



DESIGNER • MANUFACTURER • INTEGRATOR

# CSR Report

## 2024



# Editorial

For over 15 years, I have been committed to working alongside Telenco to build a company that is high-performing, responsible, and resilient. From early on, we made the deliberate choice to embed corporate social responsibility at the heart of our strategy. Long before it became a regulatory requirement, it was already a natural conviction for us: to design differently, produce better, and foster lasting cooperation.

The year 2024 marks a turning point. The certification of our greenhouse gas emissions reduction pathway by the Science Based Targets initiative (SBTi) confirms that our climate ambition is grounded in robust and credible science. This milestone is not an end in itself—it commits us, with discipline and precision, to a model aligned with the goals of the Paris Agreement.

At the same time, we brought a major industrial project to fruition with the opening of our composite pole factory in Moirans. More than just a production site, it embodies our industrial vision: technological innovation, local integration, 100% renewable energy supply, zero land artificialisation, ISO 14001 and 45001 certifications... Every decision was guided by a principle of sustainable efficiency.

Our responsibility goes beyond environmental concerns. It is also social, human, and collective. In 2024, we strengthened our CSR governance,

mobilised our teams across three continents, structured our performance indicators, and launched concrete initiatives around health, diversity, training, and business ethics.

I am convinced that sustainability is not an obstacle to competitiveness. It is a driver of transformation, a lever for leadership, a criterion for trust, and a tool for cohesion. In a world shaped by uncertainty and rapid transitions, CSR must become a pillar of our growth and a lever for value creation across our entire ecosystem.

This report reflects our commitments, our progress, and the alignment between our strategic vision and our operational actions. It also showcases the daily engagement of the men and women of Telenco.

There is still much to be done. But we know why we are doing it—and with whom. Let us continue to move forward with clarity, high standards, and ambition.

Warm regards,



Jean-Yves Marillat  
Managing Director Telenco SAS

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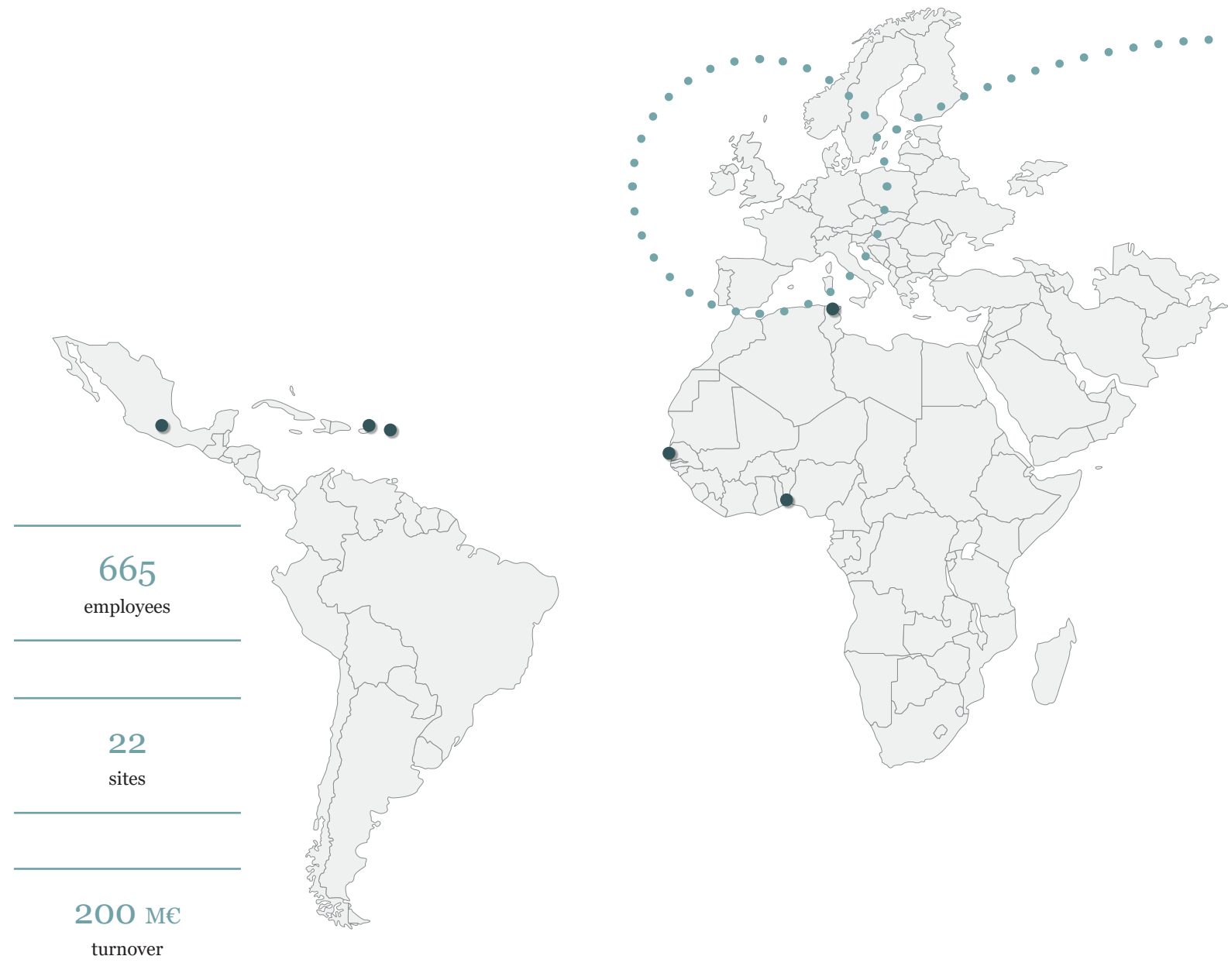




# The Telenco Group

Designer, manufacturer and integrator of telecom and datacom network solutions  
Fixed Networks - Mobile Networks - Private Networks - Data Centres

Telenco is an international Group with solid expertise in telecoms networks and a strong commitment to innovation, quality and CSR, and with subsidiaries in Europe, Latin America and Africa. With a workforce of 665, the Group supports its customers in over 70 countries and continues to grow in buoyant markets including mobile networks, private networks and data centres, while reinforcing its leading position in network infrastructures. Present across the entire value chain (design, manufacture, distribution), the Telenco Group meets the needs of the various telecom and datacom markets.



## Focus | 4 Research & Development centres in Europe

### Committed R&D for sustainable solutions

Telenco's R&D departments specialise in designing customised or mass-produced products that meet the technical and economic requirements of telecommunications networks. Plastics processing, mechanical engineering, optics or packaging: our design offices offer a broad range of expertise to support a wide variety of projects.

Taking environmental performance into account right from the design stage of a product enables us to act on the parameters that have the greatest impact. This approach helps improve efficiency through moderation and identify the most relevant solutions through Life Cycle Assessment (LCA). The Telenco Group focuses on three stages in particular: raw materials, production and packaging, with the aim of offering more sustainable and responsible products, while optimising their transport.

### Integrated test laboratories

All tests carried out by the Group, whether mechanical, optical, environmental or electrical, are performed using high-precision tools and in compliance with current standards. Our equipment enables us to qualify our solutions independently. Telenco also works with a network of COFRAC-accredited external laboratories to conduct specific tests (salt spray, UV, IP, etc.) or obtain the necessary accreditations including CE marking. These trusted partnerships are formed with local players selected according to rigorous performance criteria.

Find out more about our LCA process on page 41.

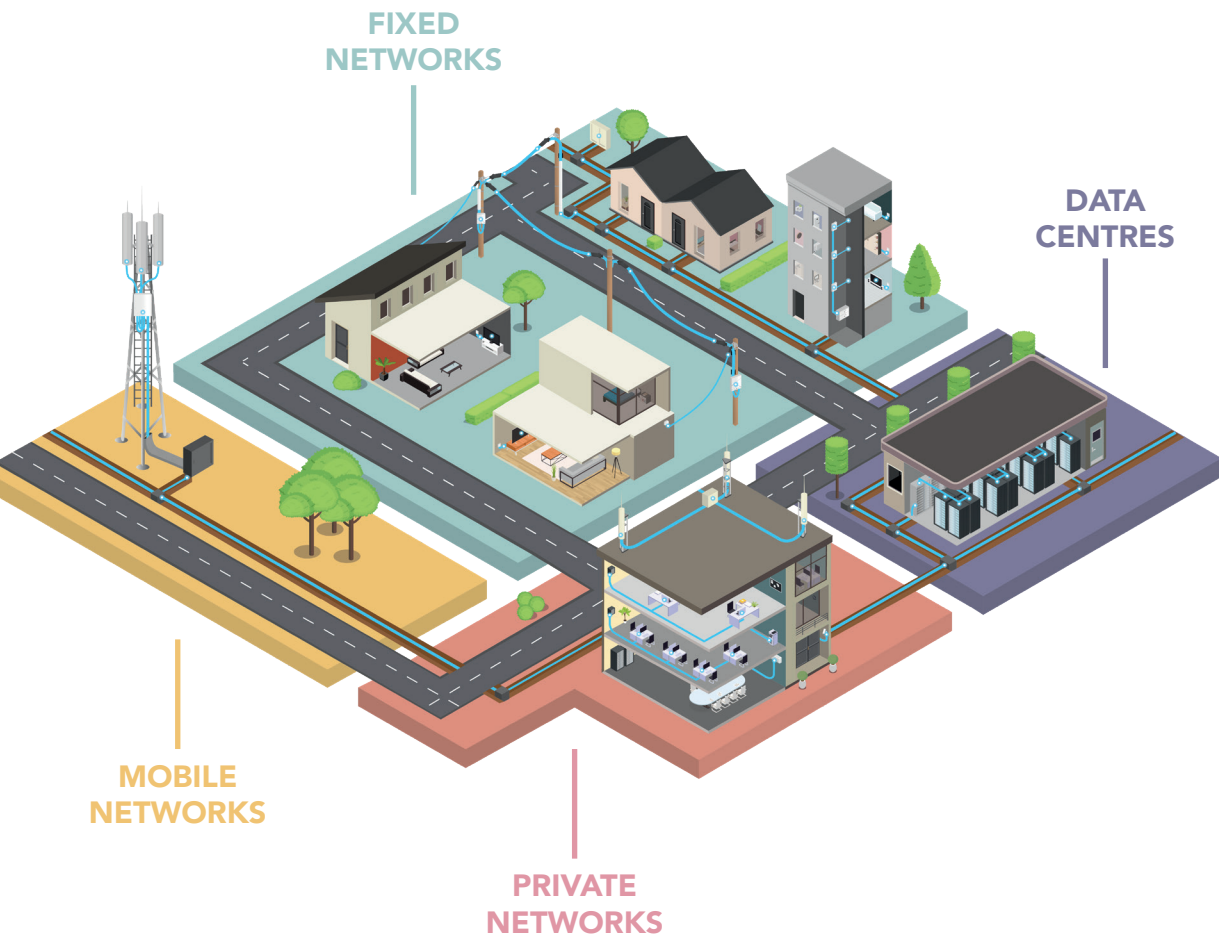


# A unique range of skills on the market

Telenco stands out for its complete value chain, covering all its customers' needs, through its expertise organised into complementary areas:

- Industry: With Telenco SAS, Rainford Solutions and its production subsidiaries based in Europe and Tunisia, the Group designs and manufactures solutions for the most demanding environments.
- Consulting, sales and distribution: Through its subsidiaries, Telenco supports its customers in choosing, procuring and implementing high-performance telecoms solutions.

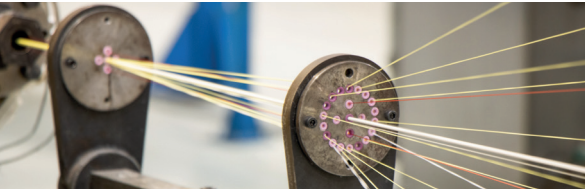
- Engineering and maintenance services: NGIS and Neklan DC work on large-scale projects involving the installation, engineering and maintenance of critical infrastructure, whether for data centres, private networks or Indoor Wireless solutions.
- Training: With CTTS, a recognised professional training centre, Telenco passes on its know-how to help professionals in the sector improve their skills, thereby guaranteeing the sustainable performance of their networks.



# Industrialisation

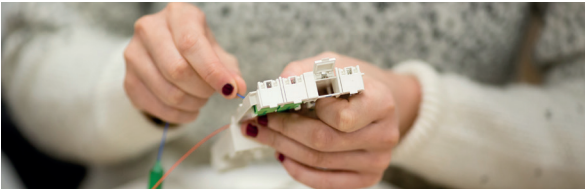
Our products are manufactured at one of our six production sites in Europe or Tunisia.

Cable extrusion



Telenco designs and mass-produces a complete range of optical drop cables for telecoms operators and installers. Mastery of its extrusion process and the use of premium components ensure that the Group produces high-performance optical cables that meet the exacting technical specifications of its customers.

Optical connectorisation



Telenco, leader in the subscriber connection market, carries out the connectorisation of optical boxes and connection cables in-house. Thanks to its wide range of skills, the company can respond quickly to all requests, whether for small or large production runs, standard or customised products, with simple or complex connectors.

Metalworking



The manufacturing unit in the UK specialises in racks, cabinets and enclosures for both indoor applications (data centres, server rooms) and outdoor installations (FTTx/FTTH/FTTP, railway networks, SISS/CIS). The production line, from laser cutting to painting, also includes forming and welding.

Mechanical and optical assembly



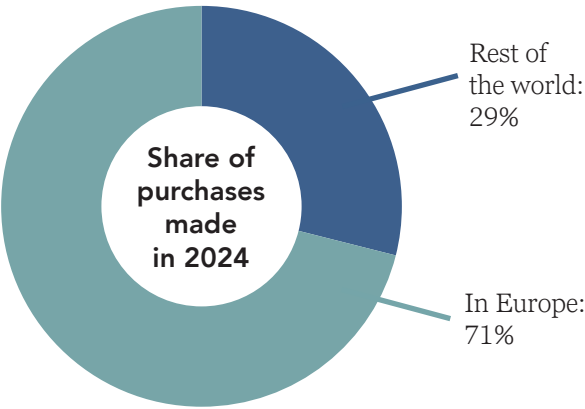
Devices for reinforcing, anchoring, and suspending copper or fibre optic cables are the Group's core business and traditional offer. Since 1999, they have been assembled in France and later in Portugal. Our precision optical connection devices are assembled in France, Portugal, Germany and Tunisia.

Manufacture of composite poles



Telenco uses centrifuge technology to produce high-quality composite poles. This process utilises a rotating mould in which a resin is polymerised by heat and distributed by centrifugal force, thereby ensuring even material distribution and optimal strength.

In 2024, 71% of Telenco's purchases were made in France or Europe. Due to sourcing strategies, the proportion of purchases from Asia is declining in favour of in-house production (particularly in Portugal) and European partnerships. These actions are in line with the Group's CSR policy, which includes an annual assessment of its carbon footprint. In 2024, Telenco's carbon reduction targets, in line with the Paris Agreement, were validated by the SBTi.





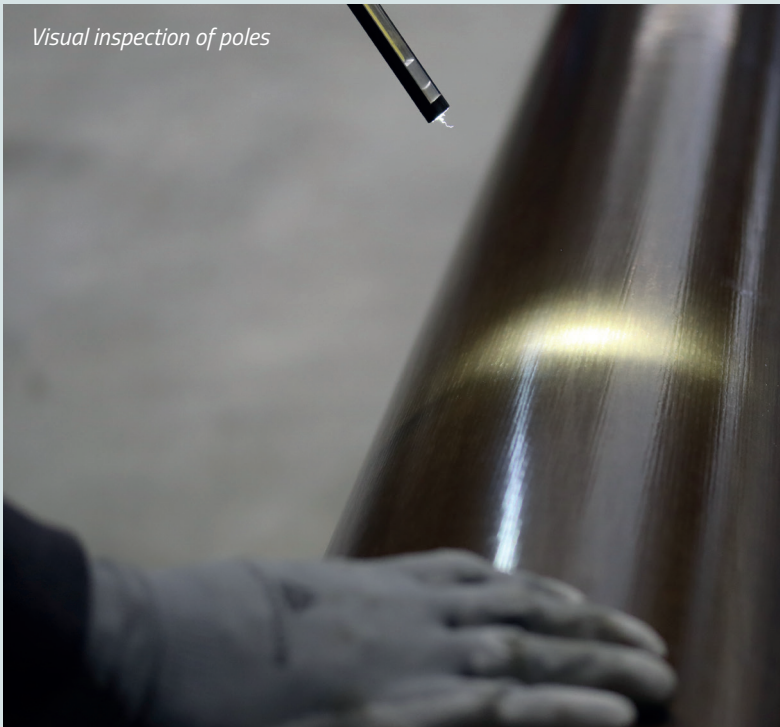
Focus | Telenco sets up a composite pole factory in France



Faced with the growing challenges of modernising aerial FTTx telecoms networks, Telenco is taking a new step forward with the installation in 2024 of its composite pole manufacturing plant in Moirans, in the Auvergne-Rhône-Alpes region. Backed by its industrial expertise and commitment to innovation, Telenco designs and manufactures new-generation telecoms poles, offering a high-performance, sustainable alternative to traditional wood, steel or concrete solutions.

Telenco's composite telecoms poles are manufactured in France using a centrifugal process to ensure even distribution of the fibres and resin. This technology gives the poles greater resistance to the most extreme weather conditions and ensures their longevity over several decades.

At Telenco, each composite post undergoes a series of rigorous tests to ensure optimum quality. Extensive checks are carried out at every stage of the manufacturing process to verify the mechanical strength, weather resistance and durability of the material. These tests guarantee that the poles meet the requirements of modern telecoms networks and provide maximum reliability in all circumstances.



Visual inspection of poles

Performance and eco-responsibility

In addition to their technical performance, Telenco composite poles are part of an environmentally responsible approach. Recyclable, up to three times lighter and lasting four times longer than wooden poles, they help to reduce the carbon footprint of telecoms infrastructures.

Caps are built into the top of each pole during manufacturing to protect birds by preventing them from entering, nesting or falling inside. This preventive measure is one of the commitments to biodiversity made at the design stage.

Supporting the local economy

Telenco's composite telecom poles are manufactured in France, in Moirans, in the heart of a small business park. By choosing to redevelop an existing site, Telenco has avoided the need to construct a new building and instead focused on utilising existing structures. In this way, the Group has committed to contributing to the region's economic activity while reducing its carbon footprint.



Poles crash-tested for greater safety

As part of its commitment to quality and safety, Telenco has subjected its composite poles to rigorous crash tests. These tests evaluated the resistance of the poles in the event of impact with a vehicle, thereby ensuring their compliance with safety requirements for telecommunications infrastructure. The results demonstrate an excellent capacity to absorb impacts, thereby limiting risks for road users and ensuring safe integration into both urban and rural environments.

Protecting employees' health and respecting the neighbourhood

Telenco places particular emphasis on the safety of its employees and respect for the environment. To achieve this, the company has put in place rigorous measures right from the prototyping phase. A full study was carried out beforehand, with the aim of identifying the various risks and building a safe working environment. An advanced off-gas filtration system has been installed to ensure clean air and minimise environmental impact. In addition, strict fire prevention measures have been introduced, underlining Telenco's commitment to safety, employee health and respect for the neighbourhood. These actions illustrate a proactive approach to sustainable development and interested parties well-being.

Telenco's composite poles:  
a strong commitment to the environment



# Certifications

Highlighting our commitment through recognised certifications.

The Telenco Group's commitment to CSR is recognised and certified by independent bodies. Our processes are harmonised across the Group, and our production sites are ISO 9001 certified or are directly supervised and managed by our certified sites. In 2024, ISO 14001 and ISO 45001 certifications were obtained for our historic and main site, reinforcing our approach by obtaining triple certification in Quality, Safety and the Environment!



## Commitments and standards for sustainable and responsible performance

Telenco aims to embed the actions and commitments developed over the years, including charters, the EcoVadis assessment, CDP disclosures, the Global Compact, the ecodesign approach, carbon footprint calculations and the CSR report, while actively involving employees in the Group's CSR strategy.

ISO 14001 defines the requirements that an environmental management system must meet. This certification aims to improve the Group's environmental performance and reduce its ecological impact, while complying with legal and regulatory requirements.

The ISO 45001 standard concerns the occupational health and safety management system. Its aim is to improve safety in the workplace and manage risks while complying with legal and regulatory requirements.

These standards are part of a continuous improvement approach to our performance, taking into account the impact on the health and safety of our employees and on the environment. They provide the Group with a comprehensive overview of risk management within the company.





# The United Nations Global Compact



The Global Compact is a United Nations initiative designed to encourage companies to commit to developing and promoting principles relating to human rights, international labour standards, the environment, and the fight against corruption.

Telenco has been a member of the Global Compact since 2016 and each year renews its commitment to the 10 principles and 17 Sustainable Development Goals (SDGs), which are reflected throughout the report.



## Portrait | Ophélie Chamary QSEDD Manager

As the Head of Quality, Safety, Environment, and Sustainable Development (QSEDD) at the Telenco Group since 2021, Ophélie Chamary embodies a demanding and committed vision of sustainable development. An engineer specialising in industrial risk management, with a focus on environmental risks, she has always been passionate about these issues, which she continues to develop both professionally and personally. At Telenco, she oversees the maintenance of QSE certifications for the head office, coordinates CSR contacts from different subsidiaries, and supports each of them in their sustainable commitments. She also ensures that carbon footprints and Life Cycle Assessments (LCAs) are carried out rigorously, while keeping an active watch on regulatory developments. In addition, she is involved in raising team awareness and conducting internal audits. For Ophélie, sustainable development is more than just a strategic direction: it is an absolute necessity in the face of climate and social challenges. She campaigns for a leaner, more responsible company that is firmly rooted in its local area, convinced that collective and continuous action is the key to sustainable and effective transformation.



## EcoVadis EcoVadis CSR assessment body

CSR performance – environmental, social and ethical – plays a key role in the business ecosystem, with companies striving for greater transparency in their activities and actions. Telenco confirms and demonstrates its commitment to CSR to its partners by completing the EcoVadis assessment each year for its companies, Telenco and NGIS.



Telenco SAS  
**77/100**  
Overall score  
**EcoVadis Gold**



NGIS  
**66/100**  
Overall score  
**EcoVadis Bronze**

## Cyber Essentials

Cyber Essentials is a UK government initiative designed to help businesses strengthen their protection against common cyber threats while demonstrating their commitment to cybersecurity.

## SBTi Science-based Targets Initiative

SBTi is an initiative that supports companies in reducing their CO<sub>2</sub> emissions. In 2024, The Telenco Group is proud to announce that its targets for reducing greenhouse gas emissions have been validated by the SBTi and are aligned with the trajectories of the Paris Agreement. The Telenco Group commits to reducing its Scope 1, 2, and 3 emissions by 2033, compared to the reference year 2022.

See our dedicated focus on page 42.

## CDP Carbon Disclosure Project

The CDP is a not-for-profit charitable organisation that manages the global disclosure system that enables investors, companies, cities, states, and regions to manage their environmental impact. The global economy considers the CDP to be the gold standard of environmental information, with the richest and most complete set of data on the actions of companies and cities. As part of its commitment to transparency, Telenco reports its GHG emissions via the "Climate Change" questionnaire on the CDP platform and has been awarded a B rating!

Find out more about our 2024 result on page 44.



# CSR policy and strategy

## Design, produce, and act responsibly

Since its creation in 1999, social responsibility has been an integral part of Telenco's DNA. This commitment has been strengthened and structured over the years through the implementation of concrete actions and charters, the organisation of events, and sponsorship.

In the interests of transparency and consistency, the Telenco Group publishes an annual CSR report. It presents the concrete actions taken by the Group and the results achieved in four key areas: Social & Societal - Health & Safety - Ethics - Environment.



Telenco has always been committed to designing, producing and distributing its solutions responsibly, and integrating environmental and social issues fully into its processes. Its growth

has always been accompanied by a particular focus on controlling energy consumption and natural resources, with the aim of reducing its ecological footprint.

## Social & Societal

Promoting equal opportunities, inclusion and diversity is at the heart of our commitment to society. The Telenco Group's human resources policy is based on fairness, accessibility and valuing skills. This is reflected in our implementation of a professional equality charter, a fair pay policy and improved access to jobs and training for all. Our objectives include career development for women, opening up internal mobility to all profiles, and guaranteeing fair access to professional training. Developing social dialogue is also a priority.

## Health & Safety

Ensuring a safe, healthy and fulfilling working environment for our employees is an absolute priority. Telenco is taking concrete action to prevent occupational risks, improve workstation ergonomics and promote Quality of Life and Working conditions for employees (QWL). Safety training courses are regularly organised within our subsidiaries, and their deployment is closely monitored. We have set ourselves the target of reducing the number of accidents in the workplace, extending the QWL (QVCT in French) week and equipping workstations throughout the Group with ergonomic equipment.



## Ethics

Ethics guide all Telenco Group practices, both internally and throughout our supply chain. We act with integrity, respecting human rights and employment law, and are supported by an Ethical Code of Conduct signed by 100% of our employees. Our strategy aims to implement a responsible purchasing policy, finalise a risk map by 2025, and enhance vigilance among our suppliers through a CSR questionnaire. Specific anti-corruption and responsible management training courses complement this commitment.

## Environment

Our environmental policy is based on a scientific approach, validated by the SBTi initiative, and aims to achieve net-zero carbon by 2040. To achieve this, we are implementing an ambitious strategy: reducing our Scope 3 emissions in the coming years and decreasing those of Scopes 1 and 2. The overall objective is to reduce our emissions significantly in all areas by 2040. In addition, we are adopting a broader environmental view by using Life Cycle Assessment (LCA) to limit other impacts beyond carbon, and we ensure total transparency by publishing our results each year through the CDP.



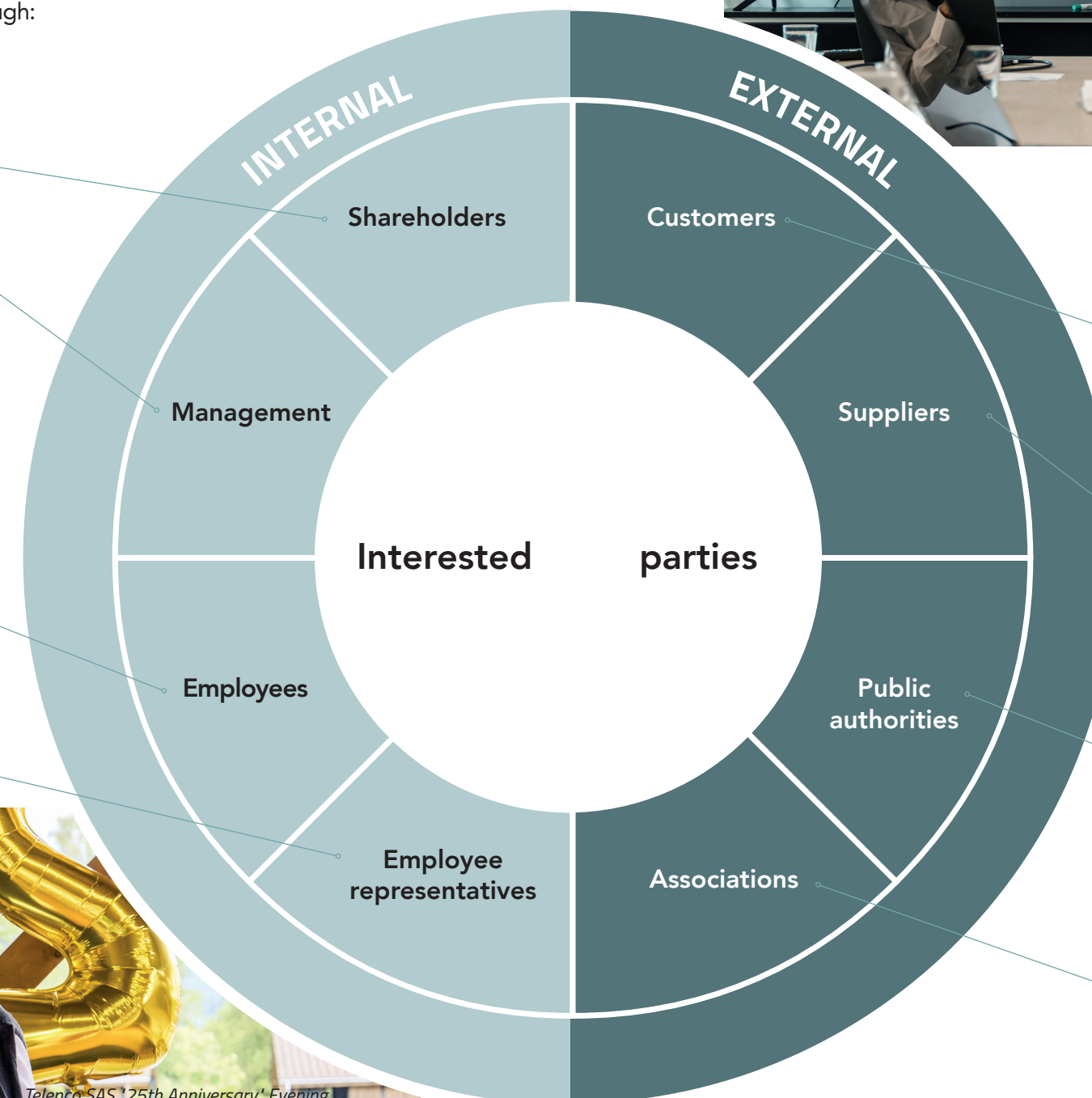
# Interested parties

## Continuous and transparent communication with our interested parties.

Aware that the Group's success is driven by all the partners with whom Telenco interacts, ongoing and transparent discussions are held with all interested parties. This ongoing dialogue enables the Telenco Group to understand their challenges and adapt the Group's strategy accordingly.

Open and appropriate communication is maintained with each of the Group's partners, in particular through:

- Strategic committee scheduled every six weeks
- A monthly report
- Monthly management committee meetings at each subsidiary
- A monthly report
- An intranet site dedicated to internal communication and accessible to all employees
- Sharing company news and specific communications on key projects
- Half-yearly plenary meetings to present the Group's strategy, results, objectives, and challenges
- Team building events
- Regular one-to-one interviews
- Induction path
- Regular meetings with management to discuss key projects, current events, and the Group's results



- Sales and technical support with dedicated contacts for each business line
- Quantitative surveys and qualitative satisfaction interviews
- Quality interviews and co-development of products
- Daily interactions via our purchasing and supply teams
- Monitoring Telenco's supplier targets and attractiveness
- Supplier performance monitoring
- Dedicated contacts
- Communication and specific meetings to present significant projects (such as the opening of a new production line)
- Sponsorship campaigns to support local community associations
- Sponsorship of organisations working for the integration and education of young people





# Governance

## Structuring CSR commitment through shared and managed governance.

Today, the Telenco Group's CSR approach is based on a structured organisation: steered from the head office in France, it is coordinated by a dedicated steering committee. Each subsidiary is involved through a network of local contacts, supported by specific action plans tailored to the realities on the ground.

Implementing structured CSR governance within the Telenco Group meets several key objectives. It aims to formalise a common strategy for the whole Group, while ensuring that it suits the specific local needs of each subsidiary. This governance structure makes it possible to organise the CSR approach, integrate it fully into the overall strategy and embed it firmly in the company's operations. It also contributes to the ongoing development of our CSR policy, ensuring that it complies with regulatory requirements while reinforcing the Group's competitive edge.

## The role of each interested party

### Executive Committee

Steers the CSR strategy at Group level and ensures that it is aligned with Telenco's global vision. It sets the broad guidelines and confirms the priorities for action.

### CSR Steering committee

Coordinates the CSR approach, monitors actions and indicators, and leads the network of local CSR contacts. It ensures consistency between the Group's objectives and the realities on the ground.

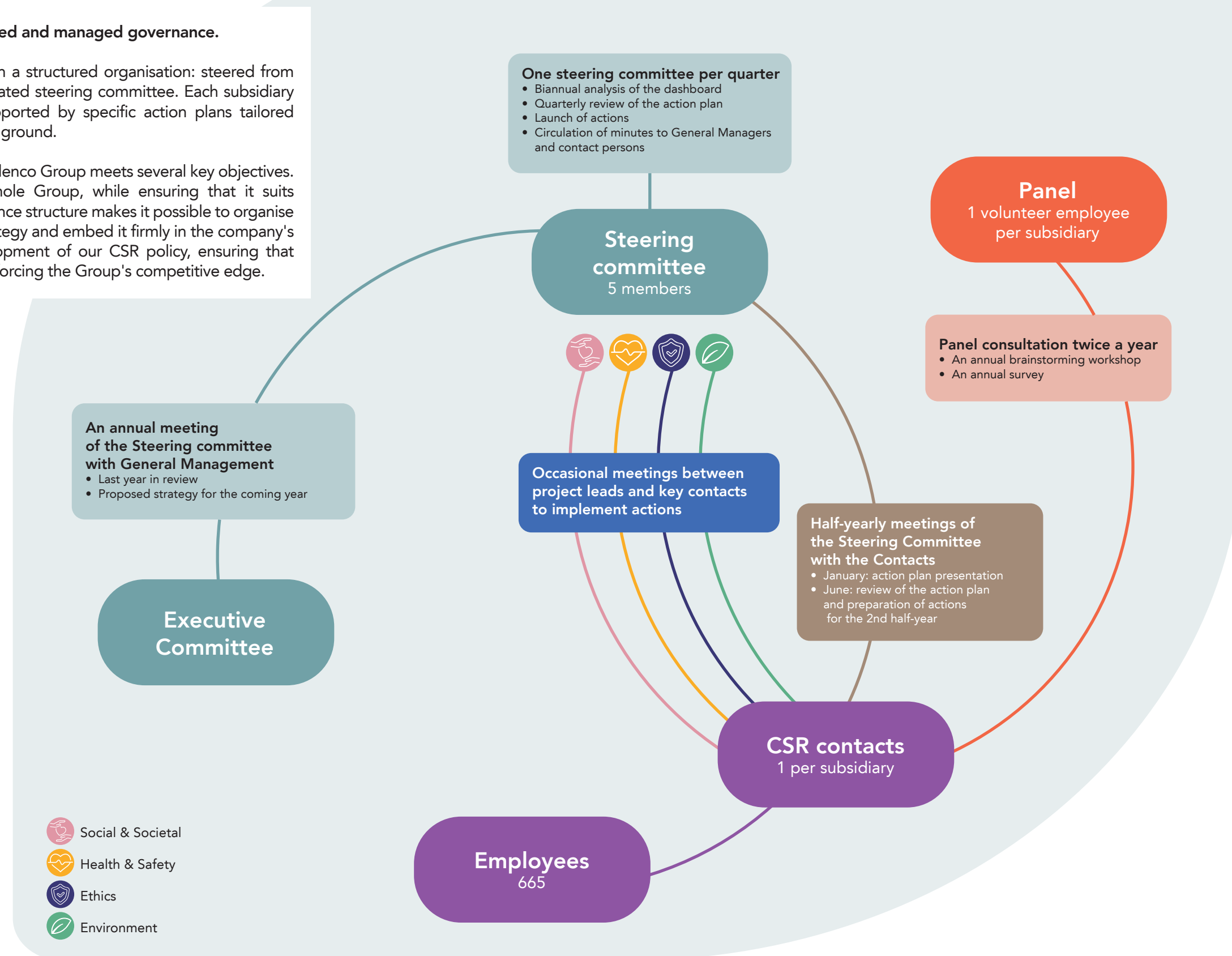
### CSR contacts

As operational relays for the CSR strategy in each entity, they adapt actions to local conditions, mobilise teams and contribute to reporting.

### Employees

As key players in the approach, they participate in the practical implementation of CSR activities on a daily basis and can suggest improvements via feedback from the field.

Build - Mobilise - Engage - Act - Enrich







# Social and societal commitments



## Promoting diversity, inclusion and professional equality

Diversity and inclusion are key values for our organisation. Convinced that team diversity fosters creativity, Telenco's managers encourage gender diversity and ensure that working conditions are conducive to a cooperative dynamic. Telenco employees do more than a hundred different jobs, and there are just as many diverse profiles. Everyone contributes in their own way to building tomorrow's networks, and every company in the Group strives to create an inclusive working environment that promotes equal treatment for all. By working with supported employment providers and social enterprises, the Group aims to support social and professional integration. This commitment is also reflected in the Group's philanthropic actions. Telenco fights against all forms of discrimination and is committed to offering all current and prospective employees equal opportunities in recruitment, internal mobility, and access to training.

### Our teams

Telenco's development strategy and the dynamism of its organisation enable teams to benefit from opportunities for career development, working in a wide variety of roles. This is nurtured by a skills development policy at the heart of the Human Resources strategy.



### Professional equality

Our commitment to professional equality is part of our Human Resources policy and, more broadly, our Corporate Social Responsibility policy. It is a source of social balance, economic efficiency and complementary skills within our Group. It is also proving to be a source of the creativity and innovation needed for our development to meet the economic and social challenges of tomorrow.

### Focus | on Telenco SAS:

In 2024, Telenco SAS signed its first Professional Equality Agreement. It undertakes to monitor indicators and implement measures to promote equal treatment of men and women in recruitment, pay, access to training and parental rights. Telenco SAS, for example, has reduced its gender pay gap from 6% to 4.2% in one year.



In accordance with French regulations, Telenco SAS is updating its Professional Equality Index, which has risen from 81/100 to 85/100 thanks to the actions undertaken.

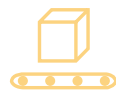


### 2025 OBJECTIVES:

- Monitor the action plan under the Professional Equality Agreement at Telenco SAS to improve the employability of women: increase the number of training courses, facilitate access to managerial positions...
- Monitor professional equality indicators for all Group subsidiaries, including a breakdown of male and female headcount, the number of female managers, and the monitoring of male and female recruitment.







**Supply Chain and Logistics**  
102 people - 15%  
As links in the operational chain, they serve our customers' orders as quickly as possible. They are invaluable contacts for our suppliers and act as a link with our in-house production and sales teams.



**Support**  
86 people - 13%  
The support teams are very varied (Management, Finance, IT, HR, Communications, etc.) and act as strategic partners to ensure the smooth running of the operational teams.



**R&D & Engineering**  
32 employees - 5%  
The excellence of our field engineers and research engineers in the conception and design of our products enables our marketing teams to offer high-quality, high-tech products. Their inventiveness also serves the specific needs of our customers.



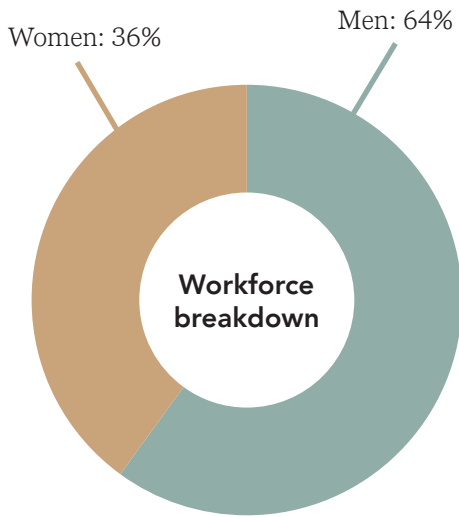
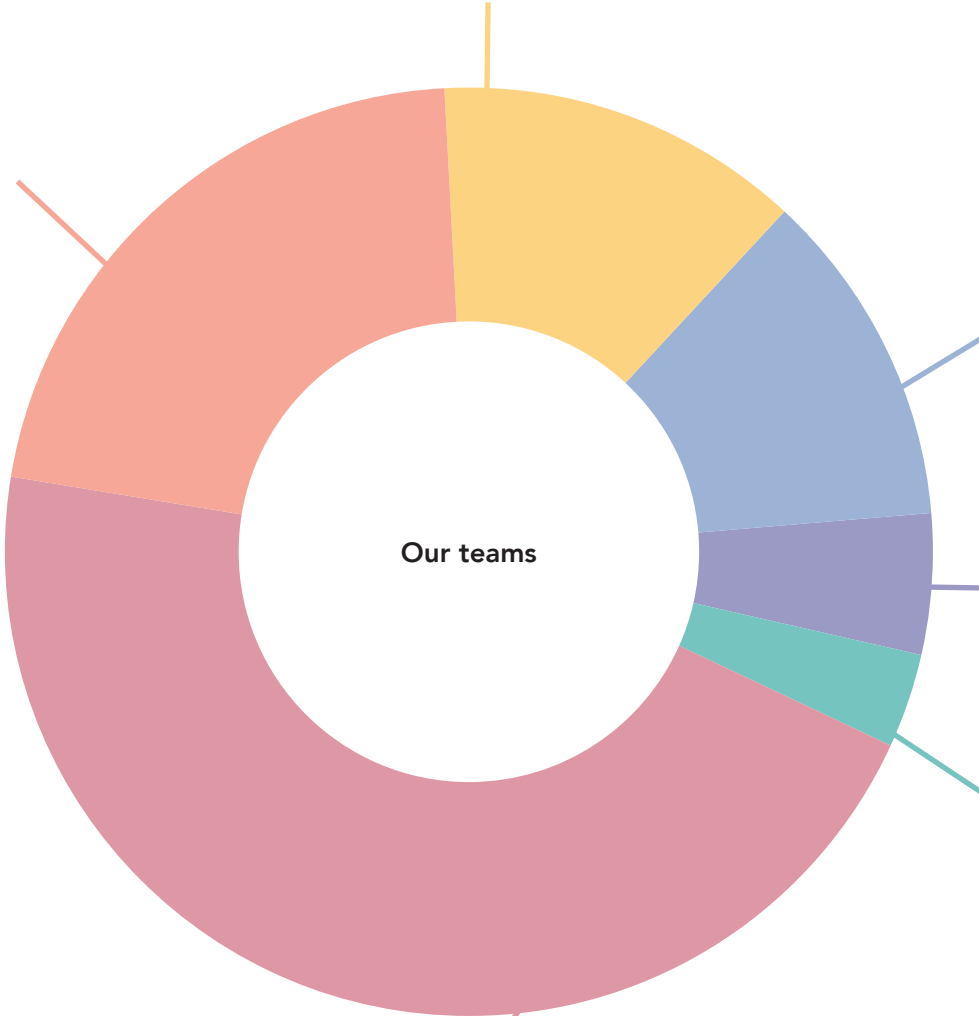
**Training**  
14 people - 2%  
Our trainers help customers to develop their skills and adapt their knowledge to a constantly changing market. Their feedback is often invaluable in helping us improve our offering.



**Industry and operations**  
314 people - 47%  
Our plant and workshop teams account for almost half of our workforce. They are in charge of production to ensure quality and risk control. It's their expertise that makes it all happen.



**Sales & Marketing**  
117 people - 18%  
The sales and marketing teams aim to boost the product offering for our customers and find solutions to their needs. They monitor the needs of these customers, with a view to anticipating their needs.



Jobs

The Telenco Group continues to optimise its organisation and strengthen its presence in growth markets:

- Merger of TELGO and Telenco Portugal
- Opening of NGIS France and NGIS Luxembourg
- Acquisition of Neklan and Neklan DC

Within the Group, for each new recruitment, priority is given to internal mobility, whether that is horizontal, geographical or managerial.

118  
new employees

27  
internal mobility

Focus | Employment at NGIS:

The company joined the Group in 2023, with 20 employees. With major projects completed in 2024, including the deployment and supervision of Indoor Wireless networks in France's largest stadiums, NGIS plans to double its workforce by 2025 in France, Belgium and Luxembourg. NGIS is recruiting engineers for design, radio frequency integration and installation monitoring on customer sites, as well as sales, product development and project management profiles.



OBJECTIVE 2025:

- To meet the needs of subsidiaries by closely involving the Group HR department in recruitment and mobility strategies.



Training

In a constantly evolving technical and technological environment, training is a key issue for the Group. It enables employees to develop their skills and grow within the company. The French subsidiaries have implemented several initiatives to strengthen their teams' skills and knowledge, including systematic in-house training for all new arrivals (products, business, software) and ongoing training courses throughout the year (languages, new products, etc.). Managers, for their part, benefit from dedicated support through training, seminars and the Tool'Box programme, which brings them together every month to discuss an HR topic that concerns them.



Telenco SAS/ECT

82%  
of employees trained

Group

4,180 hours - 600 days  
of training delivered



2025 OBJECTIVES:

- Telenco SAS and ECT: continue the manager development plan (Tool'Box, training, etc.).
- Set up the Tool'Box programme in the subsidiaries.
- Set up an integration and business training programme at NGIS.

Focus | Blood donation

In 2024, our French subsidiary demonstrated its commitment to helping others by organising an on-site blood donation drive in partnership with the French Blood Establishment. A mobile unit was set up at the company, enabling around 40 employees to donate blood. This initiative has helped to meet the need for blood products while raising awareness among our teams of the importance of donation. Buoyed by this success, we are planning to repeat the operation in 2025, extending the initiative to neighbouring companies for an even stronger, more supportive collective effort.



Inclusion and diversity

The Telenco Group values the rich diversity of backgrounds, experiences and profiles within its teams. This diversity is a real driver of performance and innovation, enabling everyone to develop and showcase their skills, regardless of their origin, age, or background.

As part of this drive, the Group is actively promoting the inclusion of young people, notably through work-study and internship recruitment campaigns, as well as by setting up V.I.E (International Corporate Volunteer) programmes.

Telenco SAS/ECT

17  
apprentices

10  
interns

As part of its commitments, the Group is taking action to promote the inclusion of people with disabilities. Several initiatives have been introduced, particularly within the French subsidiaries, including participation in Disability Employment Week, employee awareness campaigns, hosting interns, occupational therapist interventions for DYS disorders, monthly publications on different types of disability, and partnerships with supported employment providers. Telenco networks Tunisia also adapted its premises to provide the best possible working conditions for an employee with xeroderma pigmentosum, also known as "Moon Children" syndrome.

Telenco SAS/ECT

94  
employees have undergone  
disability awareness training



Recommendation | Brad Van Acker  
V.I.E with the Telenco LATAM subsidiary

As soon as I discovered this VIE opportunity in Mexico, I immediately saw the potential for a rewarding and formative international professional experience. Going abroad after my studies was an obvious choice. I joined the Telenco LATAM subsidiary, based in Mexico City, for a two-year assignment as Sales Manager for the Caribbean and South America zone.

Before fully taking up my responsibilities, I was given a three-month induction and training course at Telenco's head office in France, which gave me an insight into the Group's culture and strategic challenges. Today, I'm ready to put my skills to good use in supporting Telenco LATAM's growth and helping strengthen its position in the region.



2025 OBJECTIVES:

- Telenco LATAM's participation in the government programme to promote the recruitment of disabled people.
- Continuing to recruit V.I.E.s in Group subsidiaries.



Patronage and sponsorship

True to its commitment to pursuing meaningful and responsible growth, Telenco continues in 2024 to support associations and initiatives rooted in strong human values. Through its sponsorship and philanthropic efforts, the Group demonstrates tangible support for solidarity-based, educational, and environmental causes that align with its core beliefs. This year, a total of €25,000 was allocated to nonprofit projects, reflecting Telenco’s determination to actively contribute to the common good and to strengthen its social impact beyond its core business.

25,000€  
donated in 2024

Sport dans la Ville

As part of the Apheon challenge, Telenco Group employees once again demonstrated their commitment to the community and to teamwork. For the second year running, Telenco has chosen to support Sport dans la Ville, an association working to promote the social and professional integration of young people through sport in their towns and cities.

For five days, 61 employees enthusiastically got involved by choosing to walk, run or cycle for a good cause. Thanks to this collective effort, participants from all the Group's subsidiaries travelled 1,787 kilometres, generating 5,295 euros for the charity.

This sporting and community-supporting challenge is a perfect illustration of the values that Telenco wishes to promote: team spirit, community engagement and civic commitment. It is also a sign of the Group's desire to be involved sustainably alongside committed players.

In 2025, Telenco aims to renew its commitment and strengthen its partnership with the local branch of Sport dans la Ville, near the Group's head office. One of the avenues being explored is the introduction of mentoring schemes with the young people supported by the association, to further contribute to their personal and professional development.



Apheon Challenge  
for Sport dans la Ville

61 participants    1787 km covered    5 295€ raised

FCG dans ma ville and Enfants de l'Ovale

Back in 2015, the Telenco Group made a commitment alongside the "Les Enfants de l'Ovale" association, set up by Philippe Sella. The association, which operates from 11 centres in France and Africa, supports 1,500 children from disadvantaged neighbourhoods through a programme that combines rugby, education, health, and openness to others.

Since 2018, the Telenco Group has been financially supporting the "FCG dans ma ville" endowment fund, supported by FC Grenoble Rugby. This partnership enables the values of rugby to be passed on to schoolchildren in the conurbation through sporting and social initiatives. A steadfast commitment to supporting young people.

Focus | FCG in my city



Thanks to the loyal support of partners such as Telenco, last season 1,300 children from 12 schools in the Grenoble area took part in introductory rugby workshops built around core civic values. In addition, sports Wednesdays offered 40 children free and regular access to rugby and allowed them to spend time with professional players.

A significant advance was made in supporting disabled sport in 2024. The fund contributed €5,000 towards the purchase of 20 specially adapted wheelchairs (10 for adults, 10 for children), promoting inclusion through sport within the FCG Handisport association. This action reinforces the Fund's commitment to making sport accessible to all.

Through this long-term partnership, Telenco is making a tangible contribution to meaningful projects by supporting local initiatives that promote inclusion, social cohesion and equal opportunities through sport.

In 2024 Telenco renewed its "Booste ton asso" initiative, designed to involve its employees in the choice of projects supported. This gives every employee the opportunity to nominate a charity that is close to their heart. A jury, made up of members of the Group, then selects the projects that best reflect the values promoted by Telenco, such as community engagement, social commitment and openness to others.

Among the seven charitable associations that applied, here are the three winners of the 2024 edition:

**Bièvre Environnement**, which works to protect nature, has been chosen for its educational internship project for children.

**Un Toit Pour Tous**, committed to the fight against poor housing, will receive support to organise a photographic exhibition to raise awareness.

**Flying Chicks**, which introduces children with cancer to kitesurfing, was also selected for the human and inspirational dimension of its work.

With "Booste ton asso", Telenco recognises its employees' commitment while supporting meaningful causes.







# Health and safety commitments



## Preventing risks and promoting employee well-being

At Telenco, safety, ergonomics and quality of life at work are priorities. The wide variety of jobs - in offices, production or logistics - sometimes involve physical constraints: prolonged standing, carrying loads, repetitive movements. To minimise risks, every employee receives safety training upon arrival. The company provides protective equipment tailored to each workstation, along with regular preventive measures. As well as safety, Telenco also looks after the well-being of its employees by encouraging a good work-life balance. Cross-functional initiatives support skills development and employability, contributing to a safe and healthy working environment for all.



### Safety and ergonomics

Telenco emphasises safety in all its subsidiaries, whether in production, logistics or services. A number of rules have been established to ensure the operational and organisational safety of employees, covering the following areas: Fire safety, evacuation drills, fire extinguisher and RIA (Robinet Incendie Armé) training.

- Traffic rules: both inside the shop and outside (car park).
- Access to buildings: for the safety of employees and our equipment.
- Work instructions: wearing the PPE (Personal Protective Equipment) equipment provided.
- Workstation ergonomics: limiting the onset of musculoskeletal disorders (MSDs).



**Portrait | Sabina Winter**  
**Office-based sales representative and first-aid officer at Telenco GmbH**

Sabina has been an employee of the company for 28 years, and plays a key role as an office-based salesperson. With her initial background as a medical assistant, she is also the company's first-aider. Her skills have allowed her to intervene effectively in emergency situations. She makes her colleagues aware of the importance of reporting any incident, however minor, and ensures that protocols are regularly updated. Her ongoing commitment actively contributes to risk prevention and the promotion of a safe and responsible working environment.

3

GOOD HEALTH AND WELL-BEING

4

QUALITY EDUCATION

8

DECENT WORK AND ECONOMIC GROWTH



French subsidiary Telenco SAS has applied all these principles to the roll-out of its new industrial activity, the manufacture of composite poles: find out more about the project on pages 8 and 9.



Year on year, we have seen a reduction in work-related accidents throughout the Telenco Group.



Work time management workshops



Employee health and wellbeing

The Telenco Group seeks to optimise its organisation and working methods to improve performance and efficiency. With this in mind, we are currently simplifying our processes and providing support for our employees.

- A strategy of harmonising processes to structure the Group's working methods and strengthen synergies between subsidiaries.
- Setting up work spaces or tools shared by the departments of the various subsidiaries to improve fluidity.
- Easy access to information to foster a sense of belonging via internal communication tools: econnect, monthly newsletter, TV news, joint events.

The Group took advantage of the Quality of Life and Working Conditions (QLWC) Week to offer workshops on time management: led by employees, the tips and videos were then made available on the intranet in several languages. The various themes covered were:

1. Managing email effectively
2. Organising a meeting
3. Managing priorities
4. Planning your week

The QLWC week also featured by muscular toning sessions, Pilates classes and a laughter yoga session. It ended with a convivial lunch shared by 75 participants. NGIS, based in Brussels, joined in and organised a friendly lunch for its teams, helping us achieve our goal of involving an additional subsidiary in organising activities for Quality of Life and Working Conditions Week.

Health and physical activity are also important issues: for example, the Apheon challenge brings together all the Group's employees for a week of walking, running or cycling, to raise funds for organisations that support young people and inclusion.

This show of community engagement reflects our broader commitment to social inclusion, as employees have contributed to raising funds for Sport dans la Ville by participating in this initiative. Read more about our commitment on page 26 of this report.

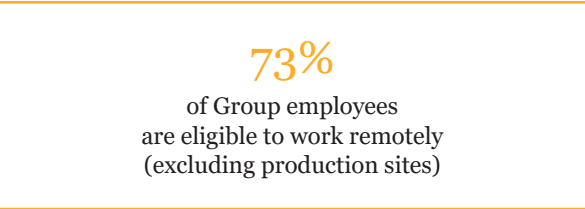
Telenco LATAM, Telenco SAS, ECT and TELGO also offer their employees free access to a gym and sports equipment throughout the year.

Work-life balance

A balance between personal and professional life creates a better working environment, reducing stress and boosting motivation and performance within the company. The Telenco Group has always strived to maintain a balance between professional and personal life by developing appropriate management tools. Where possible, the Group's subsidiaries offer flexible working hours and the option to work from home, helping employees better balance their professional and personal lives.

Appropriate facilities are put in place depending on the specific features and needs of each subsidiary:

- Telenco SAS has opted to reduce its working week from 39 to 35 hours, while maintaining salaries and benefits for all employees.
- For its part, Telenco networks Tunisia offers personalised support for employees facing exceptional personal situations.



2025 OBJECTIVES:

- Gradually extend the quality of working life initiatives to other subsidiaries.
- Promote and facilitate access to sporting activities.
- Organise joint, unifying events.

Focus | on TELGO:

At TELGO, the health and safety of our employees is a daily priority. On the assembly line, two five-minute warm-up and stretching sessions are held each day: one in the morning to prepare the body for work, and one in the evening to aid recovery. In addition, a weekly sports session supervised by a professional is offered to groups of 15 people. Focusing on muscle strengthening and mobility, this activity contributes to physical well-being. Open to office workers too, these initiatives help prevent musculoskeletal disorders and promote cohesion.







# Ethical commitments



Doing business with integrity and acting with respect

Ethics are a core value at Telenco, guaranteeing responsible governance, sound management and relationships of trust with all interested parties. We provide a framework for best practice through a code of conduct that defines the rules of behaviour expected of all employees, including managers, executives, and staff. It reflects the Group's commitment to promoting a culture of honesty, responsibility and respect. This code sets out Telenco's requirements for integrity in professional relationships, both internally and with customers, suppliers and partners. It also addresses major social issues such as tolerance, confidentiality and respect for privacy. This collective commitment to exemplary conduct helps to preserve the Group's reputation and ensure its long-term success.

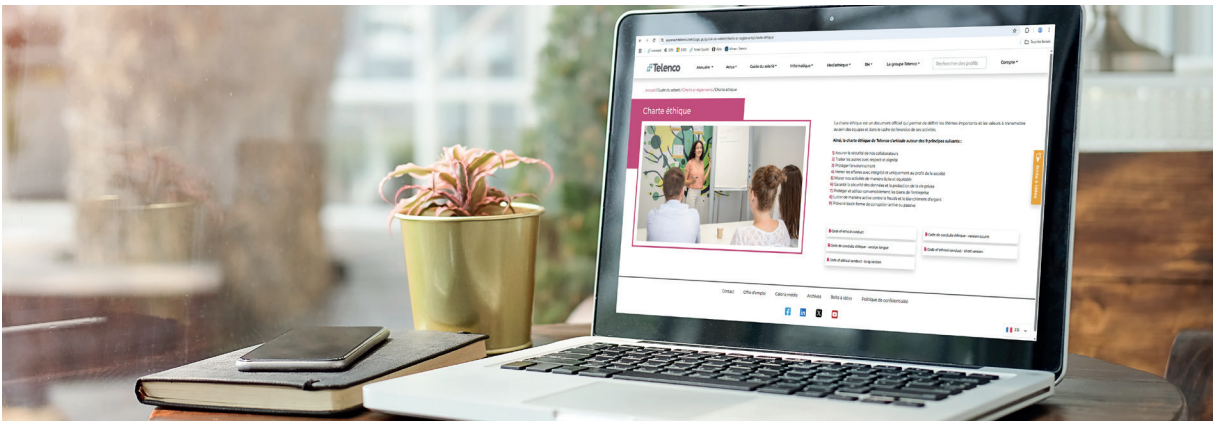
## Internal policy

Our ethics policy is based on the principles of integrity, responsibility and transparency. It translates into concrete commitments in terms of cybersecurity, with rigorous data and systems protection measures. We are strengthening the prevention of corruption through clear rules and dedicated training. Our responsible purchasing policy includes ethical and environmental criteria in the selection of our suppliers. Any breach of the Code of Ethics can be reported confidentially to the Ethics Officer as the contact who will ensure that it is dealt with appropriately and in line with our commitments.

## Cybersecurity at the heart of Telenco's CSR commitment

Cybersecurity is a strategic priority for the Telenco Group. We are aware of the challenges involved in data protection, and we have developed a robust and evolving internal policy that includes a charter for the use of social networks, an Information Systems Security Policy (ISSP) and a Security Assurance Plan (SAP). These documents, which are essential to the company's digital security, are presented to new employees and are accessible to everyone on our internal econnect portal.

In 2024, our efforts focused on three major areas:  
raising employee awareness,  
security and optimising data storage.





Continuous auditing for secure, streamlined storage

In 2024, we launched a continuous audit tool focused on our Microsoft D365 environment (Teams, SharePoint, etc.). This audit aims to secure our infrastructure, optimise storage and prevent data leaks. The results of the reports generated enable us to implement practical measures, such as:

- Identifying and closing unused Teams spaces in collaboration with the departments concerned.
- Keeping better control over the external sharing of sensitive documents.
- Cleaning up and rationalising stored data.
- Review and delete guest accesses that have not been used for some time.

These initiatives are contributing to the development of a global action plan for an even more effective data storage and sharing strategy.

Raising employee awareness: a sustainable priority

Raising awareness of cyber risks plays a key role in reducing human error, which is often the gateway to cyberattacks. In 2023, our awareness campaign had a significant impact: an in-house phishing exercise showed that our employees were much more vigilant about the risks than before.

2023	2024
38%	21%
of users targeted by phishing campaigns clicked on the link	



Atera: a proactive management tool

To strengthen our security management, we have integrated the Atera tool, which enables remote control of the Group's PCs, as well as planning the deployment of updates and providing reports. This tool allows us to automatically:

- Check and manage the application of security patches on our workstations and servers.
- Ensure regular deployment of essential security patches.

This solution guarantees a high level of responsiveness to potential vulnerabilities.

Econnect portal: permanent access to best practice

The essential cybersecurity rules and best practices are available on econnect (the internal portal), which can be accessed at any time. To take this further, in 2025 we will be rolling out an ongoing internal communications campaign, with advice and recommendations published monthly in our newsletter.



2025 OBJECTIVES:

- Secure the entire Office 365 environment (Outlook, OneDrive, Teams and SharePoint).
- Implement a dedicated software solution: complete data backup in the Cloud, enhanced protection against ransomware attacks, and advanced recovery capabilities in the event of an incident.
- Deploy an additional audit solution to: check guest access, optimise licence usage, optimise available online storage, and strengthen the security of the Office 365 environment.
- These concrete actions reflect Telenco's commitment to a secure and responsible digital future in line with our CSR values.



Responsible Purchasing -  
our commitments and progress

As part of its corporate social responsibility approach, Telenco has stepped up its commitment to responsible purchasing. We have integrated criteria relating to suppliers' responsible practices right from the Request for Information (RFI) stage, focusing on aspects such as the environment and ethics.

In 2024, these initiatives undertaken have borne fruit:

- CSR questionnaire: 46 complete responses were received out of 69 suppliers assessed, representing a response rate of 67%. The overall average score is now 61/100, and has been rising steadily since 2022.

- CSR Charter: 56 suppliers have signed our CSR Charter, demonstrating their support for Telenco's ethical and environmental commitments.

A particular focus has been placed on our strategic suppliers, who account for 80% of our purchasing turnover. Our CSR questionnaire has achieved an exemplary response rate of 75%, with an average score of 64/100.

The table below shows the current results of our CSR approach, as well as the objectives set for the coming years.

These results show a significant evolution in the CSR maturity of our suppliers and illustrate our desire to support their progress. We also continue to evaluate them regularly and identify areas for improvement in order to build an increasingly sustainable and responsible supply chain.

We will also continue to develop partnerships with local suppliers to reduce our carbon footprint and boost the regional economy. Finally, the systematic inclusion of CSR criteria in calls for tender ensures an even more reliable and resilient supply chain.

Combatting corruption

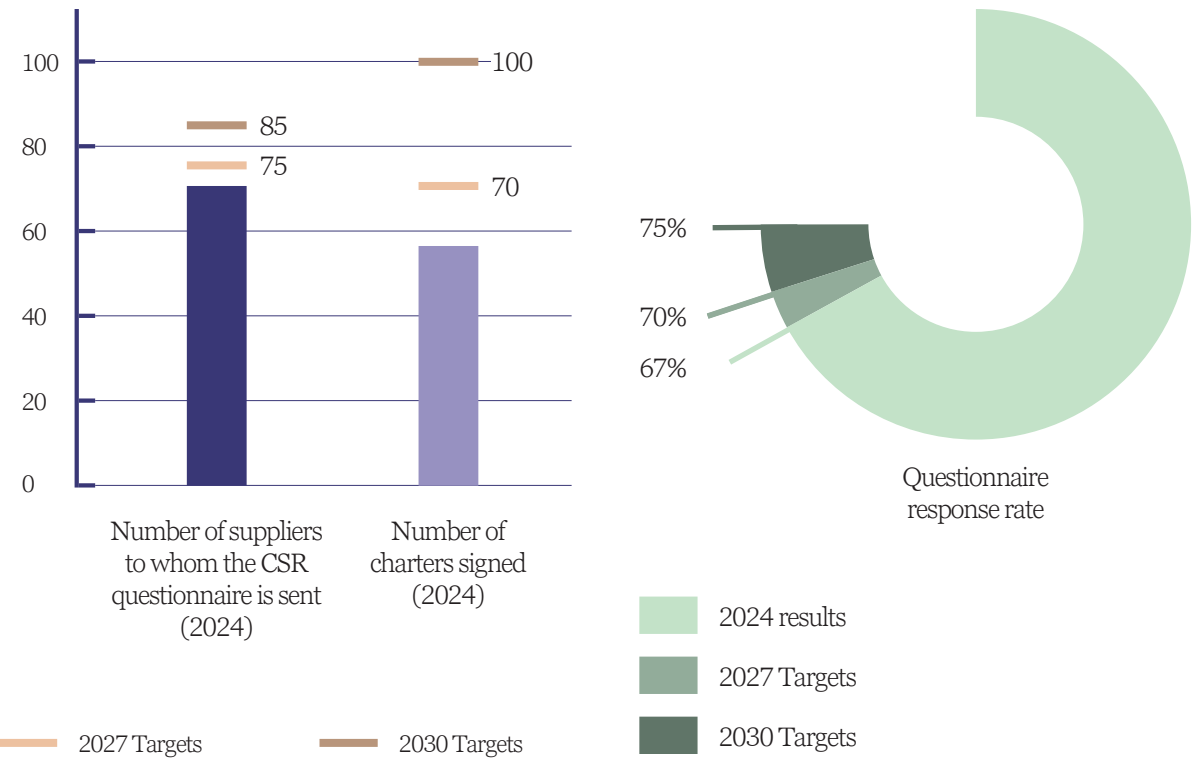
In 2024, Telenco will continue to apply and deploy its anti-corruption policy, in accordance with the Group's Code of Ethical Conduct.

Training in the fight against corruption has been extended to the various departments of the Group's subsidiaries. Whereas in 2023 we had targeted the members of the management committee of all the subsidiaries, in 2024 it was also members of the sales, marketing, purchasing and finance departments who took part in the training on the six themes:

1. Combating corruption
2. Gifts and invitations
3. Corruption
4. Sanctions
5. The 8 principles of the Sapin 2 Law
6. Whistleblower protection

67%	61/100
Response rate to the CSR questionnaire	Average rating (compared with 58/100 in 2023)

Evolution of CSR indicators (2024-2030)



Average questionnaire score		
61/100	63/100	65/100
Results 2024	2027 targets	2030 targets

Focus | Telenco's responsible purchasing charter

Telenco's Responsible Purchasing Charter has three main components:

- Social commitments:
- Respect for Human Rights and Labour Law.
  - Abolition of child and forced labour.
  - Promoting diversity, social protection and fair working conditions.

- Environmental commitments:
- Compliance with environmental legislation and reduction of our ecological footprint (CO<sub>2</sub>, water, waste).
  - Optimising recycling and reusing resources.
  - Transmission of data for Life Cycle Analyses (LCA).

- Ethical commitments:
- Honest and fair conduct, fighting corruption.
  - Compliance with the principles of transparency, confidentiality and respect for the interested parties.



2024		
92 trained	100% success rate	
0 incidents reported through the whistle-blowing procedure	0 corruption cases detected	0 confirmed cases of corruption





# Environmental commitments

## Reducing our carbon footprint and controlling our energy consumption

The Telenco Group is aware of the environmental impact of its activities and is actively committed to creating a more responsible industry. The company is taking concrete action to limit its carbon footprint, with rigorous annual monitoring and a continuous improvement approach. By joining the Science Based Targets Initiative (SBTi), Telenco has affirmed its commitment to significantly reducing its greenhouse gas emissions. It incorporates eco-responsibility into the design of its products, conducting Life Cycle Analyses (LCAs) and optimising their design, transport and packaging. This global approach enables Telenco to develop solutions with a lower environmental impact, in line with current climate challenges.

## Waste

In 2022, the Telenco Group set itself the target of reducing its waste by 20% by 2030. With the implementation of our action plan to

reduce CO<sub>2</sub> emissions by 2033, we are committed to reducing our waste-related emissions by 35%, which is monitored in the GHG report.

Type	2022	2024	Difference
Wood	297	200	-32%
Metals	529	550	+4%
Non-hazardous industrial waste	390	285	-27%
Paper/cardboard	159	103	-35%
Hazardous waste	8	6	-25%
WEEE	0	3	/
Plastics	240	180	-25%
<b>Total</b>	<b>1623</b>	<b>1327</b>	<b>-18%</b>

\*Figures in tonnes





Energy

The Telenco Group is continuing to decarbonise its energy: in 2024, two sites in Portugal and Belgium will be equipped with photovoltaic panels, in addition to the renewable energy guarantee of origin contracts already in place in France and the UK. In Lavra (Portugal), 526 solar panels cover an area of 1,400 m². The subsidiary has a nominal annual production capacity of 403 MWh. In 2024, this electricity production prevented the emission of nearly 31 tonnes of CO<sub>2</sub>. The excess energy produced is fed back into the public grid. At the same time, the actions taken to save energy in each subsidiary are showing results, reinforcing our collective commitment to a more responsible and sustainable industry.

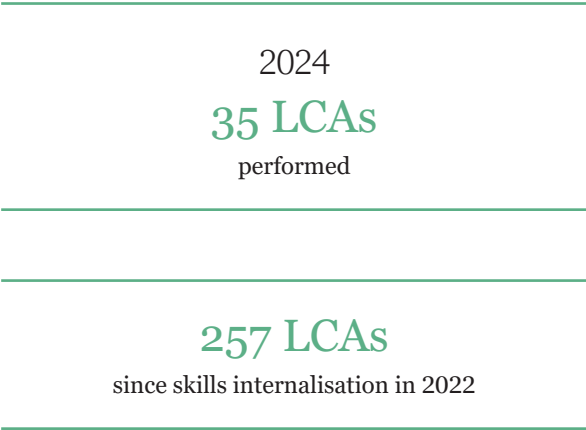


Site	Consumption in 2022 (kWh)	Consumption in 2024 (kWh)	Difference compared with 2022
France	3 211 723	2 137 630	-33%
Belgium	58 832	50 573	-14%
UK	2 539 446	50 172	+5%
Germany	58 455	50 171	-14%
Portugal	1 117 388	903 198	-19%
Tunisia	50 540	74 430	+47%
Africa	8 585	9 817	+14%
Mexico	4 328	5 000	+16%
Total	7,098,428 kWh	5,885,360 kWh*	-17%

\*Including 784,542 kWh of 100% renewable energy

LCA approach

The Telenco Design Office designs all its products in-house. As a result, Telenco maintains complete control over the entire design process for new products, while considering all relevant technical and regulatory requirements. Internalising the design process allows us to detail the information needed to calculate the product's life cycle analysis. The Design Office is therefore at the heart of the eco-design approach. It uses data for each stage of life to design new products while taking into account various design criteria.



Focus | LCA of the eline® OTO Reel

One of Telenco's flagship products for 2024 is the eline® OTO Reel!  
Developed and designed with almost 30% recycled material, the Eline OTO Reel is a major step in our commitment to reduce CO<sub>2</sub> emissions!

On average, using recycled plastic can significantly reduce a product's carbon footprint.

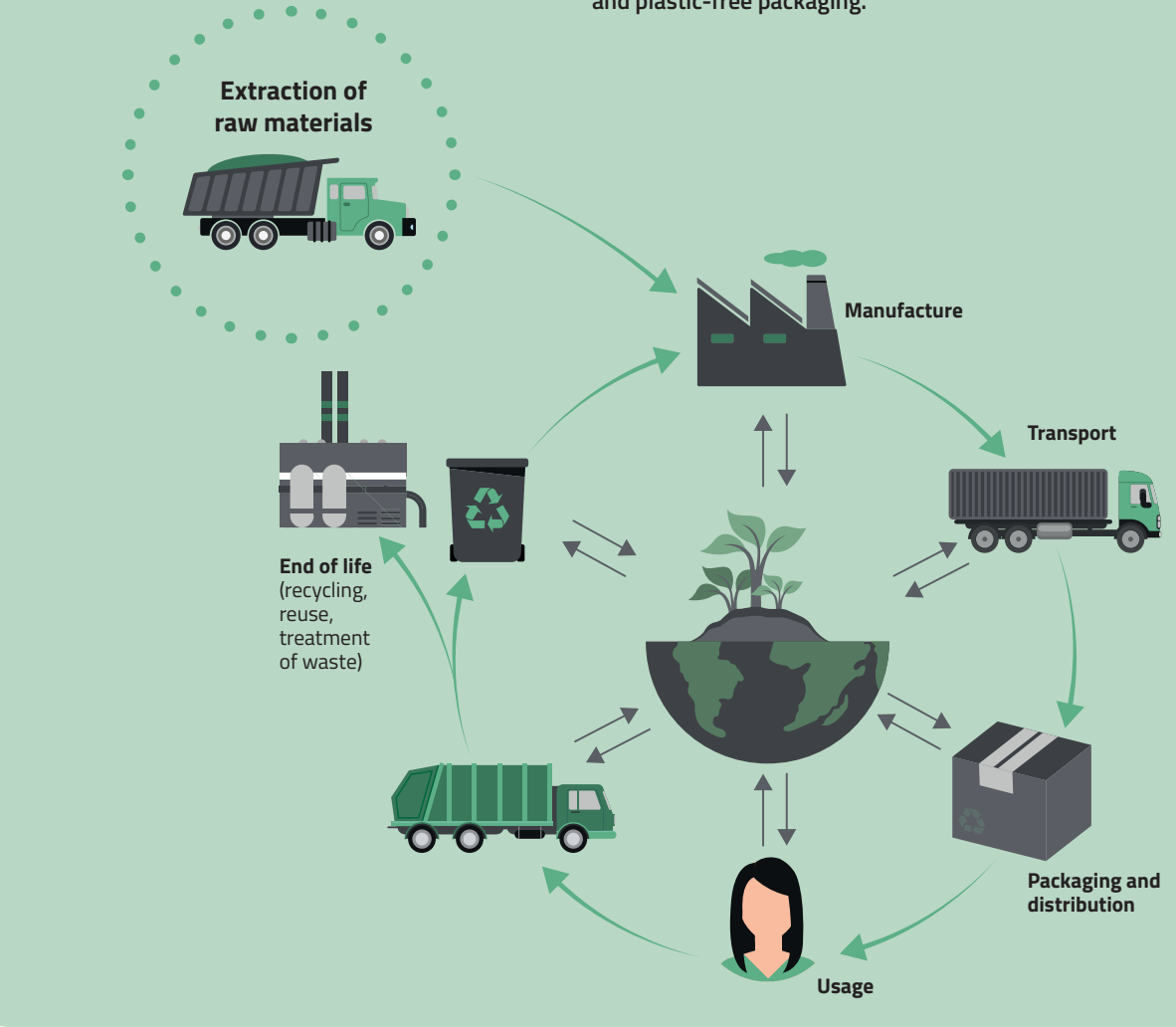
1 tonne new plastic 2,380 kgCO <sub>2</sub> eq	1 tonne recycled plastic 202 kgCO <sub>2</sub> eq
<b>-91% reduction in emissions from raw materials!*</b>	

\*Data sourced from Base Empreinte for one tonne of virgin plastic and one tonne of recycled plastic, based on average values.



Every stage in the life cycle is important, so we can influence manufacture, distribution, use and end-of-life treatment!

For the OTO Reel, raw materials and manufacturing account for 85% of CO<sub>2</sub> emissions. That is why we have chosen to act on these two most impactful stages of the life cycle, by using recycled raw materials and plastic-free packaging.





Focus | Greenhouse gas (GHG) emissions reduction target validated by SBTi



In 2024, the Science-Based Targets initiative (SBTi) validated that the science based greenhouse gas emissions reductions targets submitted by The Telenco Group comply with the SBTi criteria. This validation marks a crucial step in our long-standing commitment to reducing our environmental footprint, reinforcing and consolidating the initiatives we have been pursuing in this area for several years.

It illustrates our determination to keep our efforts to reduce emissions within the framework of the Paris Agreement, thereby making an active contribution to the fight against climate change. Based on accurate data and proven calculation methods, this validation confirms that our current and future commitments meet the most stringent climate transition requirements.

The Telenco Group is committed to reducing its greenhouse gas emissions from Scopes 1 and 2 by 54.6% by 2033, compared with the reference year of 2022. The Group is also committed to reducing its Scope 3 GHG emissions by 32.5% over the same timeframe.

This step thus reinforces our environmental ambitions and assures our interested parties - be they our customers, or industrial, financial or institutional partners - that we are acting with seriousness and transparency required to address the environmental challenges that now face us.



Scopes 1 and 2 commitments

**-54.6%**  
of GHG emissions by 2033

Scope 3 commitments

**-32.5%**  
of GHG emissions by 2033

The action plan drawn up for all the Group's subsidiaries has been validated for 2033, with actions underway since 2022. Our main lever, eco-design, enables us to have an impact on 82% of our total emissions, which is why it is so important for the Group to have brought its LCA skills in-house since 2022. This gives us a very broad scope, as it enables us to take action on raw materials, the location of processing and production, and packaging. In line with our emissions profile, our other actions will focus on goods transport and waste management. We are also paying particular attention to Scopes 1 and 2, even though they represent only 2% of our balance sheet. Our subsidiaries NGIS and CTTS are already equipped with recharging stations and have a fleet of electric vehicles, demonstrating our commitment to significantly reducing our fuel consumption (Scope 1). Our subsidiaries Telenco SAS, NGIS, TELGO and Telenco UK have green electricity contracts or are equipped with photovoltaic panels (Scope 2) as detailed in the Energy section of the report, page 40.



Use more recycled raw materials (eco-design)



Optimise products and their packaging (eco-design)



Use less carbon-intensive modes of transport



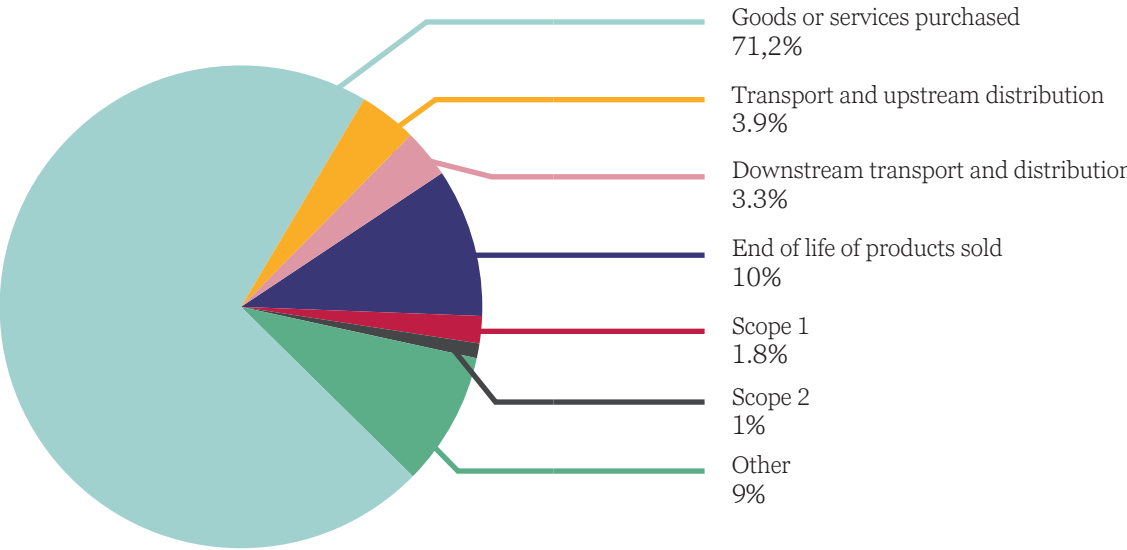
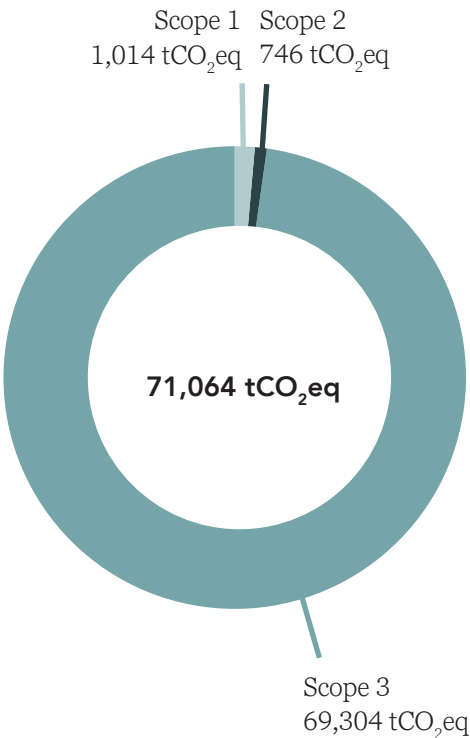
Reduce waste



**21%**  
reduction in GHG emissions  
between 2022 and 2023  
to reach **71,064 tCO<sub>2</sub>eq** in 2023

**0.308 tCO<sub>2</sub>eq/k€ of turnover**  
in 2023, i.e. **-5%** compared to 2022

**99,7 tCO<sub>2</sub>eq/employee**  
in 2023, i.e. **-23%** compared to 2022



- Our approach:
- Analyses carried out on all Group entities
  - Scopes 1, 2 and 3 taken into account
  - Assessment carried out annually since 2022



Focus | on CDP



In 2024, Telenco received a B grade in the CDP questionnaire!

Between 2023 and 2024, Telenco grew in 87.5% of categories! A total of 43.75% A's and 18.75% B's meant we achieve a B score this year, a clear improvement on 2023.

This was possible thanks to our various initiatives:

- Accurate greenhouse gas emissions monitoring based on our greenhouse gas emissions balance sheet (BGES) and external verification of the data, ensures the reliability and transparency of our results.
- An environmental policy aligned with international commitments, including the United Nations Global Compact and the Paris Agreement, recognised since 2024 by the validation of our GHG emission reduction targets by the SBTi (Science-Based Targets initiative).
- Anticipating risks and seizing opportunities through the introduction of new processes, including calculating the BGES, Life Cycle Analyses (LCA) and the publication of a CSR report.

By achieving these CDP scores, Telenco is demonstrating its commitment to rigorous and transparent environmental management. The Group is continuing its efforts to further improve its performance and actively contribute to the fight against climate change.

Our events

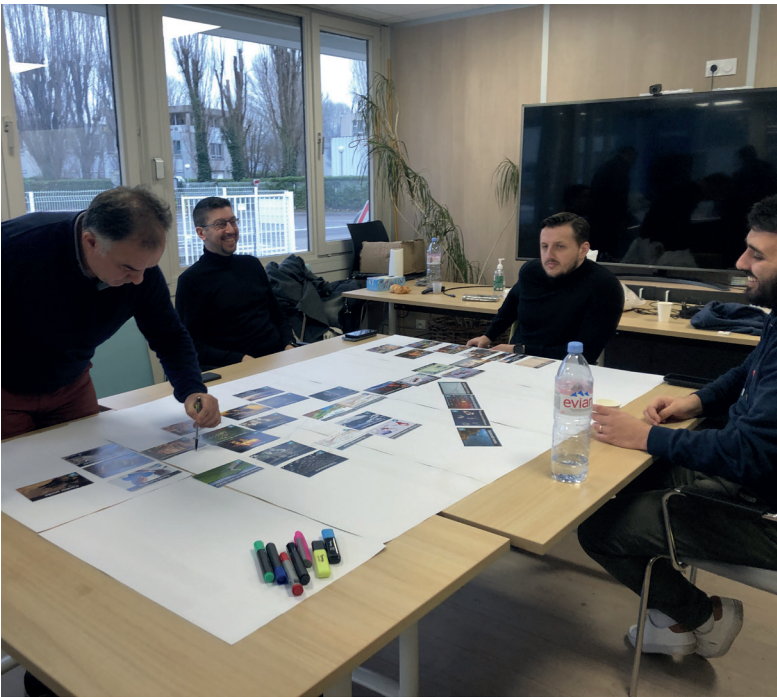
Climate Fresk

As part of its ongoing commitment to sustainable development, the CSR Committee proactively implementing its action plan. Significant progress has been made on the environmental pillar: Ophélie Chamary, our QSE-DD Manager who is trained to lead the Fresque du Climat, led an initial session at the January sales meeting. The workshop provided participants with an opportunity to explore this engaging, collaborative teaching tool, designed to help them better understand the issues surrounding climate change.

One of the participants, Amer shares his thoughts:

*"The exercise was very good and very interesting. Taking an active part, rather than simply attending a presentation, makes raising awareness much more memorable. We're all aware of the impact mankind is having on the planet, but when we're confronted with the climate fresco, we realise just how tangible it is. The biggest mountains are made of little stones, and everyone's efforts can lead to big changes!"*

This first session marks the start of a series of workshops that will soon be offered to all employees. It's a great opportunity to strengthen the company's environmental culture and encourage concrete action in favour of the ecological transition.



European sustainable development week 2024

Telenco took part again in European sustainable development week in 2024.

Every year, Group employees take part in a Clean Walk. This year, 200 kg of waste were collected, thanks to the participation of a great many employees across the Group's subsidiaries.

Raising awareness is at the heart of our CSR approach, and we organised a quiz on sustainable development themes. To engage all the Group's employees, the questions were adapted to each geographical area. The result: 95 participants took part.

In addition to the quizzes, three guides were produced for our employees on the following topics:

1. Zero waste guide
2. Guide to sustainable consumption
3. Low-emission meal guide

A number of initiatives have been launched in France:

- A swap and donation space has been set up, allowing around twenty or so items (books, toys, decorative objects, etc.) to be exchanged or reused.
- A workshop on calculating personal carbon footprints brought together 68 participants, raising individual awareness.
- An event hosted by the association Maison pour Tous (MPT) from Saint-Jean-de-Moirans also enriched the week, with staff invited to discover its mobile chicken coop. This project, partly funded by Telenco, is part of an educational, ecological and participatory approach aimed at raising children's awareness of ecology and responsibility. It was a great success thanks to the active participation of children, young people and the entertainment team. The hen house was made from recycled materials collected from families, reinforcing community involvement.





# Outlook for 2025

## Taking our commitments further

In 2024, many concrete initiatives were implemented in our four strategic areas - environment, social and societal, health and safety, and ethics - reflecting our desire to act responsibly and sustainably.

Some of the highlights include:

- Validation of our greenhouse gas emission reduction targets by the Science-Based Targets initiative (SBTi).
- The "Booste ton asso" ("Boost your association") programme was renewed, with employees playing an active role in selecting the charitable organisations supported.
- Our head office achieved ISO 45001 and ISO 14001 certification, symbolising triple QSE recognition.
- Rolling-out QLWC initiatives and ergonomic equipment in several subsidiaries, in line with our health and prevention commitment.
- Extension of anti-corruption training to purchasing, finance, marketing and sales departments in all subsidiaries.

These results confirm the relevance of our actions and encourage us to continue along this path.

In 2025, we will continue to intensify our efforts at Group level. Our priorities will be:

- Strengthening our employees' commitment at all levels,
- Taking further steps to meet the requirements of the CSRD, even though we are not yet subject to this regulation (following the Omnibus law vote).

Our ambition is clear: to drive forward our CSR performance in line with our values, and to anticipate regulatory and societal developments so as to make an active contribution to a more sustainable future.



### SOCIAL & SOCIETAL

#### OUR AMBITION

Promoting diversity, inclusion and professional equality

- Strengthening our local partnerships to support local initiatives.
- Encouraging internal mobility as a lever for career development.
- Deploying initiatives to promote the inclusion and integration of people with disabilities.
- Supporting initiatives of general interest through sponsorship and patronage on an international scale.
- Supporting skills development throughout people's careers.



### ETHICS

#### OUR AMBITION

Doing business with integrity and acting with respect

- Strengthening supplier control to ensure compliance with our ethical requirements.
- Continuously training our teams in the fight against corruption.
- Maintaining a sustainable and responsible sourcing strategy.
- Updating our risk mapping to better anticipate and control our impacts.
- Extending and consolidating our suppliers' commitment by them signing our responsible purchasing charter.



### HEALTH & SAFETY

#### OUR AMBITION

Contributing to the well-being of employees above and beyond standards

- Training teams to improve accident prevention and safety in the workplace.
- Improving workstation ergonomics to protect employee health.
- Implementing targeted actions to reduce accidents in the workplace.
- Developing quality of life and working conditions through appropriate initiatives.
- Encouraging well-being and team cohesion



### ENVIRONMENT

#### OUR AMBITION

Achieving the objectives set by SBTi

- Setting Net-Zero emissions reduction targets validated by SBTi.
- Developing our eco-design approach based on Life Cycle Assessment (LCA).
- Improving the energy efficiency of our sites and processes.
- Continuing to use recycled raw materials in our products.





