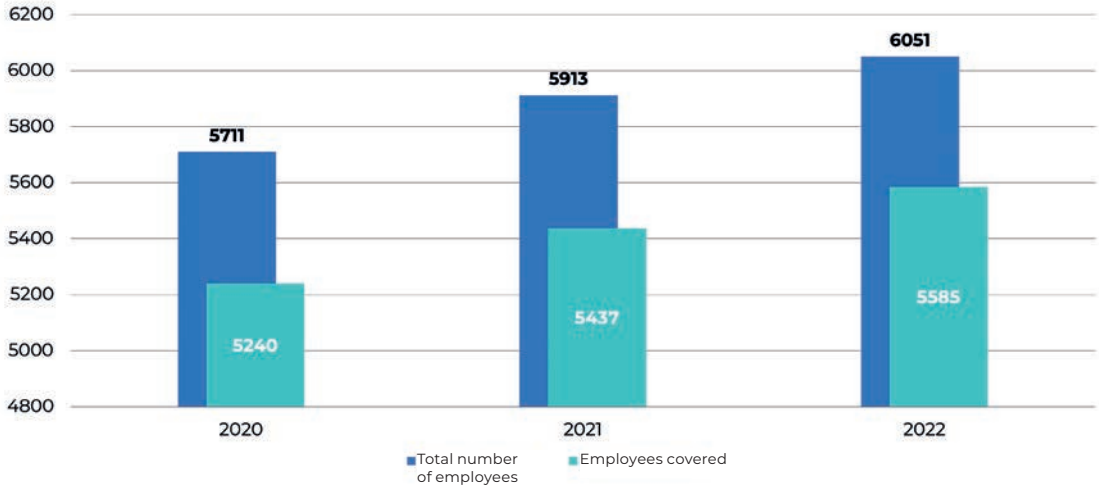
	Workers			Employees			Engineers and managers		
	2020	2021	2022	2020	2021	2022	2020	2021	2022
Men	3%	4%	8%	41%	34%	38%	90%	96%	96%
Women	1%	1%	2%	59%	50%	57%	86%	91%	96%

Percentage of employees who have completed an EIDP by socio-professional category

Indicator 2-30 - Employees (excluding temporary personnel) covered by collective bargaining agreements



Percentage of employees (excluding temporary personnel) covered by collective bargaining agreements



Percentage of employees (excluding temporary personnel) covered by collective bargaining agreements

Indicator 202-2 - Proportion of senior managers recruited from the local community

		Policy to encourage the recruitment of local employees	Senior managers in the entity	Local senior managers in the entity	Non-local senior managers in the entity	Percentage of local senior managers
France	2020	yes	13	13	0	100%
	2021		12	12	0	100%
	2022		12	12	0	100%
Brazil	2020	yes	4	4	0	100%
	2021		4	4	0	100%
	2022		4	4	0	100%
China	2020	yes	3	2	1	67%
	2021		3	2	1	67%
	2022		3	2	1	67%
Fröschl	2020	yes	2	2	0	100%
	2021		2	2	0	100%
	2022		2	2	0	100%
Dr. Neuhaus	2020	yes	5	5	0	100%
	2021		5	5	0	100%
	2022		5	5	0	100%
Hungary	2020	yes	4	4	0	100%
	2021		4	4	0	100%
	2022		4	4	0	100%
Italy	2020	yes	3	3	0	100%
	2021		3	2	1	67%
	2022		3	2	1	67%
Tunisia SST	2020	yes	8	7	1	88%
	2021		8	7	1	88%
	2022		8	7	1	88%
Tunisia STC	2020	yes	14	10	4	71%
	2021		14	10	4	71%
	2022		14	10	4	71%
USA LLC	2020	yes	3	0	3	0%
	2021		3	0	3	0%
	2022			0	3	0%

Sagemcom

Sagemcom Group
4 Allée des Messageries
92270 Bois-Colombes

www.sagemcom.com

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