


# 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, friendliness within teams, encourage individual development and

**T**he 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.

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### Nurturing and encouraging diversity

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

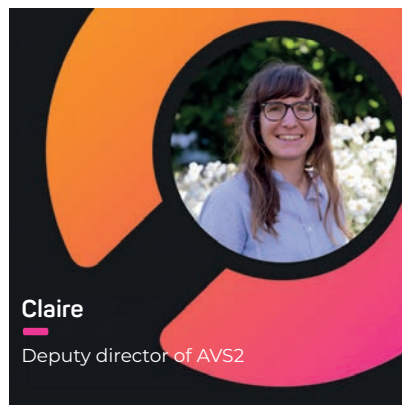


and women. In our traditionally masculine sector of activity, this involves making diversity a reality at every level in the company. Even though the rate of feminisation of our workforce continues to increase and now stands at 48%, it is essential that the share of women, especially in our more technically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

Our R&D centre in Tunisia is exemplary in this respect: it has achieved almost perfect equality (49% women), due in part to the large number of women recruited in 2023. The rate of feminisation is constantly rising, given that it stood at 45% in 2022.

Our industrial sites are also committed to promoting diversity within our teams. In Italy, women account for 50% of employees at our industrial site. And our Tunisian plant has a workforce that is 59% female. It is extremely important to us to show the face of the women who represent our company. To mark Women's Day, we published portraits of some of the women working at our different manufacturing sites, employed in a variety of positions (operators, technicians, engineers, quality managers, and so on).

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



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

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

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

this agreement is a good illustration of the coordination of labour relations within the Sagemcom Group and the intention to jointly build a corporate project in which people are the most important factor. This agreement, drawn up in cooperation with General Management and union organisations, is not a new undertaking for Sagemcom. Our commitment already resulted

in 2016 in the signing of independent agreements on the subjects of professional equality between men and women, as well as on the fight against discrimination against the employment and integration of disabled people. A review of those agreements highlighted significant progress and the importance of sharing our synergies to jointly take action on topics geared to a common cause: establishing diversity as one of our permanent core concerns.

“Internal communication is also a means for promoting professional equality and making it a part of the Group’s culture in the long term.”

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

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

To let women know about this key measure, maternity preparation workshops are held every year at our industrial sites in Tunis. The day-long events are open to anyone interested. Various types of support are available: advice about pregnancy, breast-feeding and low-impact sports, how to join antenatal yoga classes, and so on. Because professional equality concerns both women and men, this support for parents also includes commitments undertaken by



Sagemcom to support new fathers. From now on, corporate employees with at least two years’ seniority will be entitled to take extended paternity leave without any loss of pay.

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

Sagemcom also believes that a policy of promoting diversity must also help to prevent and fight against all forms of discrimination, to make diversity one of the levers of its performance. This policy includes the objectification of human resource management processes (recruitment, training, career, etc.). It also involves promoting positive measures designed to ensure similar working and career conditions for all.

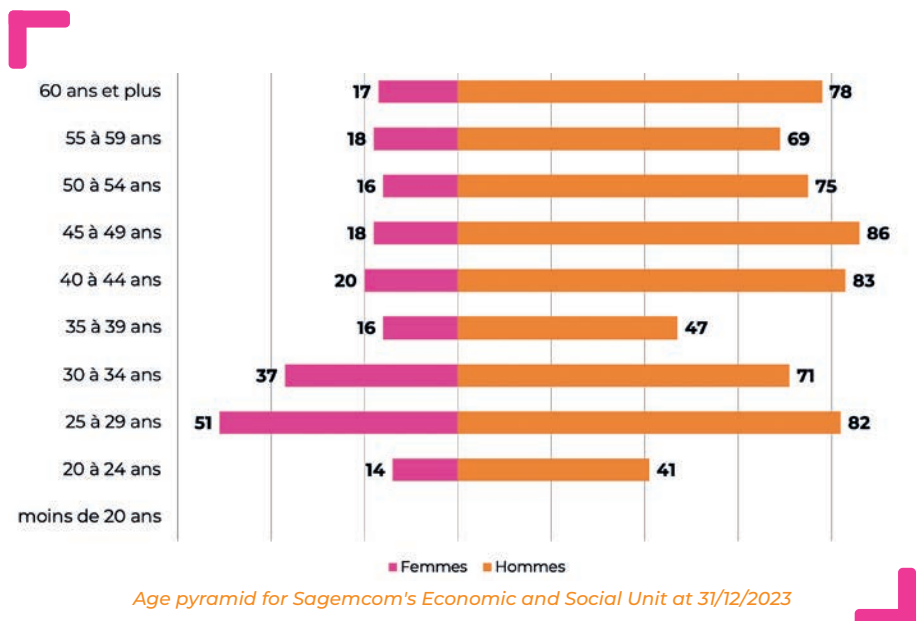


Sagemcom has asserted its commitment to fighting against discrimination by being one of the first companies to join the “À compétence égale” organisation. This organisation, which is engaged in the fight against all forms of discrimination in recruitment and in the promotion of diversity in the work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



In addition, training aimed at anyone likely to be involved in recruitment processes is being rolled out progressively at our subsidiaries, to prevent any form of discrimination when hiring new staff. Defining needs, the selection process, interviews, decisions, etc.: the course content is tailored to the specific context of Sagemcom. The goal is to train all those involved in Sagemcom throughout its subsidiaries, so that recruitment is based on skills only, in an inclusive and open environment that respects differences. This “Zero-discrimination recruitment” passport is now a mandatory pre-requisite for being involved in recruitment processes. For example, without it, our employees will no longer be able to make a recruitment request or take part in the recruitment interviews. This powerful ambition is part of the “Sagemcom, a mission-driven company” project, proof of our Group’s dedication to the fight against all forms of discrimination.

“Sagemcom confirmed its commitment to the fight against discrimination”



The age mix within the Group is also a major issue. With more than one fifth of senior staff in French companies, we must prepare for employment and generational changes. For this reason, numerous actions have been conducted over the past few years, particularly regarding the educational sector, in order to recruit young staff. Between 2016 and 2023, the number of young staff (under

30 years old) in France almost tripled, from 9% to 25%. This being said, the challenge will not be met to the detriment of older employees, since Sagemcom intends to continue its policy of maintaining and developing the jobs of these employees.

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

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

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

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



### Sparking vocations and supporting equal opportunities

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

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

“Every year, Sagemcom supports the European Week for the Employment of People with Disabilities.”

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

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

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

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



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

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

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