

The background is a deep teal color with a subtle, textured pattern. Overlaid on this are several large, flowing, wavy shapes in shades of yellow and orange, creating a sense of movement and depth. These shapes are layered, with some appearing more prominent than others.

Mission Report

2024

Sagemcom

The Sagemcom Group

Sagemcom is a French industrial group which is a world leader in high-added-value communicating products and solutions for telecoms and utilities operators (video hubs, Internet boxes or multi-energy communicating solutions – water, gas, electricity).

Sagemcom designs, manufactures and delivers its products all over the world, using its own factories and industrial partners.

Group turnover totals €2.3 billion and it has a headcount of 6,500 employees working in more than 50 countries.

The Group is led by a stable management team, which has been at the helm of Sagemcom since it left Safran Group in 2008.

In 2023, Sagemcom entered a fifth LBO with Charterhouse as the Group's main stakeholder, and 30% of the capital held by the employees (including 70% of French employees).

Sagemcom's head office is in Bois-Colombes, in the outskirts of Paris, and is the Group's nerve centre and home to its R&D operations, manned by more than 500 engineers and boasting state-of-the-art tools and development laboratories.

For many years, the Sagemcom Group has been concerned on a daily basis with the social and environmental issues associated with its activities, and has taken concrete actions to take account of these different challenges, which are at the heart of the Group's fundamental values. Driven by a strong environmental and social culture, the Sagemcom Group became a "mission-driven company" in February 2022.

Our corporate purpose

Thanks to the innovative solutions designed and built by our people, we enable the greatest number of people to access broadband Internet and entertainment and to control their energy consumption: **that is our corporate purpose.**

Our mission is to make sure that the design, construction and use of those 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 objectives set by the United Nations.





Ahmed SELMANI,
Chief Executive Officer, Sagemcom Group

How do you view 2024 as a mission-driven company?

2024 marked an important stage in Sagemcom's journey as a mission-driven company, dedicated to precisely defining our trajectories and becoming a "mission-driven company" to make progress in our field.

What were the main challenges in 2024?

We had a governance issue to resolve in 2024, but the conditions had to be right. For us, the challenge was to define our mission and to enable us to adopt new outlooks, methods, and tools. For someone from a similar sector, facing comparable challenges, at Valeo, this objective has been achieved! In 2024, for the first time, we also had to make the status of a mission-driven company, which allows us to define our indicators! This also means that we need to work to be able to challenge and adapt the indicators of our mission. The Mission Implementation Committee came into being. Finally, it is important to note that, in 2024, Sagemcom strengthened the eco-design of its products, and we are committed to this.

What are your targets for 2025?

2025 will mark an important milestone for Sagemcom, which will review 2 years of work by the Committee for the mission. For us, it is clearly essential that the company achieves its ambitious and realistic targets, to continue the challenges that we all have to rise to together!

Mission Committee: Ahmed SELMANI

Mission-driven company?

Sagemcom's mission. After a first year in 2022 dedicated to taking this status on board, and a year in 2023 focused on defining metrics and indicators, we can consider that, in 2024, Sagemcom, has fully consolidated its status as a mission-driven company in its environmental and societal commitments.

Challenges you faced?

by opening up the Mission Committee to a member from outside the Group. We wanted to do this, because the contribution of an outsider had to be their ability to challenge Sagemcom's mission and objectives, to bring new methods or tools, thanks to the person's experience outside Sagemcom. This therefore entailed taking on complex and sometimes delicate issues. With the arrival of Mino Yamamoto, Group Circular Economy and R&D Excellence Director

we saw changes to the trajectories of certain indicators. This is where we can see all the advantages of the Mission Committee: it allows us to keep pace with the times and with the corporate strategy, by setting ambitious but realistic targets, working closely with the Group's operational teams to monitor the indicators on a regular basis, and to adjust the targets or trajectories, if necessary. Consequently, the relationship between the Mission Committee and the operational teams has taken full effect in 2024, and this organisation has proven to be efficient.

Sagemcom created a CSR & Communications Department to structure and implement its CSR strategy, and to manage the Group's mission.

Conclusion?

Sagemcom's mission, as we will undergo our second verification audit by an Independent Third Party, the Mission Committee and also by Sagemcom's operational teams, many of which are involved in pursuing the Group's mission. The conclusion of this audit is positive.

We will reach their conclusion in 2025. It will therefore be necessary to work on new indicators, still with the aim of the development of Sagemcom's mission. So, it promises to be another exciting year, with some major

Mission governance

In its 2023 mission report, Sagemcom was already mooted the idea of appointing someone from outside the Group on the Mission Committee in order to provide a fresh perspective on the objectives and trajectories defined over the last two years.

In 2024, Sagemcom continued in striving to develop its governance and strengthen the relevance of its Mission Committee.

This led to the Group welcoming Mino Yamamoto, Group Circular Economy and R&D Excellence Director at Valeo, to join its Mission Committee.

Mino Yamamoto has invaluable expertise in sustainable innovation, gained not only from her years of experience in the field of the circular economy but also from the key role she has played in defining Valeo's low-carbon transition strategy.

Thanks to her contribution, Sagemcom is continuing to fine-tune its trajectories and, if necessary, to adjust them to ensure that its commitments are honoured even more effectively and with a greater impact.

Appointment of a new Mission Committee

In parallel with the arrival of Mino Yamamoto, Sagemcom changed the composition of its Mission Committee in 2024, increasing the number of its members from 8 to 12, thereby reflecting Sagemcom's intent to achieve a fairer representation of the Group's business lines and activities.

2024 saw the arrival on the Mission Committee of:

- Christophe Boulaire, Chief Information Officer, to strengthen the Group's focus on the issues related to information systems and digital responsibility, which is a key area in the transformation and achievement of the Group's "green IT" commitments.
- Cécile Maurech, Head of the BBS Design Office, who provides in-depth expertise on product hardware, which is an essential factor in the reduction of our Scope 3 emissions, particularly with regard to Pillar 2, dedicated to eco-design. Her expertise will guide strategic decisions to optimise the environmental impact of products, right from the design stage.
- Nicolas Korber, Head of R&D, who will bring his expertise in research and development processes and working methods to bear for making sure that environmental issues are more fully integrated into Sagemcom's innovations, particularly in the field of software and the consumption of our products.
- Claire Tarel, Deputy VP Audio Video Solutions 2, in order to share our customers' expectations. Her expertise enables Sagemcom to understand customer needs across all social and environmental issues and to adapt its strategies accordingly.

Creation of a CSR Department

In 2024, the Sagemcom Group created a CSR and Communications Department, underpinning the importance of CSR issues for the Group. The goal of this is to structure and implement the Group's CSR strategy, to strengthen the eco-design of our products, and to manage Sagemcom's mission.



Ahmed SELMANI
CEO and Chair of the mission
committee



Mino YAMAMOTO
Director of the Circular Economy
and R&D Excellence at Valeo



Michel BRUNET
General Manager,
Human Resources



Christophe BOULAIRE
CIO



Sylvaine COULEUR
Executive Vice-President,
CSR & Communication



Thibault DECOUDIN
Executive Vice President Corporate
Purchasing Director



Nicolas KORBER
Broadband Solutions, Head of R&D



Cécile MAURECH
Broadband Solutions Design Office
Manager



Thomas GHIER
Chief Operations Officer, Sagemcom
Tunisia, and Industrial Vice-President
of Sagemcom Energy & Telecom



Alain GRUBER
Secretary of the economic and
social committee (CSE)



Claire TAREL
Deputy VP, Audio Video Solutions



Florian TREMBLAY
CSR Director

The highlights of 2024

Following the progress made in 2023, Sagemcom continued in 2024 to structure its mission, in particular by strengthening its governance. This momentum has resulted in concrete progress on all the trajectories defined last year.

Monitoring and development of pillars, objectives and trajectories

In 2024, Sagemcom's priority was to achieve concrete results on its five key pillars, continuing the work started in 2022 and 2023. The Group therefore took into account the conclusions of the Independent Third-Party Organisation audit, published in July, in order to rework the formulation of its pillars. The new titles of the pillars, now included in the Group's articles of association, are intended to be clearer and more precise in order to express the corporate mission. And, since Sagemcom's mission is intricately entwined with the characteristics of the Group, its development and its markets, some of the objectives and indicators have been adjusted, so as to remain both ambitious and realistic. Thanks to numerous exchanges between the Mission Committee and the Mission Implementation Committee, these objectives have been fine-tuned to guarantee their relevance and feasibility. After spending 2023 finalising its trajectories, Sagemcom has achieved its goal. Its five pillars now have a clearly defined road map, enabling it to approach future years with a clear path and concrete actions to taken.

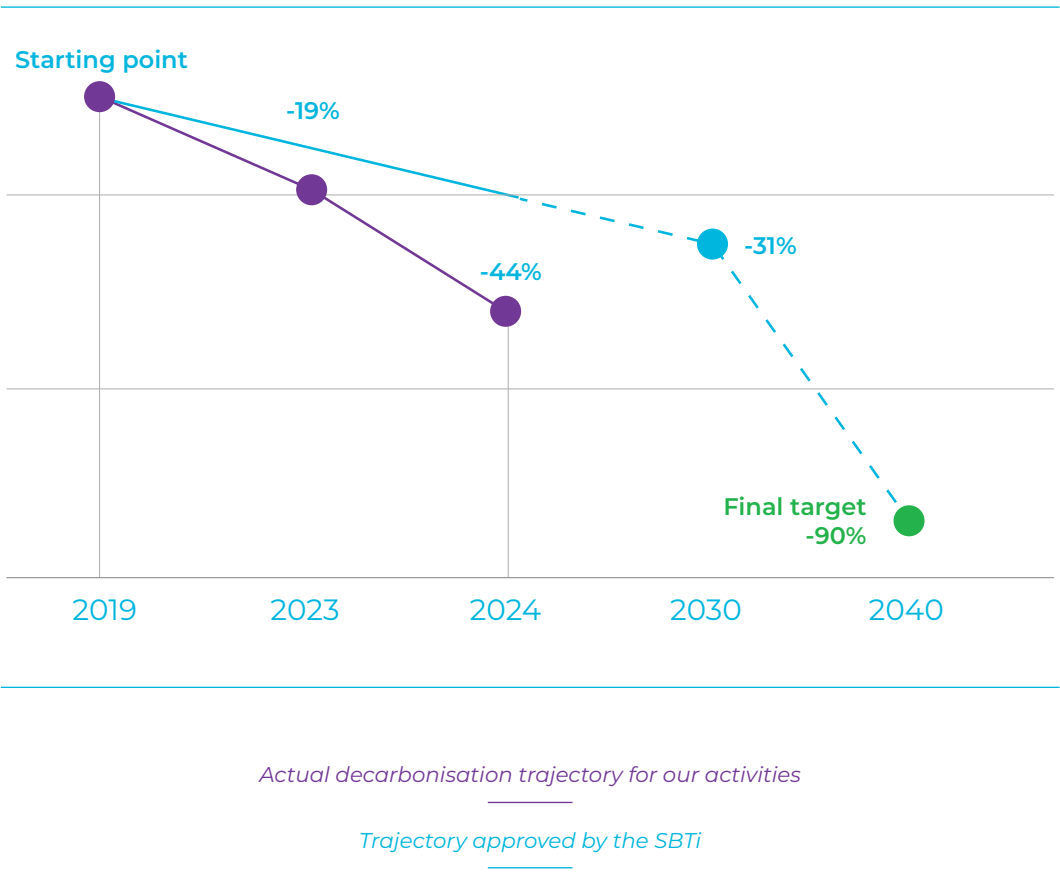
Recalculation of our decarbonisation trajectories

One of the fundamental decisions taken in 2024 concerned Pillars 1 and 2, with the first full year of the effect of the recalculation of the starting point of Sagemcom's decarbonisation trajectory, as part of its Net Zero commitment to the SBTi (approved in July 2023). To recap, the Science Based Targets initiative (SBTi) is an organisation with which Sagemcom is engaged, and which defines the best practices for reducing greenhouse gas emissions, in line with the COP21 objectives. This organisation approves companies' decarbonisation trajectories to ensure that they are ambitious but also realistic. This modification of the starting point is the result of a change in the method used to calculate Sagemcom's carbon footprint, moving from an approach based on monetary flows to one based on physical flows. This new approach provides a more accurate and representative assessment of the Group's actual emissions.

In concrete terms, rather than estimating the carbon impact on the basis of the amounts spent on purchasing raw materials or components (in €K), the company is now using concrete physical data, such as the volumes of raw materials used, energy consumption, and the distances covered by transport (depending on the type of transport). Today, and in the future, this approach will make it possible to control carbon emission reduction

trajectories more precisely in order to meet the Group's commitments, as validated by the SBTi, i.e., a 47% reduction in our scope 1 and 2 emissions, and a 31% reduction in our scope 3 emissions by 2030.

“Net zero” target for 2040



The highlights of 2024

Following the pilot session at the end of 2023, and in line with the commitments made last year, Sagemcom decided to roll out the "Climate Fresk" training course.

What is the Climate Fresk?

The Climate Fresk is a collaborative, educational workshop designed to enable people to understand the causes and consequences of climate change. Based on the work of the IPCC, it involves playing with a pack of cards, which participants have to link up to reconstruct the links between cause and effect. The aim is to raise the participants' awareness of the challenges of climate change and encourage them to think collectively about these issues.

A key tool to help drive our transformation

For Sagemcom, this training aims to provide its employees with a common core of knowledge about the challenges of climate change. With a better understanding of these issues, our employees are in a better position to change their practices and integrate these considerations into the Group's business lines, particularly in the area of product eco-design.

Launch of the training sessions in January 2024

The first session of the Climate Fresk was held in January 2024, to train the Mission Committee and the Mission Implementation Committee.

Following the success of the first training session, a second session took place at the SISM (Sagemcom International Sales Meeting) in April 2024. A large part of the French and international sales teams, as well as many employees from the Purchasing and Human Resources departments, were trained.

The deployment continued throughout 2024, helping to raise the awareness of almost 275 employees, with priority given to the 3P product (product, R&D, production), sales and purchasing teams.

These training courses have also provided a forum for exchanges, gathering almost 1,100 ideas that can be used to improve practices and reduce the Group's environmental footprint.

Continuation of the deployment in 2025

In 2025, Sagemcom plans to continue rolling out the Climate Fresk to employees who have a direct impact on reducing the Group's environmental footprint, with a particular focus on:

- the 3P employees who have not yet been trained,
- the employees of the Dinan plant (MEI).



Climate Fresk - 10/06/2024

4

Monitoring and development of pillars

As of 2023, Sagemcom was quick to take on board the findings of the audit conducted by the Independent Third-Party Organisation, published in July 2023, and immediately set about reformulating its key pillars. The new headings, which are now inscribed in the articles of association, better reflect the expression of Sagemcom's mission: more direct, more precise, for greater efficiency.

As a next step, Sagemcom adjusted some of its objectives and indicators. Productive discussions between the mission committee and the mission implementation committee allowed us to challenge and fine-tune them so they remain ambitious yet realistic.

Finally, in 2023 we put the finishing touches to our trajectories: objective achieved for the five key pillars of the Sagemcom mission!

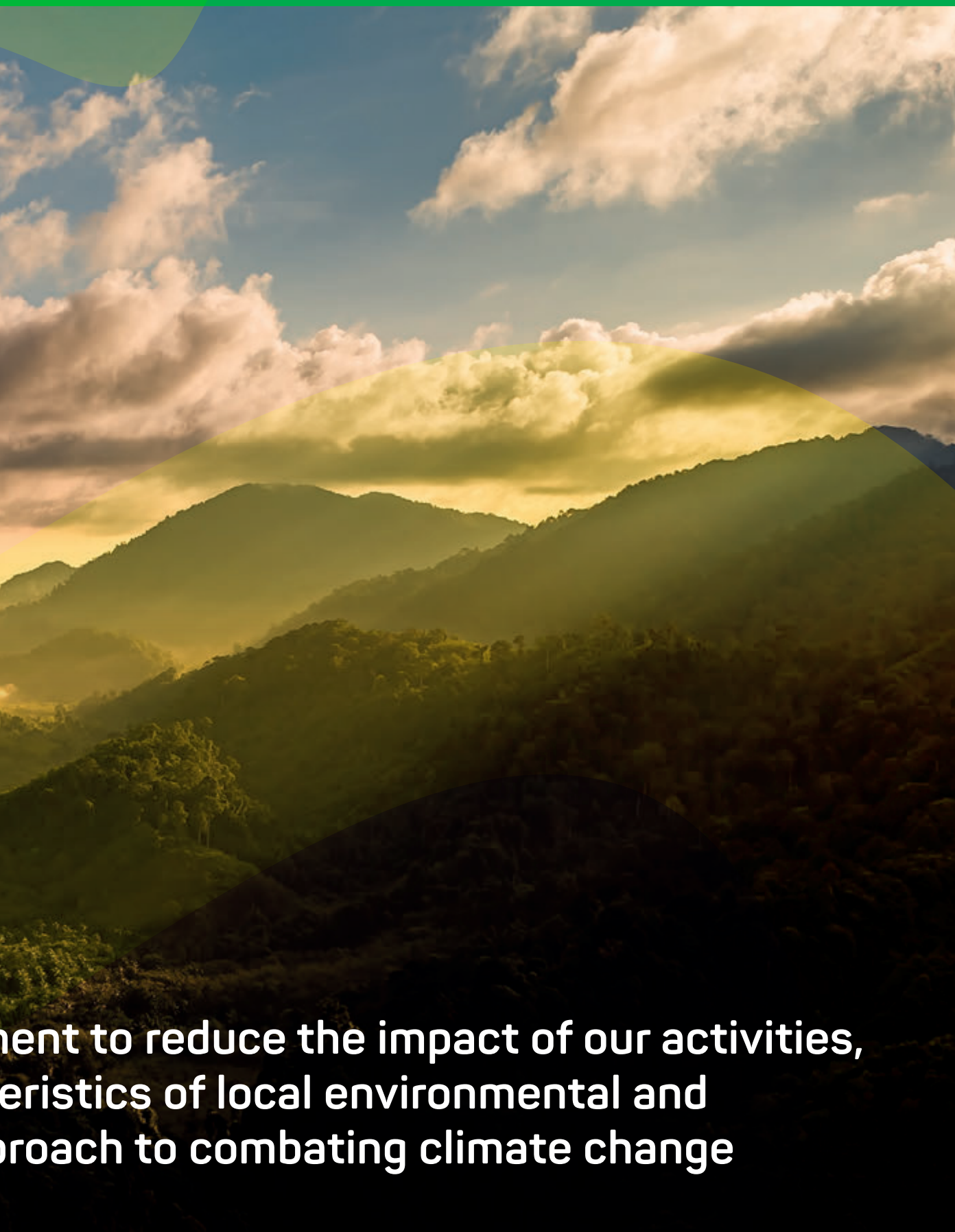
, objectives and trajectories





Pillar #1

Supporting action in favour of the environment
by taking into account the specific characteristics
economic situations, as part of a global approach



ment to reduce the impact of our activities,
eristics of local environmental and
proach to combating climate change

Pillar #1

In 2024, efforts continued to improve Sagemcom's scope 1 and 2 emissions, with the aim of reducing them by at least 47% by 2030. Several concrete actions were taken this year to move forward in this direction.

The first results of investments in solar power on the Ben Arous manufacturing site in Tunisia began to make themselves felt. Since the solar farm was built, an estimated reduction in carbon emissions of 685 tCO₂e has been achieved, corresponding to the generation of 1,262 MWh of electricity over the past period. It should also be noted that, in 2024, on the Dinan and Ben Arous manufacturing sites, the decision was taken to replace the compressors, which were consuming too much energy, resulting in a 3% reduction in electricity consumption on these two sites.

2024 was also the first year in which the full effect was observed of the move to the new Campus hosting Sagemcom's headquarters. This building is entirely eco-designed and meets the highest environmental standards in force. The effect was immediate, with a 33% reduction in electricity consumption and an 85% reduction in gas consumption! This site also meets its needs for gas and electricity with green contracts, a process that is already ongoing on several of the Group's sites, such as the Manaus site in Brazil, which now has a green energy contract that meets 50% of its needs! This is an important step towards achieving Sagemcom's ambition to meet the energy needs of its sites with renewable energies, wherever possible, by 2030.

Electricity:

	MWh 2023	MWh 2024	N/N-1 %
Sagemcom BLB/RMM - France	5,133	3,417	-33%

Natural gas: 80% biogas

	MWH PCS 2023	MWH PCS 2024	N/N-1 %
Sagemcom BLB/RMM - France	3,368,202	521,840	-85%

Regarding Pillar 1, it should also be noted that the monitoring of emissions from Sagemcom's fleet of vehicles has been stepped up, in particular the vehicles of the Grid Infrastructure Solutions (GIS) business line. A new monitoring tool has been introduced to improve control and optimise consumption, while also clarifying consumption reports. This opens up a major avenue for improvement in 2025.

Regarding the transportation of Sagemcom's products, an indicator monitored as part of Pillar 1, 2024 proved to be more successful than 2023, with improved control of the transportation of components. The year was also marked by the launch of a pilot operation, in collaboration with two major European telecoms operators, to test a more sustainable maritime transport alternative. For the first time, products were transported between Asia and Europe by a sail-powered cargo ship. As well its experimental aspect, this initiative provided an opportunity to explore new solutions to reduce the environmental impact of logistics, which currently accounts for almost 1% of a product's carbon footprint over its entire life cycle. Although the experiment will not be repeated on such a long voyage, studies are underway to analyse the feasibility of a Mediterranean route.

Operational objectives	Indicators	2024	Trajectory
By 2030, reducing our emissions by at least 47% in our scopes 1 and 2 (objective validated by the SBTi on the basis of 2019), and catering to our site needs with 100% renewable energy	Sagemcom sites Scopes 1+2: Direct and indirect emissions, Gas and Electricity, Refrigerants and Fuel oil	-18% vs. 2019	-47% in scopes 1+2 by 2030 -31% in scope 3 by 2030
	Sagemcom sites Scope 3: Waste and Water	NHIW: +19% HW: -13% Water: +15% } vs. 2023	
	Impact of Transport (average CO ₂ impact per t.km)	-53% vs. 2023	
Contributing to the ecological transition by taking part in concrete actions in our ecosystem	External contributions (workshops, memberships, statements, etc.)	4	5 events/year by 2025
	% of products sold contributing to the energy transition	22%	100% of new products launched in 2030

Sagemcom is committed to “Digital Responsibility”

In 2024, Sagemcom signed the Digital Responsibility Charter, which details most of the commitments to be made to adopt a more responsible digital policy. This initiative includes raising employee awareness of good digital practices (such as cleaning up mailboxes and managing unnecessary files), as well as a thorough review of all IT infrastructures, including servers. This marks a first step towards Green IT and the introduction of indicators in Sagemcom's mission in 2025.



Pillar #2

Developing our eco-design processes so as
products throughout their life cycle

The image is a full-page background with a blue color scheme. It features a close-up, slightly blurred view of a server room. On the left, a dense bundle of fiber optic cables is visible, with many individual strands glowing with bright blue light. To the right, the dark, metallic frames of server racks are visible, with some internal components and glowing blue light strips. The overall atmosphere is technological and futuristic. The text is positioned in the lower-left area of the image.

s to limit the environmental impact of our

Pillar #2

In 2024, Sagemcom structured its eco-design policy by fully integrating it into its internal processes. Several concrete actions, led by the new CSR Department and coordinated with the R&D, Purchasing and Business Unit teams, were taken this year to make progress in this direction.

Since the last quarter of 2024, regular exchanges have taken place to strengthen this approach, by closely aligning the business and development road maps, while identifying priority projects and actions to accelerate the decarbonisation trajectories of each business line.

At the same time, the roll-out of the environmental passport continued, using a tool introduced in 2022 to assess and compare the environmental impact of products. In 2024, these environmental passports were revised, in order to anticipate the introduction of the European Digital Passport, an obligation that will have to cover Sagemcom's product portfolio in 2027, and to make the process of creating these passports more efficient. In 2024, Sagemcom also decided to overhaul its organisation in order to manage and organise product life cycle analyses (LCAs) more efficiently and effectively. These analyses are essential for eco-design and for generating the Group's carbon footprint and forecasts.

The involvement of suppliers has also been strengthened in this approach, with increased collaboration to identify more innovative, less polluting and more energy-efficient materials. This approach makes it possible to explore new solutions to reduce the environmental impact of products, right from the design stage.

Sagemcom has made a commitment to the Science Based Target initiative (SBTi) to reduce its Scope 1 and 2 emissions by 47% and its Scope 3 emissions by 31% by 2030, in comparison with 2019. The Group is aiming to reduce its emissions by 90% by 2040.

Pillar 2 - 2024 indicators

Operational objectives	Indicators	2024	Trajectory
Reaching net zero (as defined by the SBTi) in our Scope 3 in 2040 through innovation and the eco-design of our products and services	Superior performance percentage of our product ranges in relation to electricity consumption standards	AVS (Audio Video Solutions): -70% vs. VIA (Voluntary Industry Agreement) BBS (Broadband Solutions): -31% vs. CoC (Code of Conduct) BLE (Business Line Energy): N/A	Scope 3: -31% in 2030, then net zero in 2040
	% of alternative materials purchased versus virgin materials (plastic and metal)	33.65%	
Developing innovative alternatives that use fewer controversial substances, and offering them to our customers	% of halogen-free components in the article base	76.2% (PARTS)	50% of materials declarations and 50% halogen-free components available in 2025, 100% in 2030
	Traceability of chemicals: article base covered by complete materials declarations	36.6% (PARTS)	



Pillar #3

Guiding our ethical and environmental requirements according to a road map shared with the Group



Requirements as part of our purchasing policy,
Group's suppliers

Pillar #3

In 2024, Sagemcom heightened its ethical and environmental demands on its suppliers, as part of the continuous improvement of its purchasing processes. Several concrete actions were taken this year to move forward in this direction.

As part of its participation in the Carbon Disclosure Project (CDP), an organisation that publishes data on the environmental impact of major companies and helps them to make changes via a strict rating system, Sagemcom is working to promote transparency and the environmental transformation of its supply chain. In 2024, 83 suppliers, selected from the Group's most carbon-intensive panels, were questioned, with an exceptional response rate of 97%, which is well above sector average.

In order to be able to rely on an accurate and relevant analysis, an internal rating system has been developed to complement that of the CDP and which better addresses the Group's specific challenges, since it focuses on responses concerning decarbonisation commitments. The closer these commitments are to those of Sagemcom, i.e., Net Zero by 2040, the higher the supplier's maturity rating, and vice-versa. As a result, we are able to better identify the suppliers who are lagging furthest behind on these issues and put in place targeted initiatives to help them make progress!

Managing and monitoring ethics: 100% for the Ethical Charter

In 2024, efforts continued to strengthen social and environmental responsibility throughout the supply chain. The objective of this policy is to ensure that our partners share the Group's ethical and environmental commitments, and are supported in their efforts to achieve continuous improvement.

One of the first milestones of this process was getting every one of our existing suppliers to sign up to the Ethical Charter, thereby building a common set of principles to be upheld. This charter is mandatory for all suppliers that want to work with Sagemcom. In 2024, the Mission Committee was asked to apply criteria to exempt certain categories of suppliers from this obligation. This decision was taken because the categories in question were marginal, either in terms of the volume of business they represent for the Group, or their field of activity (e.g., hotels, rental of stands for trade fairs, energy suppliers).

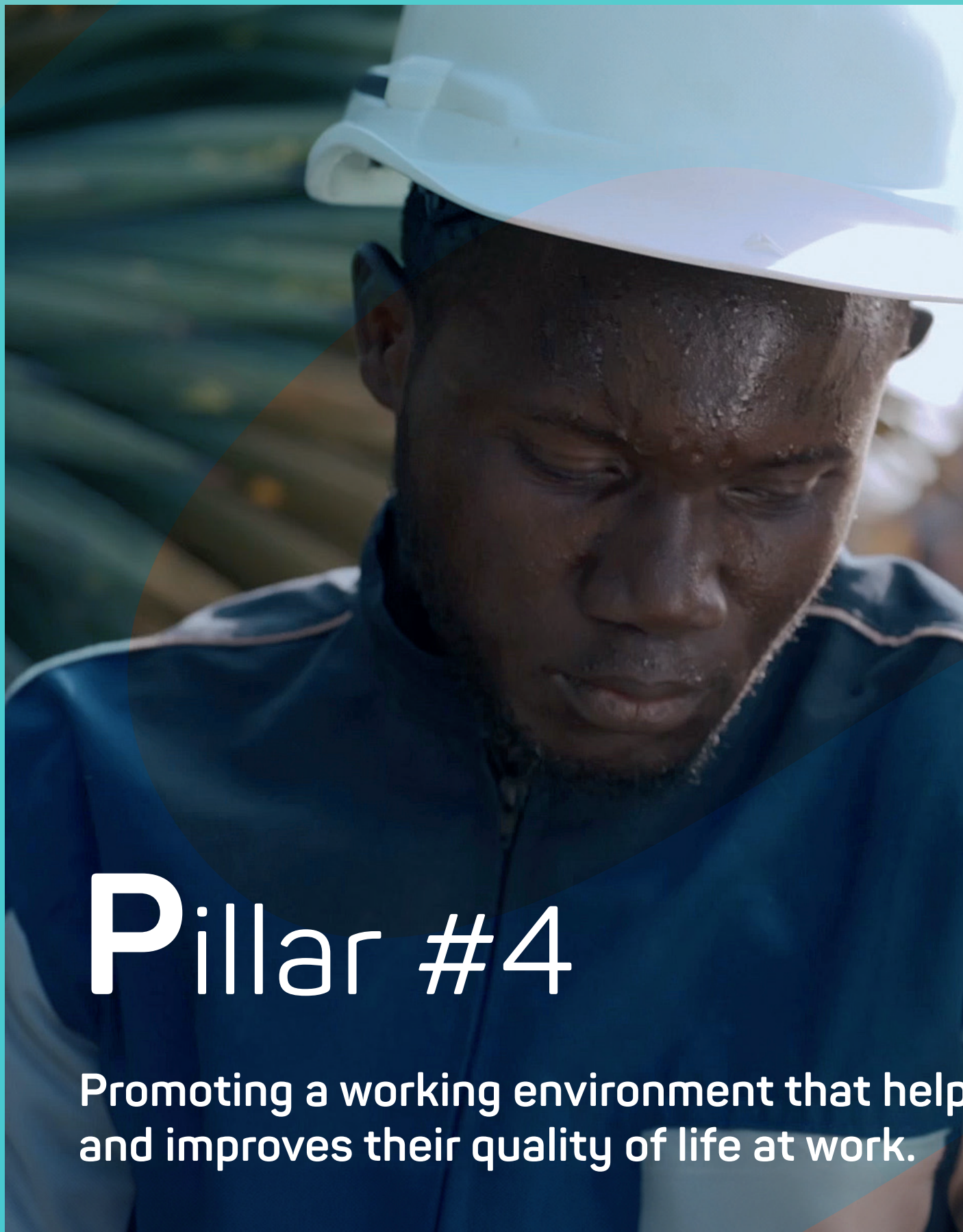
CSR audits

In 2024, 193 supplier audits were carried out, compared with 124 in 2023, to check compliance with the ethical principles expected by Sagemcom. This approach has borne fruit, with an increase in the number of suppliers obtaining the highest ratings (A/B), proving that the supportive actions taken by Sagemcom are helping to make concrete improvements in the ethical standards of its partners. In 2024, 62% of the suppliers audited achieved an A or B rating, well above the initial target of 20% set for 2024, and with a target trajectory of 100% by 2030. The intermediate trajectories will therefore be reviewed in 2025.

Lastly, it should be noted that, in 2024, three of Sagemcom's suppliers were excluded from the panel for non-compliance with ethical requirements or the absence of a satisfactory change in their situation between two audits.

Pillar 3 - 2024 indicators

Operational objectives	Indicators	2024	Trajectory
Achieving a net zero supply chain by 2040 (as defined by the SBTi)	% of panel suppliers with a 2040 low-carbon strategy	2% of suppliers with low-carbon strategy for 2040	Net zero in 2040
	% of supplier responses on carbon scopes	71% of supplier responses on carbon scopes	
	Supplier response rate on the impacts of components	Initiative formalised in 2025 for launch in 2026	
100% committed and responsible partners by 2030	% of suppliers committed by signing the ethical charter	100% of our suppliers, excluding the exemptions approved by the Mission Committee	100%, to be maintained over time
	% of Audit Coverage by panel	100%	100%, to be maintained over time
	% of Responsible Suppliers (CSR A or B audits) vs. Volume of audited Suppliers	195 audits carried out in 2024, 62% of suppliers rated A or B, three suppliers excluded from the panel	20% of suppliers ranked A or B in 2024 audit, 100% in 2030. The intermediate trajectory will be reviewed in 2025



Pillar #4

Promoting a working environment that helps
and improves their quality of life at work.



s to protect the safety of our employees,

Pillar #4

In 2024, Sagemcom continued to implement its various occupational health and safety programmes. The efforts in terms of safety are aligned with the most stringent standards, such as ISO 45001 deployed on the Group's manufacturing sites, and are supported by internal policies aimed at reducing safety risks and improving the quality of life at work.

One of the main objectives in 2024 was to reinforce safety training, particularly in the African subsidiaries of the GIS business line, where Sagemcom has focused its activities on seven countries: Senegal, Benin, Togo, Uganda, Tanzania, Zambia and Madagascar. In 2024, in these seven countries, 100% of regulatory training and 83% of preventive training was delivered, despite a target of 100% for these two indicators. The failure to deliver the planned training courses was due either to a change in the initial schedule, with some of the sessions postponed until 2025, or to a reassessment of the training needs. An action plan has been rolled out to implement tighter management and the consistent appointment of safety instructors for the GIS Africa scope. The plan provides for joint monthly monitoring by Group HR and the local QHSE managers. In addition, field audits will be carried out three or four times a year to monitor and assess the compliance and effectiveness of the systems deployed. Finally, an objective linked to the delivery of safety training has been included in the remuneration of local managers. This action plan was approved by the Mission Committee.

In terms of health cover, Sagemcom continued to make progress, with the rate of health cover financed mainly by Sagemcom rising from 89% of employees in 2023 to 98% in 2024.

As part of its commitment to quality of life at work, Sagemcom had set itself the target of taking at least two actions in this area in each subsidiary, adapted to the type of job, the location, and the working conditions.

In 2024, this indicator rose significantly, driven in particular by :

- the numerous developments carried out on its various sites (France, USA, China, etc.): In France, for example, the Group's new Campus has been entirely designed to provide a working environment that promotes the well-being of its employees, without compromising on any environmental or technical aspects. Rest areas, a gym, ergonomic and adaptable workstations, as well as special attention to lighting and acoustics: all these measures demonstrate the Group's commitment to creating optimal working conditions.
- the analysis of the Individual Development and Performance Reviews (EIDP), which has led to the introduction of a number of QWL initiatives (work-life balance, home working, prevention of psycho-social risks, right to disconnect, etc.).

The indicator covered 96% of the Group's consolidated scope, and 100% of the populations targeted by the 2024 trajectory. The Mission Committee noted that this trajectory is ahead of the schedule of the initial plan and is set to be maintained in 2025.

Pillar 4 - 2024 indicators

Operational objectives	Indicators	2024	Trajectory
Providing health insurance cover for 100% of our employees, with majority funding by the company	% of employees covered by health insurance	98%* in 2024 (vs. 89% in 2023)	
	% of employees covered by a safety action plan	98% in 2024	100% in 2025
Adopting the best practices in terms of the safety of our employees	% of employees trained in safety in the GIS scope	89% of employees trained in safety in the GIS scope • Regulatory training: 100% • Preventive training: 83%	
Adopting the best practices to improve the well-being of our employees at work	% of employees covered by a quality of life at work action plan	100% of employees covered by an action plan promoting quality of life at work within the scope defined in the trajectory (96% in the Group scope)	2025: maintaining at least 96%.

* The Mission Committee considers that this indicator has reached its conclusion, as the remaining 2% cannot be achieved on account of the local context.



Pillar #5

Supporting our employees in their professional development in the Group, based in particular on the sharing of knowledge and experience.

The image features a complex network of glowing white person icons connected by thin white lines, creating a web-like structure. The icons are of varying sizes and are set against a dark background with a blurred image of a hand typing on a keyboard. The overall color scheme is dominated by orange and blue tones. The text is positioned in the lower-left corner of the image.

onal development throughout their career
ring of our values and promoting diversity

Pillar #5

In 2024, Sagemcom continued to structure its career development paths, based on enhanced dialogue between employees and managers. Several concrete actions were taken this year to move forward in this direction.

The Individual Development and Performance Review (IDPR) is the starting point for building career paths at Sagemcom. The Group therefore continues to systematically analyse these reviews and follow up on them with the managers in order to define the action plans (skills development through training, career development, professional mobility, etc.) to be implemented to promote the professional development of its employees.

In 2024, 98% of IDPRs were carried out, 100% were analysed, and 97% were followed up, for a 2025 trajectory of 100% of analysed and followed-up IDPRs (note that in 2024 the IDPR campaign was carried out for the first time using the new HRIS deployed at Sagemcom). Sagemcom is also committed to achieving equal pay for women and men, because it guarantees fair pay, a fundamental feature of fairness, diversity and inclusion at Sagemcom. Based on the criterion concerning pay differences applied by the gender equality index in France, the equal pay rate is being progressively rolled out across the Group's subsidiaries.

In 2024, Sagemcom continued and intensified its commitment to fair and non-discriminatory recruitment by developing its "Recruiting without discrimination" training deployment strategy. After a successful 100% roll-out in France in 2023, the Group decided in 2024 to focus the roll-out of this training on subsidiaries with a favourable recruitment environment, such as the United States, Vietnam and Hungary.

In addition, everyone involved in recruitment in the Tunisian subsidiaries, which have the highest number of employees, was trained in 2024, with the aim of gradually extending these best practices throughout the Group. Sagemcom maintains as a strict rule that only employees who have obtained their "Recruit without discrimination" passport are authorised to take part in the recruitment processes, in order to guarantee an inclusive and ethical recruitment policy.

Finally, Sagemcom continued to demonstrate its commitment to the collective by organising 15 charitable and/or unifying events in 2024:

- Unifying events: A football tournament for our Tunisian sites in Ben Arous and Ezzahra, the organisation of "Campus en fête", an open day for Sagemcom employees and their families, the organisation of an Innovation Challenge, and the creation of the "Vega Inside, ça continue..." podcast to promote the Group's Experts.
- Charitable events: Action by the Article 1 Association on the Sagemcom Campus, a collection of toys for charity, the "Night of Ambition" charity gala, etc.
- Charitable and unifying events: Participation in the "Foulées du Cortex" running challenge in aid of the Institut du Cerveau (Paris Brain Institute) and to combat sedentary lifestyles, the organisation of awareness-raising events on various sites for "Pink October", the organisation of an information workshop to support parents of autistic children on our manufacturing sites in Tunisia, etc.

Pillar 5 - 2024 indicators

Operational objectives	Indicators	2024	Trajectory
Promoting career development	Percentage of EIDPs analysed and used	EIDPs conducted: 98% EIDPs analysed: 100% EIDPs used: 97%	100% of EIDPs conducted, analysed and used by 2025
	Equal gender pay	France: 92.5% (based on the index according to the remuneration criterion only) R&D Tunisia: 95% China: 77.5%	2025: Tunisian manufacturing sites
Promoting diversity and equal opportunities within a committed community	Number of charitable and/or unifying events supported by the Group	15 events	20 events per year in 2025
	Percentage of people involved in the recruitment process trained in "Recruiting without discrimination" (France: managers/employees; International: managers)	France: 100% Hungary: 100% USA: 100% Vietnam: 100%	2025: Tunisia

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Challenges and changes for 2025

In 2024, Sagemcom adjusted and fine-tuned all the work that has been done since the launch of its mission in 2022. After two formative years, this third year was a period of consolidation based on the lessons learnt from the first two years.

In 2025, Sagemcom will pursue its commitment as a mission-driven company by consolidating its policies in several key areas:

- Preparing for the continuation of the trajectories that will expire at the end of 2025, by building on the progress already made and laying the foundations for new objectives adapted to the challenges ahead.
- Underpinning the Group's carbon trajectory, particularly in terms of products (eco-design) and purchasing (supplier strategy), to ensure the viability of our decarbonisation plan.
- Working on the current scope 3 trajectory, to ensure that it is in line with its reduction objective of -31% by 2030.
- Speeding up the deployment strategy for renewable energies on its sites, to pursue a 100% renewable energies trajectory for 2030, which is consistent and realistic, and on an international scale.
- Preparing for the audit by an Independent Third Party (ITP), which will guarantee the reliability and credibility of the CSR indicators shared by the Group.





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