

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



For several years, Sagemcom has been following a socially and environmentally responsible framework that was formalised in 2011, when our Group became a signatory to the United Nations Global Compact, a treaty which proposes a simple, universal and voluntary framework for business operations, based on holding human rights, international labour standards, the environment, anti-corruption and ethical practices.





and environmentally responsible approach. These commitments align with the United Nations Global Compact. The United Nations Global Compact is a network of commitments based on ten principles related to the environment and the fight against corruption.



**O**ur 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.

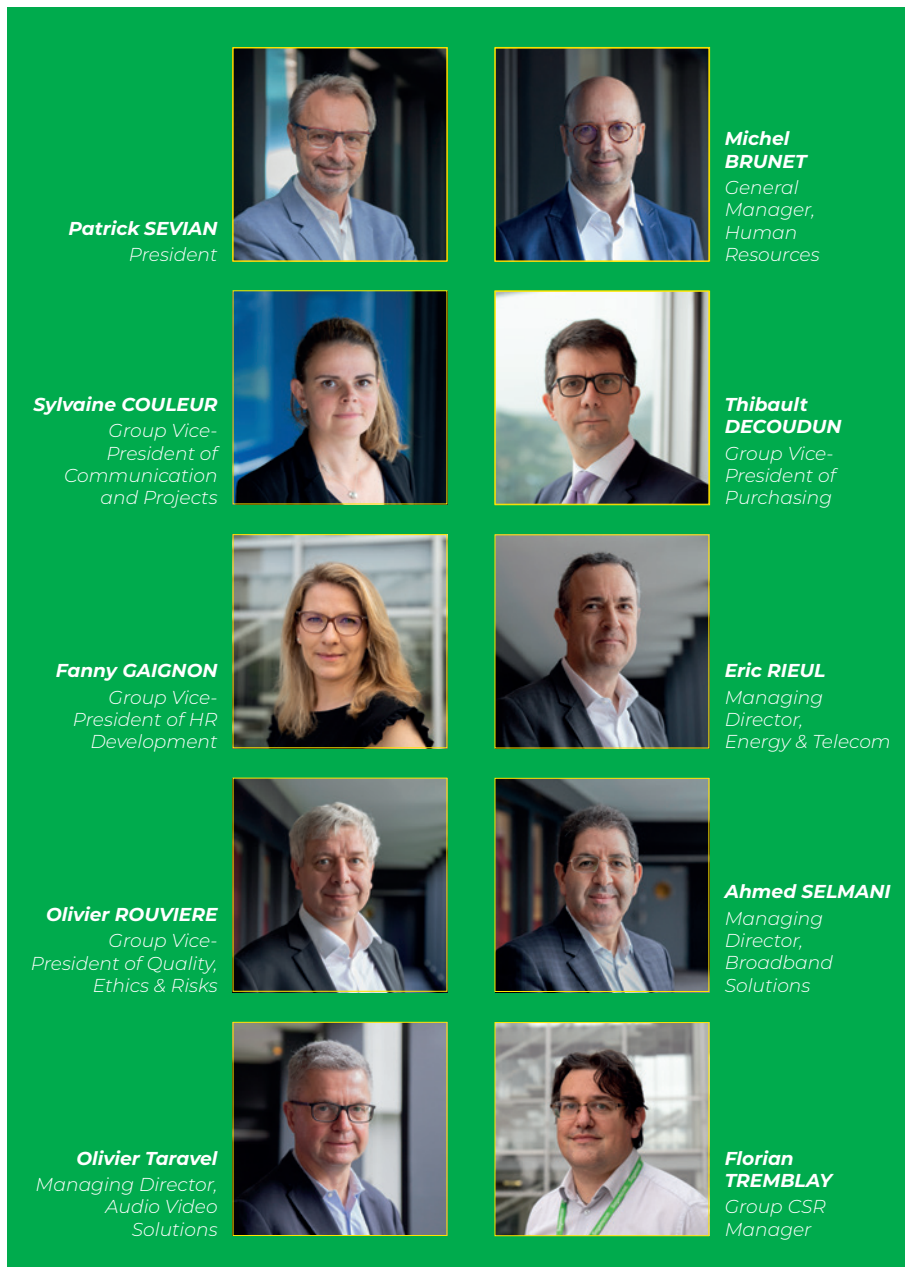
### Our mission committee

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.



## 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.



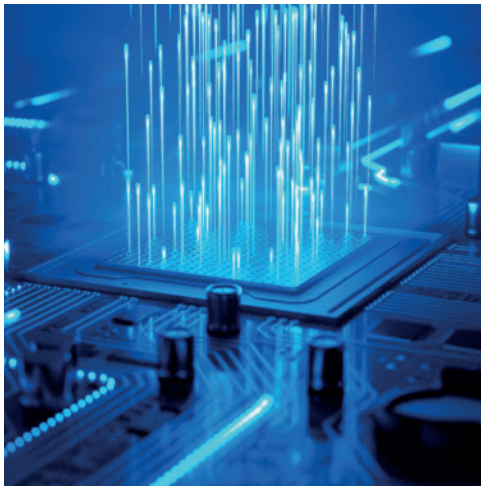
### PILLAR 1

**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

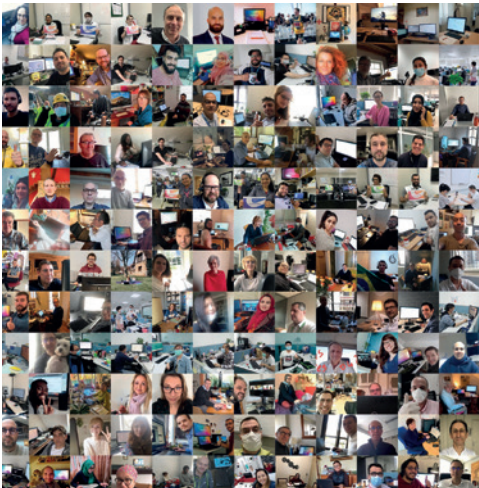
**Promoting a working environment that helps to protect the health and safety of our employees, and improves their quality of life at work.**

#### 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.

