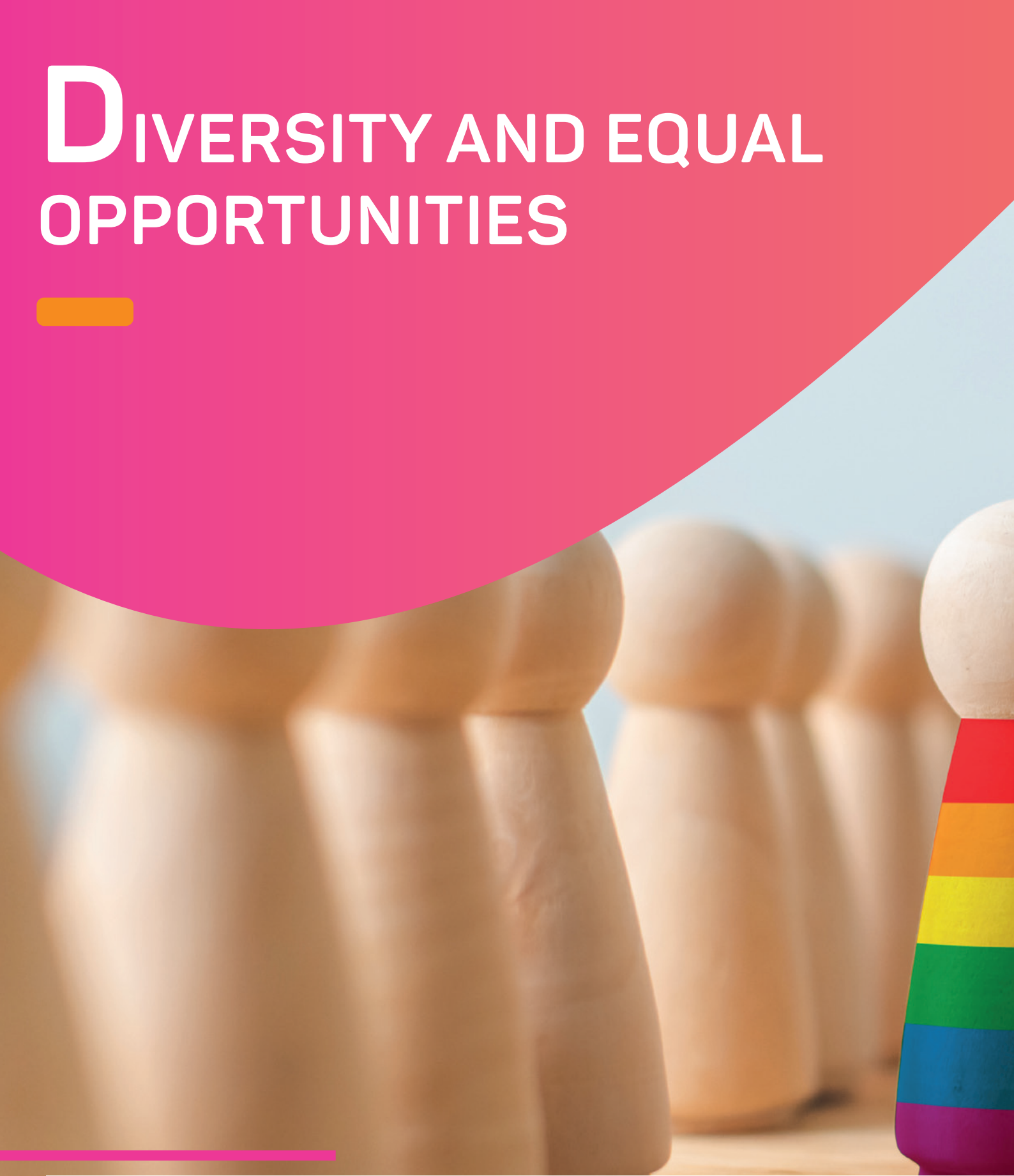


DIVERSITY AND EQUAL OPPORTUNITIES



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



for our HR policy and the measures taken in favour of diversity,
and kindness 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 cooperation 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.

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.



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

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 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.

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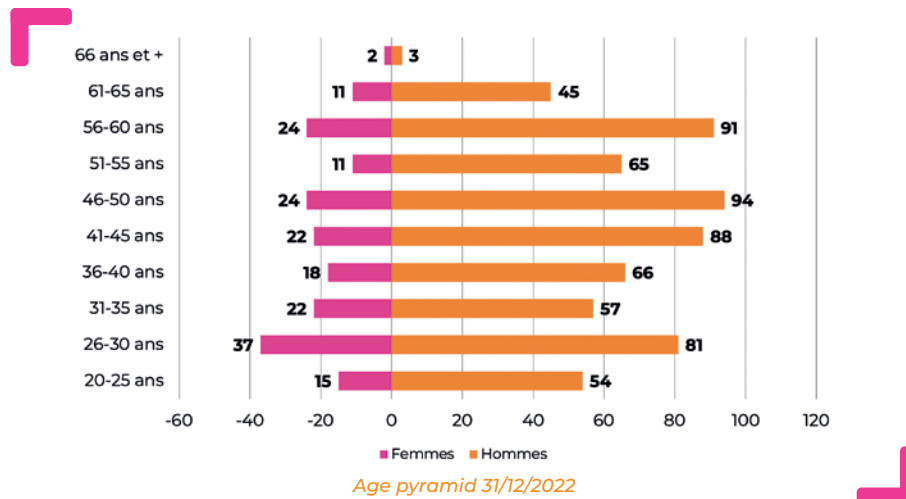


Sagemcom also believes that a policy of promoting diversity must also help to prevent and fight against all forms of discrimination, to make diversity one of the levers of its performance. This policy includes the objectification of human resource management processes (recruitment, training, career, 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 compétence 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.



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

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

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.

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 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.

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



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.