



DESIGN • MANUFACTURE • DISTRIBUTION

CSR Report

2023

Editorial

Since its creation in 1999, Telenco has been a pioneer in sustainable development and social responsibility. We remain convinced that our role goes beyond economics. In a constantly evolving world marked by technological innovation, change, and uncertainty related to the macro-economic and geopolitical context, Telenco continues to place corporate social responsibility at the heart of its strategy.

The telecommunications sector plays a crucial role in supporting the development and democratisation of technological innovations such as artificial intelligence, IoT, and smart cities. To meet these challenges, we're staying true to our fundamentals while proactively adapting to new challenges.

Our trajectory is clear: continue to innovate and provide our customers with the most appropriate suitable solutions while maintaining our social and environmental commitments as a guiding principle. Our CSR policy is based on four principles: social & societal, health & safety, ethics, and environment. It is based on our desire to have a positive impact on society and the environment.

Our CSR approach is comprehensive and integrated at every level of our organisation. From long-term strategy to day-to-day operations, we ensure that the decisions we take reflect our commitments. From the design of our products,

which combine innovation and sustainability, through production and supply to distribution, we are continuously improving our value chain to meet our sustainable development objectives.

The Telenco Group is determined to help transform the telecommunications sector into one with a sustainable and responsible future.

By publishing this report, we invite all our partners to find out more about our commitments and the actions we have put in place.



Antoine Tête
Corporate Development Officer

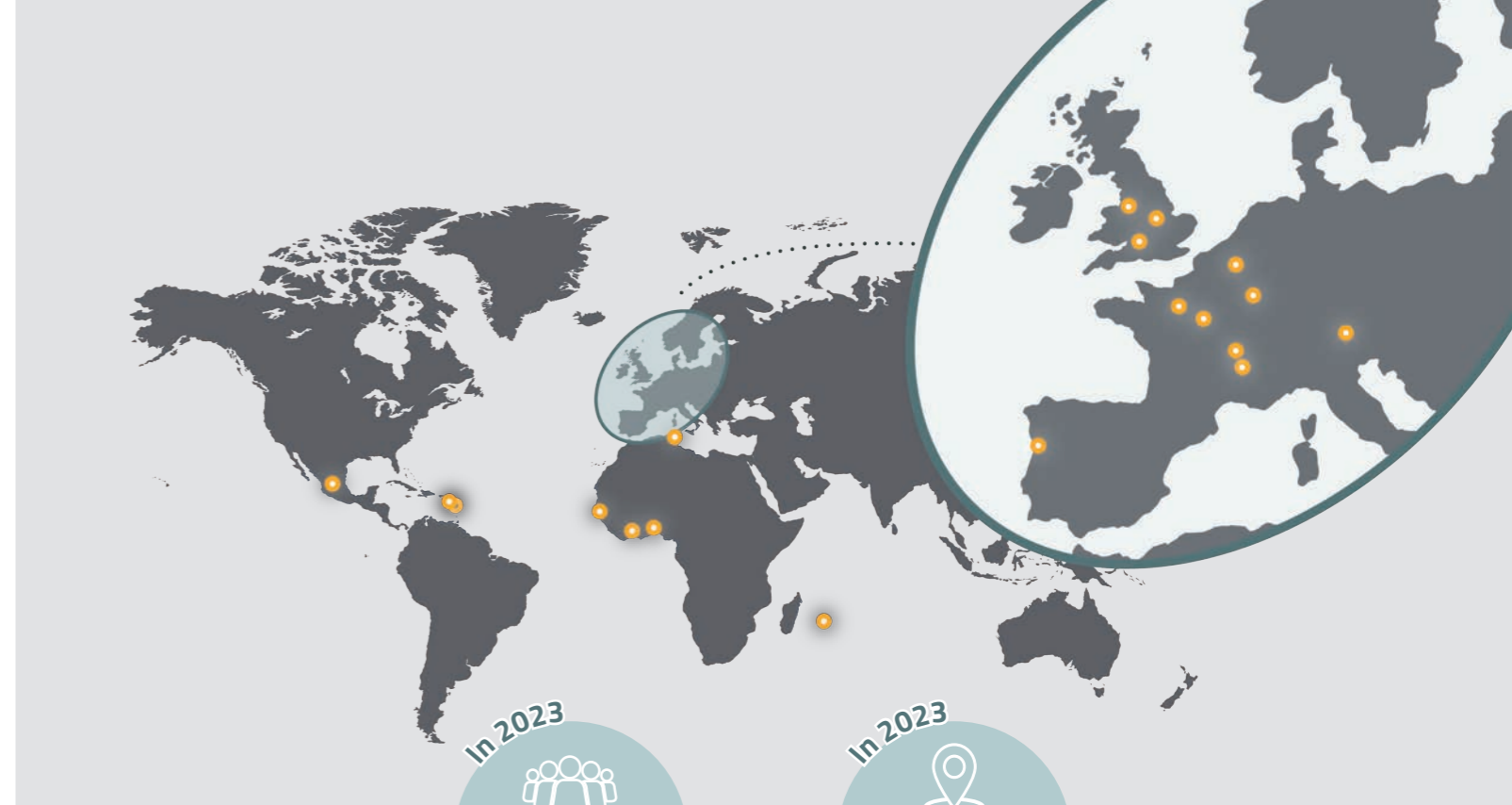
Contents

Editorial	2
The Telenco Group	4
Certifications	6
CSR policy	8
Stakeholders	12
Ethical commitments	15
Social & societal commitments	19
Health & safety commitments	23
Environmental commitments	27
2024 Review and targets	30

The Telenco Group

Telenco offers a complete range of products and services for the deployment of copper, fibre optic, and wireless telecommunications networks. Present across the entire value chain (design, manufacture, distribution), Telenco meets the needs of the various telecoms markets: fixed, mobile, private networks, and data centres.

Headquartered in Moirans (near Grenoble, France) since its creation in 1999, Telenco serves customers in more than 70 countries, with subsidiaries in Europe, Latin America and Africa.



In 2023

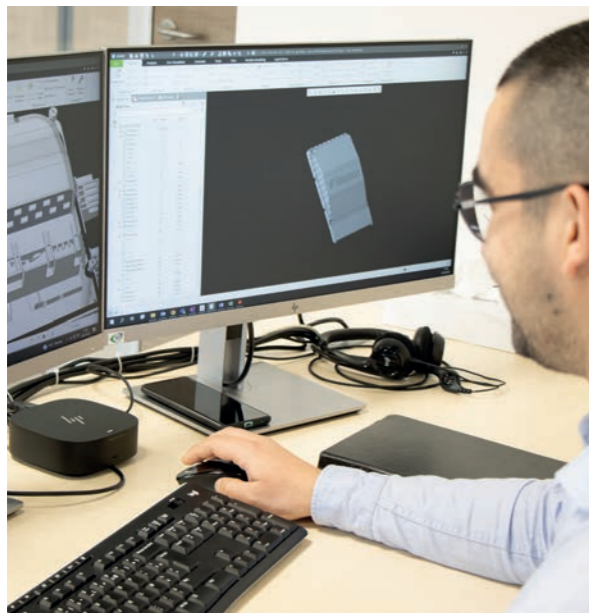
651
 employees

In 2023

21
 Sites


Design

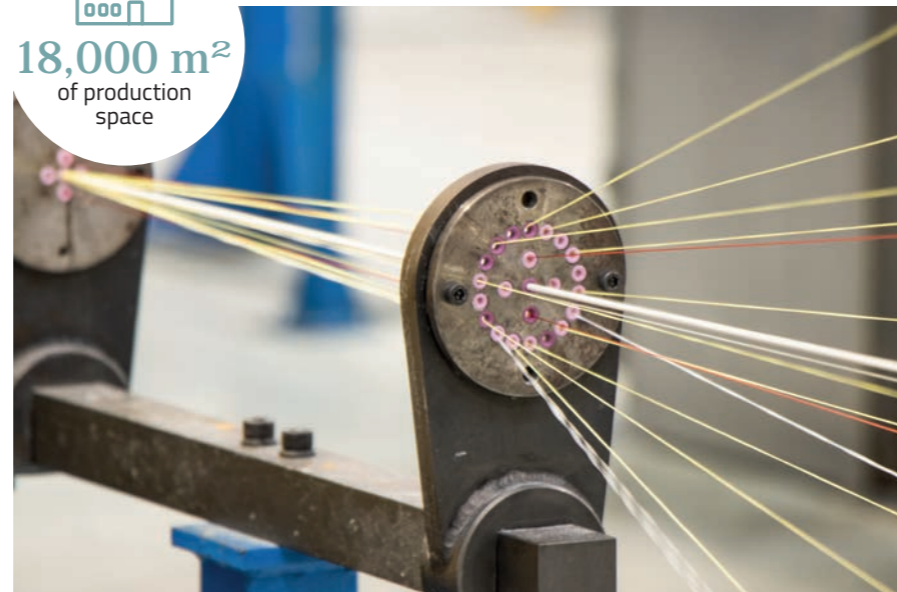
Constant innovation with 4 R&D centres



Manufacture

Expert production management across 7 sites


18,000 m²
 of production space




21,000 m²
 of logistics space

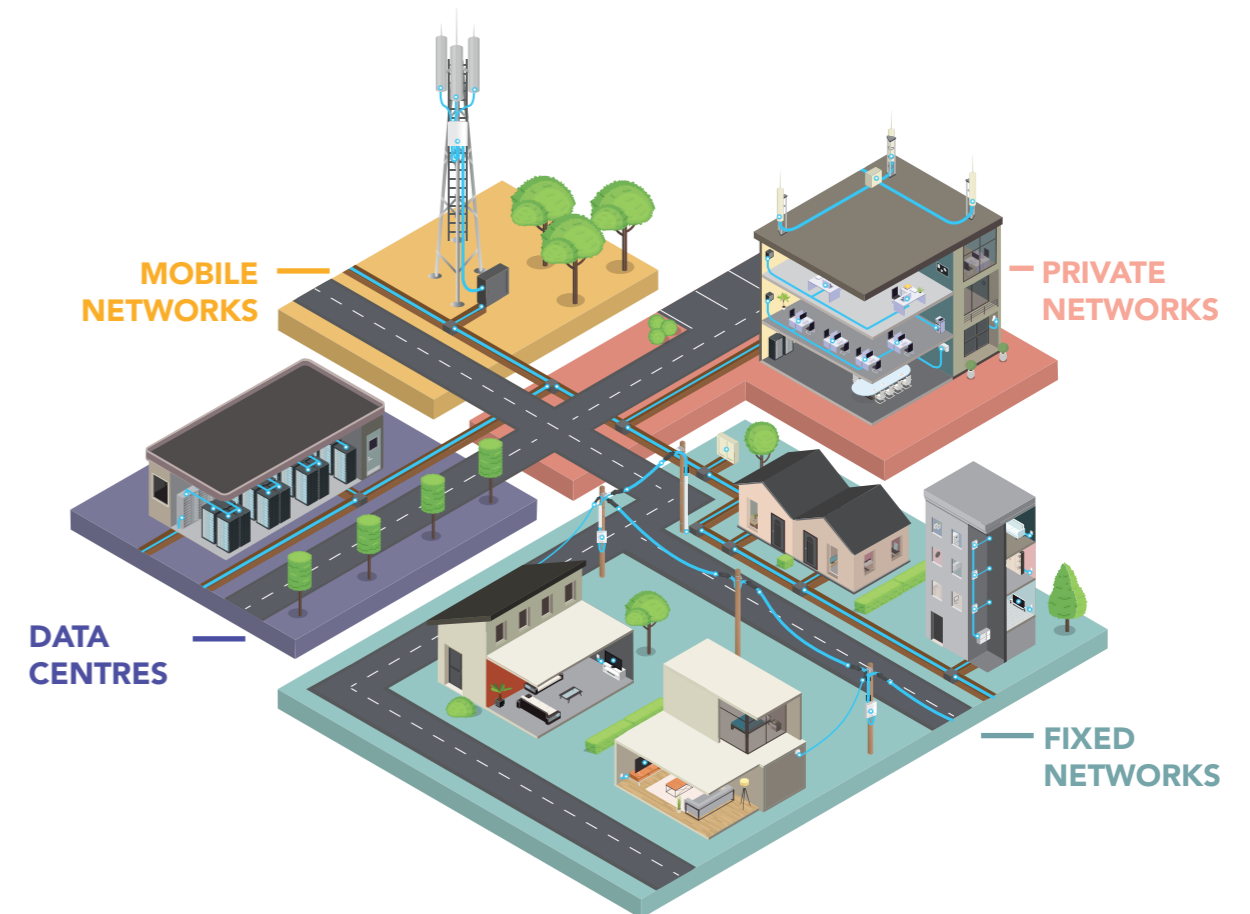
Distribution

An omnichannel strategy



Services

Training and engineering services



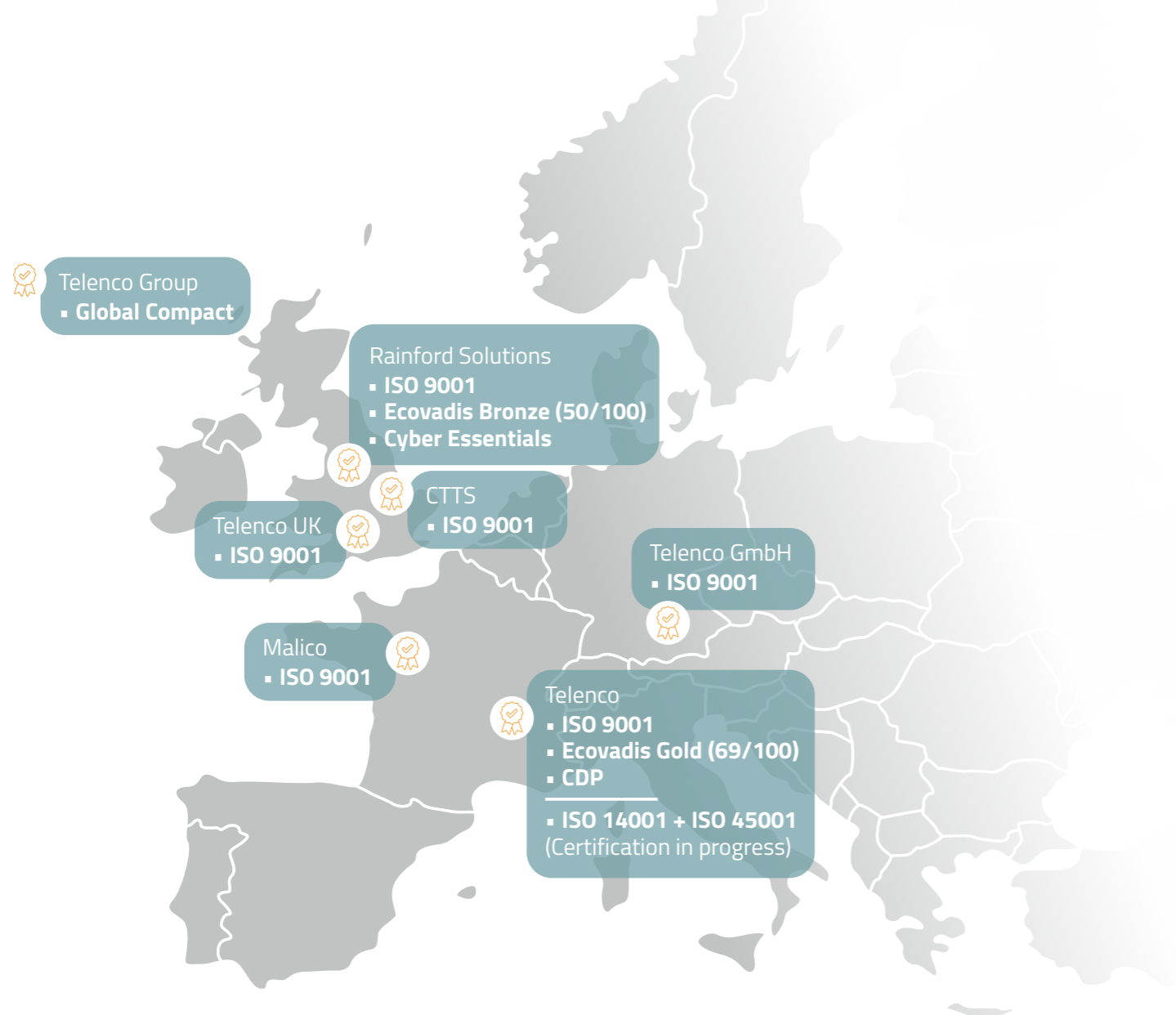
Certifications

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 managed and supervised by our certified sites. In 2023, ISO 14001 and ISO 45001 certifications are being prepared at the Group's historic and main site.

Since 2023, Telenco has published a comprehensive activity report that sets out the Group's commitments.

You can view it on the website www.telenco.com



Global Compact

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 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.



CDP Carbon Disclosure Project

To ensure transparency, Telenco reports its greenhouse gas (GHG) emissions via the "Climate Change" questionnaire on the CDP platform. 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.

SBTi Science-based Targets Initiative

SBTi is an initiative that supports companies in reducing their CO2 emissions. The Telenco Group is working with SBTi to set GHG emission reduction targets for the next 10 years, in line with the Paris Agreement.

Cyber Essentials

Cyber Essentials is a UK government-backed programme that helps businesses to strengthen their defences against the most common cyber threats and demonstrate their commitment to cybersecurity.

CSR policy

CSR has always been part of Telenco's DNA. Over the years, this commitment has been intensified and structured through the introduction of charters, the organisation of events, sponsorship, and various patronage initiatives. In 2023, to confirm these commitments and structure its approach, the Telenco Group is publishing a report on its CSR policy according to 4 principles: Ethics - Social & Societal - Health & Safety - Environment

Design, produce, and act responsibly

Whether through its design, manufacture, or distribution activities, Telenco is committed to adopting a responsible and environmentally friendly approach since its inception in 1999. The company has always taken care to combine economic growth with control of its expenditure on energy and raw materials in order to limit its environmental impact. Over the years, our approach has continued to evolve, and today focuses on 4 fundamental principles: Ethics - Social & Societal - Health & Safety - Environment.

The process is initiated by the head office in France and managed by a steering committee. Supported by the management of each subsidiary, it is deployed and led in each subsidiary by a network of coordinators and appropriate action plans. Every year, the Group strives to take concrete action in each area. Since 2023, these actions and their results have been presented in a dedicated annual report.



Ethics

Doing business with integrity and acting with respect

An ethical approach is a core value at Telenco and essential to ensuring a good social policy, responsible leadership and sound management of the company. To ensure the integrity and ethical conduct of all employees (executives, managers, and staff), a code formalises the rules that set out the practices for "doing the right thing" in relation to all the company's stakeholders (customers, prospects, suppliers, and other partners). This code is the declaration of the commitment by the Group's companies to a culture of honesty and responsibility. It summarises Telenco's requirements and expectations for the behaviour of all its employees so that they embody, in relation to third parties, the values and standards that are essential for conducting business on behalf of our company.

This commitment to a code of ethics is fundamental to maintaining the collective vision and values we need to ensure the company's success, both in our dealings with third parties and internally. This is why Telenco's Code of Ethical Conduct also deals with social issues, including tolerance, confidentiality, and respect for privacy.



OUR CHARTERS AND COMMITMENTS:

- Code of ethical conduct
- Information Systems Security Policy (ISSP)
- IT Charter
- Supplier CSR Charter

The social and societal principle

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 sheltered workshops and adapted companies, the Group aims to encourage 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 CHARTERS AND COMMITMENTS:

- Telework Charter

The health and safety principle

Preventing risks and promoting employee well-being

At Telenco, employees undertake a wide variety of activities depending on the position they hold. From office work to production and logistics, many employees spend long hours standing or sitting, lifting and moving loads, and are thus exposed to health risks.

Safety is one of the company's core concerns. Each new employee is given an induction on arrival, where all safety rules and regulations are explained. To keep accidents to a minimum, Telenco implements a range of preventive measures, including training for its employees, who play an essential role in everyone's day-to-day safety. Collective and individual protective measures are put in place and adapted to each workstation.

We are also concerned about the health and well-being of our employees, and have introduced cross-functional initiatives to promote skills development, employability and a good work-life balance.



OUR CHARTERS AND COMMITMENTS:

- Ergonomic guide
- First aiders in the workplace

The environment principle

Reducing our carbon footprint and controlling our energy consumption

Because Telenco has always paid particular attention to the environment, the Group created its own environmental charter in 2011. This charter is a genuine, day-to-day commitment aimed at ensuring that everyone adopts an attitude at work that is in line with the company's eco-responsibility values.

Aware of the environmental impact generated by its activity and the diversity of its business lines, Telenco is affirming its commitment to the fight against global warming, in particular by setting up annual monitoring of its carbon footprint. By joining the Science Based Targets Initiative

(SBTi), Telenco is confirming its ambition to reduce its greenhouse gas emissions.

In addition, Telenco carries out LCAs (Life Cycle Assessments) on its products and works on optimising design, transport and packaging to reduce the carbon footprint of the solutions it develops.



OUR CHARTERS AND COMMITMENTS:

- Tel'eco Charter



Stakeholders

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

Appropriate and open communication with each of the Group's partners is carried out through the actions listed below:

- Strategic committee scheduled every 6 weeks
- Monthly report

- Monthly management committee meetings at each subsidiary
- Monthly report

- Internal website 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 survey and qualitative satisfaction interview
- Quality maintenance and co-development of products

- Satisfaction surveys
- Sharing monthly forecast requirements

- Dedicated contacts
- Communication and specific meetings to present significant projects (such as the opening of a new production line)

- Sponsorship and patronage
- Co-constructed solidarity events

In addition to these specific communications, events (in particular our presence at trade fairs) and materials are produced and made available to all our stakeholders, such as the annual report, the CSR report, press releases, news posted regularly on our website and on social networks, and much more.



ETHICAL COMMITMENTS



Internal policy

Ethics holds a central place in our vision and business practices. To reinforce our commitment to high ethical standards, we took a number of steps in 2023.

The appointment of an Ethics Officer within our organisation demonstrates our commitment to building a strong ethical culture. The Ethics Officer's role is to support internal teams with advice and recommendations and to ensure that ethical principles are integrated into all our activities.

The introduction of a whistleblowing procedure strengthens our ethical framework by enabling our employees to report any behaviour that is contrary to our ethical principles. This approach reflects our commitment to ensuring a transparent, ethical working environment that respects the rights of all employees.

We have also updated our ethics charter so that it can be applied at Group level. By bringing these elements together, we demonstrate our commitment to ethical practices, fostering a professional environment where integrity and responsibility are at the heart of all our interactions.



100%
of employees have signed the ethical code of conduct.



2024 TARGETS:

Maintain 100% employee signature of the Ethics Charter

Responsible Purchasing

In 2023, Telenco is continuing its approach and questioning its supplier panel once again.

61%
response to CSR questionnaire
and an average score of
58/100
compared with 53/100 in 2022

82%
signature of CSR charter



TARGETS:

- Achieve 90% response and signature of our CSR charter by our suppliers by 2024
- Continue to raise CSR awareness among suppliers and achieve an average of 70% by 2025
- Develop the approach at Group level in 2024 and 2025

In 2023



78%
of purchases in France or Europe

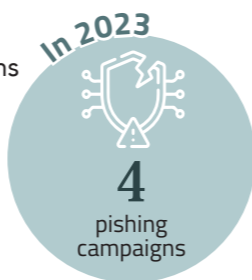


Cybersecurity

Cybersecurity is a major issue for the Group. To guarantee the security of the data stored by the Group, an internal policy has been created and developed, including: the IT charter, the GDPR, the charter for the use of social networks and the Information Systems Security Policy (ISSP).

Numerous actions are taken every year to limit the risks of cyberattacks. Among the mandatory and essential practices, all Telenco computers are encrypted and have multi-factor authentication. The password management policy is robust and requires passwords to be changed several times a year. To reduce the number of phishing emails received, a spam filter is installed on each mailbox. The aim is to pre-filter messages and eliminate those deemed suspicious or from senders considered dangerous. In order to make all employees aware of the risks involved, several

phishing and e-learning campaigns are carried out during the year. In 2023, 4 phishing campaigns were carried out across 4 different subsidiaries, as well as 9 e-learning campaigns.



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

55% of users completed all 9 e-learning courses.

0 information security incidents

100% of users signed the IT charter.

2024 TARGET:
4 phishing campaigns/year



360,700 emails were blocked, including nearly 20,000 viruses

Focus on Rainford Solutions

Rainford Solutions Ltd is Cyber Essentials certified. Through this certification, the organisation is protecting itself against cyber threats and demonstrating its commitment to cybersecurity.



Combatting corruption

As part of its ethics policy and in application of the Ethics Code of Conduct, in 2023 Telenco rolled out anti-corruption training for the 50 employees in the most sensitive positions at Group level, including members of the Management Committee, purchasing and procurement managers, and sales staff.

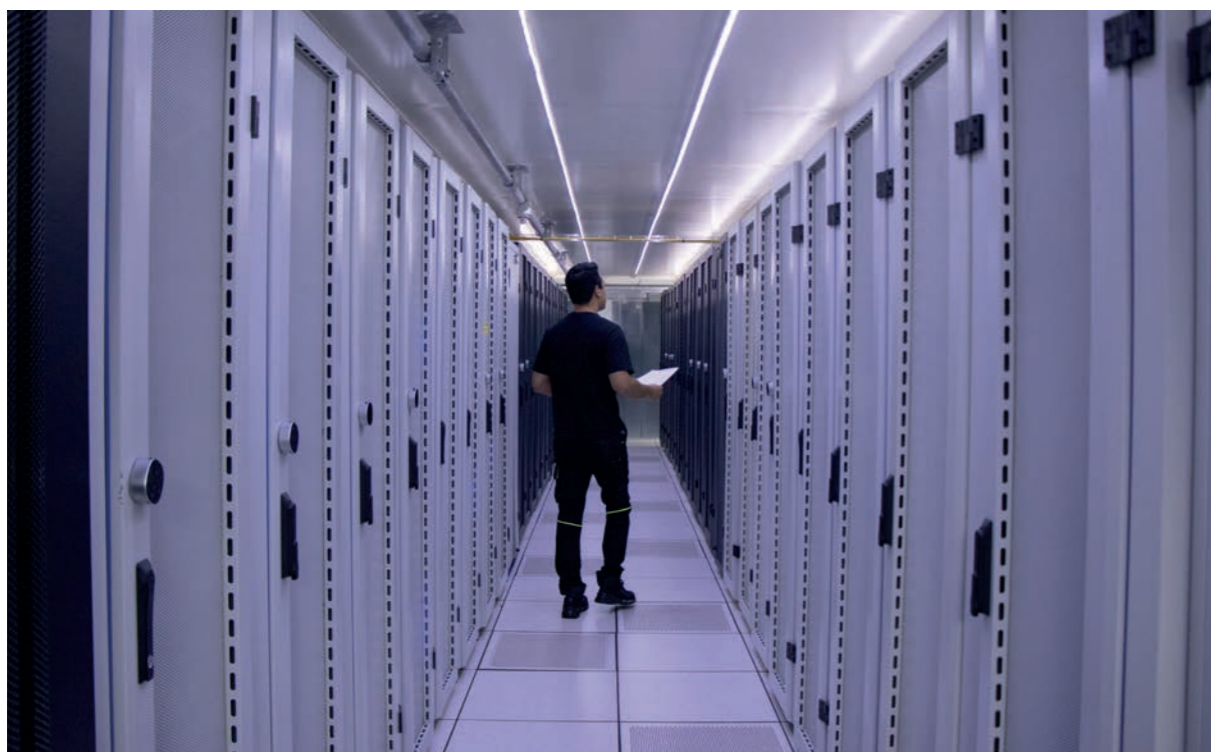
The course covers 6 subjects:

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

As the parent company of the Telenco Group is based in France, all subsidiaries are subject to compliance with the law known as the Sapin 2 Law, even though it is a French law. The training was given in French and English.

0 incidents reported through the whistle-blowing procedure
0 corruption cases detected
0 confirmed cases of corruption

2024 TARGET:
Train 100 employees trained in corruption issues and risks and achieve a 100% success rate





SOCIAL & SOCIETAL COMMITMENTS



Professional equality

Our commitment to professional equality is part of our Human Resources policy and, more broadly, our Corporate Social Responsibility policy. For Telenco, professional equality is a source of social balance, economic efficiency, and complementary skills within our company. 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.

651 employees in 2023 < 61% men 39% women compared to 37% women in 2021

26% of women in managerial positions within the Group.

4% decrease in the gender pay gap between 2022 and 2023

2024 TARGET: Setting up a mentoring system

Jobs

The year 2023 was marked by acquisitions, mergers, and creations within the Telenco Group:

- 2 new companies joined the Group in 2023: Malico & NGIS.
- Telenco networks & Telenco distribution merged to become Telenco.
- Telenco Africa was set up in Benin.

These events generate local employment, development and skills upgrading for employees, and even internal mobility! In 2023, 20 employees benefited from this programme.

35 hires in 2023
15 work placement & sandwich courses in 2023

31.9% turnover in 2023 (number of departures over the year/number of employees on permanent contracts at the start of the year)

2024 TARGET: Continue to promote internal mobility

Training

Training is a major lever for the development and skills enhancement of employees. Among the training courses given, we offered both job-specific training for employees and training on safety, as well as languages, and technical training on products developed by the Group.

In 2023 35% of employees trained



Fire-fighting training



Work-life balance

The Telenco Group has always taken care to maintain a balance between professional and personal life, developing managerial tools to facilitate this balance. In particular, teleworking is organised for all jobs that allow it. Flexible working hours have also been introduced, enabling employees to adapt their working hours to better manage their day-to-day constraints. Department managers receive management training that takes this notion into account. If this balance is properly managed, performance at work can be reconciled with employee fulfilment.

45%
of employees are eligible for teleworking
(production and logistics employees cannot telework by definition)

100% of non-production and non-logistics employees are eligible.

2024 TARGET:
Raising awareness among employees, managers and senior management of the challenges of work-life balance

Inclusion and diversity

As part of its drive to promote diversity within the company and pursue its social policy in favour of disability, Telenco organised an awareness-raising week in its French entity in November 2023. During the week, employees were able to learn about disability through a variety of activities:

- A wheelchair tour with the EASI association: understanding the difficulties faced by people in wheelchairs.
- Disability awareness campaigns organised with our mutual insurance company
- Duo days: a day to help a disabled person discover career possibilities
- HR desk: the disability advisor set up a support desk to answer employees' questions on the subject.

After the week, employees were able to sign up for further disability awareness sessions.

2
disabled people took part in the Telenco career discovery day at Duo Days.

2024 TARGET:
Involving another Group subsidiary in the process



Patronage and sponsorship

TELenco BOOSTS YOUR ASSOCIATION

In 2022, Telenco created the "Telenco booste ton asso" scheme to involve its employees in the sponsorship process. There are two stages to this process:

1. Submitting an application: eligible associations are those of which a Telenco employee or a member of their household is a member.
2. Selection of three associations by a panel of employee volunteers

For this first edition of "Telenco Booste ton asso", 9 applications were submitted and the jury selected the following 3 associations:

- EASI (Grenoble)
- Chartreuse Rugby club (Saint-Laurent-Du-Pont)
- Tennis club Echirolles (Echirolles)

The initiative was due to be rolled out across France in 2023. In 2024, Telenco wants to extend the approach and create a Group-wide sponsorship campaign, involving all its employees and selecting associations from different countries!

2024 TARGET:
Extending the approach to the Group and sponsoring associations outside France

LES ENFANTS DE L'OVALE: MEETING THE MAKIS OF MADAGASCAR

To mark the 2023 Rugby World Cup, which was held in France, the Héritage Pontlevoy association organised the 1st World Schools Rugby Tournament, from 2 to 7 September 2023. The event brought together over 700 children from 24 countries.

The Enfants de l'Ovale association, of which Philippe Sella is chairman (and also patron of the World Schools Rugby Tournament), was given the opportunity to field a women's team. From Madagascar, the Makis arrived in Paris, took part in the tournament and won the cup, taking first place overall!

Telenco, as a patron of Les Enfants de l'Ovale, contributed to their trip by financing sports equipment and clothing so that the young players could take part in the tournament in the best possible conditions.

UNITED KINGDOM

SOLIDARITY ACTIONS

Telenco UK raised over £10,000 for Julia's House Children Hospice, a local charity that cares for children with life-threatening illnesses, by taking part in the first ever Big Dog Art Trail, which took place over the summer in Swindon.

Telenco UK also made four donations during 2023 to Swindon Food Collective, the local food bank, donating over 150kg of food and essential items.



Interview with Jo Common from Julia's House

We were absolutely thrilled to have Telenco join us as a sponsor of one of our Swindogs in the 2023 Big Dog Art Trail. The money Telenco has helped to raise from The Big Dog Art Trail has had a significant impact on our children's hospice care service in Wiltshire. It has helped to fund the specialist nurses and carers who have provided respite care for 60 seriously ill children in their homes and at the hospice this year, the two Wiltshire sibling workers who have been on hand to support their brothers and sisters as life can be tough for them too, a team of counsellors and complementary therapists to step in and help with mental health and wellbeing needs, and additional family support workers who take the strain off families trying to secure the practical help and support they're entitled to. And it's helped us hold regular family fun days, sibling activities and parent events that give a much-needed chance for the families and children we support to spend time together with people who understand just what they're going through. We are therefore delighted that Telenco have chosen to partner with us going forward and have pledged their wonderful support for our Julia's House Business Club.



HEALTH & SAFETY COMMITMENTS



Quality of Life and Working Conditions

In France, Quality of Life and Working Conditions Week (QWLC) is organised every year. It aims to raise awareness, mobilise and inspire companies, managers, employees, and trades union and employers' organisations around the crucial issues of QWLC.

The QWLC gives participants access to knowledge and practical tools to improve their working conditions, create synergies within and outside the company, find inspiration through the sharing of good practice and initiate lasting change.

In 2023, the company offered its employees conferences on nutrition, with a focus on a balanced diet. Sophrology workshops were also offered to employees, to help them discover how to develop serenity and well-being through relaxation and activation techniques of the body and mind. These workshops focused on stress relief, fatigue management, and work-life balance.

Last but not least, during the week, group sports classes were organised by employees to combine health and fun!



2024 TARGET:

Involve at least 1 other subsidiary in participating in Quality of Life at Work Week



Focus on Telenco Portugal



The Group's Portuguese companies have also brought in a nutrition specialist. In addition to best practices and advice on healthy eating, individual meetings were organised for interested employees. Summary posters were made available to employees in the canteens to help them on a daily basis.

To boost this approach, challenges and activities were organised, including the provision of baskets filled with healthy food.

3 BONNE SANTÉ ET BIEN-ÊTRE

4 ÉDUCATION DE QUALITÉ

8 TRAVAIL DÉCENT ET CROISSANCE ÉCONOMIQUE

Guaranteeing safety in the workplace

Telenco's various entities operate in a wide range of fields, from logistics and production to services. In this context, safety in the workplace is important and helps to limit the risks to employees. The Group's different entities, particularly production units, have safety functions to ensure the operational and organisational safety of their employees.

55
accidents at work in 2023 compared with 73 in 2022

2024 TARGET:
Reducing the number of accidents in the workplace



Muscle warm-up session

Ergonomics

In order to limit the occurrence of Musculoskeletal Disorders (MSD), the Group's different subsidiaries are implementing a variety of solutions. For office-workers: ergonomic equipment is made available to employees to limit their exposure (ergonomic mice, screen risers, etc.). For production/logistics workers: some subsidiaries have introduced a range of practices for their employees: muscle warm-up sessions, lifting tables, changing workstations during the day, etc.

Focus on Rainford Solutions

In 2023, Rainford Solutions Ltd carried out a Health and Safety audit, taking into account a number of issues, including the following:

- Health and safety policy
- Communication
- Risk analysis
- Training
- Insurance
- Noise
- Vibration
- Fire safety

This audit enables Rainford Solutions Ltd to identify the areas where they can work to improve their approach, prioritising the actions that are essential.

Focus on Malico

Every morning, Malico employees start their day with a few minutes of muscle warm-up. This allows employees to start their day in the best possible conditions.

- The benefits are varied:
- Reduce stress and anxiety through simple exercises to release muscular tension
 - Improve concentration by activating blood circulation and oxygenating the brain
 - Preventing injuries and improving posture
 - Strengthen team spirit through a moment of conviviality and sharing

3.6 million steps for the Sport dans la Ville association

From 5 to 9 July 2023, Telenco employees took part in the charity challenge organised by APHEON. In all, more than 140 employees from all the Group's subsidiaries rallied together for a good cause.

This year, the Group was taking part on behalf of the Sport dans la ville association, which helps young people from disadvantaged neighbourhoods on their path to success. Through sport, the association transmits values that are important for their personal development and professional integration.

With more than 3.6 million steps taken by walking, running or cycling, Telenco once again took second place, as it did last year, in the ranking of companies that took the most steps, out of 19 participating companies. This success raised a further €3,000 for the charity (in addition to the fundraising).

In 2023
140
Participating employees



Apheon Challenge



ENVIRONMENTAL COMMITMENTS



Waste

Telenco has been sorting waste for many years.

In 2022, the Group set itself the target of reducing its waste by 20% by 2030. The target set proactively was exceeded, with a reduction of 32%.

Type	2022	2023	Difference
Wood	297	197	-34%
Metals	529	303	-43%
Non-hazardous industrial waste (DIB)	333	160	-52%
Paper/cardboard	159	129	-19%
Hazardous waste	8	0,5	-94%
WEEE	0	1	/
Plastics	240	212	-12%
Tarmac & concrete	0	64	/
Total	1566	1067	-32%

Eco-design

Each product designed by Telenco France is accompanied by a life cycle analysis. A LCA assesses a product's environmental impact starting from the design phase, identifying and indicating action on the parameters that have the greatest impact. These analyses are taken into account in the design of products to optimise and limit their carbon footprint. This approach allows us to be more economical and eco-friendly by using fewer materials or recycled materials, for example.



2024 TARGET:

Developing the LCA approach at Group level

Focus on Modular Multi Enclosure Bracket - MMEB



This product has been designed specifically to meet the needs of the UK market. A competing product, in folded sheet metal with crimped inserts, already exists on the market.

Why change raw materials?

Beyond the technical and qualitative aspects of the product, raw material plays an important role in the life cycle of a product.

1 kg of steel
6.659 kgCO₂eq

1 kg of plastic
3.412 kgCO₂eq

-51% less CO₂ from raw materials

Over the entire life cycle, each stage has a significant impact, depending on the product. In the case of MMEB, the raw material accounts for over 80% of the CO₂ footprint. So by changing the raw material, it is possible to reduce this figure.

In 2023



164

LCAs completed



Energy: the road to energy moderation

Telenco is continuing to reduce its energy consumption. The Telenco subsidiary's buildings are all powered by renewable energy with a guarantee of origin. In addition, the NGIS subsidiary has photovoltaic panels.

2024 TARGET:
Renewable energy use in Portugal

Site	Consumption in 2022	Consumption in 2023	Difference
France	3 083 938	2 581 350	-16%
Belgium	58 832	58 435	-1%
UK	2 539 446	3 089 473	22%
Germany	58 455	50 171	-14%
Portugal	1 117 388	1 190 020	7%
Tunisia	50 540	73 453	45%
Africa	8 585	10 719	25%
Mexico	4328	10 000	131%
Total	7,098,428 kWh	7,063,621 kWh*	-1%

*Including 642,492 kWh of 100% renewable energy

Sustainable Development Week

European Sustainable Development Week is an opportunity for the Telenco Group to roll out actions in all its subsidiaries, even those based outside Europe. Between 18 September and 8 October 2023, a number of initiatives were launched around the world.

- Quiz: every week, Telenco Group employees could test their knowledge of sustainable development by taking a quiz.
- Food drive: for 3 weeks, the Telenco Group organised a drive to collect non-perishable foodstuffs and personal hygiene products for people in need. Each subsidiary donated its collection to a local charity.
- Swap/Second-hand: Telenco offered its employees the opportunity to display objects and clothing of their choice for the benefit of their colleagues.
- Rubbish collection: employees were offered one hour's work to collect rubbish around the premises of Telenco subsidiaries.

In 2023

280 kg
of donations of basic and essential products to associations

In 2023

400 kg
of waste collected

Focus on Telenco LATAM

For the first time, the subsidiary organised an afterwork flea market as part of Sustainable Development Week. The afterwork started at 5pm, with drinks and snacks available and music playing to create a great atmosphere. To take part in the afterwork, you had to bring something to share in order to get people mingling and include everyone. This event was greatly appreciated by the subsidiary's employees and made everyone feel included.

2024 TARGET:
Involving more subsidiaries in Sustainable Development Week activities

Carbon Footprint: accounting for greenhouse gas (GHG) emissions

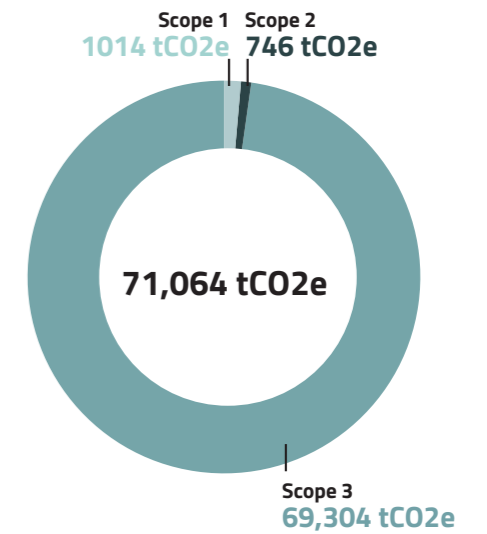
Telenco has been calculating its GHG emissions since 2022. In 2023, the initial year of 2022 was recalculated to take into account the two new acquisitions that took place in 2023. This process ensures that the initial year of declaration is consistent. The Group's 2023 GHG footprint has been verified by an independent firm of experts to ensure that the data has been correctly taken into account.

Because of its business model, the Group's emissions are mainly focused on Scope 3. At 68%, the largest source of emissions is purchased goods and services: raw materials, sub-assemblies, finished products, etc. Telenco is also a member of SBTi, with the aim of submitting its targets for validation in 2024.

Among the measures to be implemented to reduce our emissions, we are concentrating our efforts mainly on the emission sectors that have the greatest impact:

- Sourcing locally from reliable and sustainable suppliers (including the use of recycled materials)
- Optimising products and packaging through LCAs

2024 TARGET:
Reduce our GHG emissions by 2033:
 - 54.6% for scopes 1&2
 - 32.5% for scope 3
Target currently being validated by SBTi

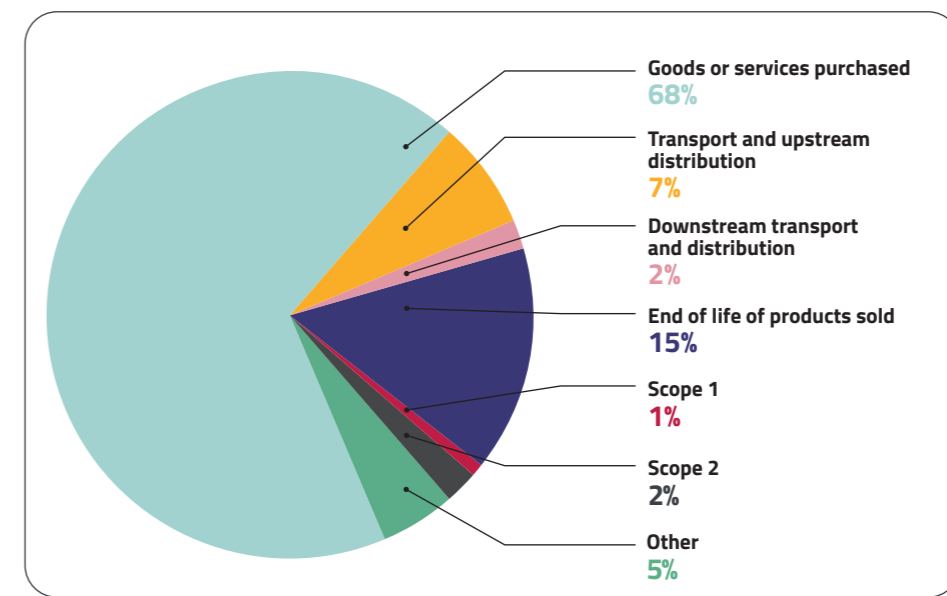


22%
 reduction in GHG emissions between 2022 and 2023 to reach 71,064 tCO2e in 2023.

0.39 tCO2eq/€k of turnover
 in 2023, i.e. -5% relative to 2022

109 tCO2eq/employee
 in 2023, i.e. -23% relative to 2022

95%
 certainty rate by 2023



Our approach

- Analyses carried out on all Group entities
- Scopes 1, 2 and 3 taken into account
- Review carried out in 2022 and 2023
- 2023 report reviewed and validated by independent experts.

2024 review and targets

2023 review

The 2023 CSR Report reflects our ongoing commitment to sustainability. This year has been marked by increased proactivity and continuous improvement in our practices to meet our ambitions. Over the course of the year, we implemented additional actions. These actions have enabled us to exceed our targets, particularly in terms of reducing our direct and indirect greenhouse gas emissions. To continue to better manage our initiatives, we also introduced new indicators to assess and monitor our progress. All these measures support and confirm our long-term ambitions, enabling us to anticipate the expectations of our stakeholders and continue to generate sustainable value.

2024 Targets

After 2023, a year marked by significant progress in corporate social responsibility, we are reaffirming our ambitions for 2024 and the years to come. They are translated into an action plan and quantitative and qualitative targets to ensure that our trajectory and commitments are met. Concrete actions that reflect our long-term strategy are regularly monitored. Supported by management and all our employees, these actions are based on our 4 principles. As well as continuing to strengthen our commitments to these four principles, 2024 will mark a turning point in the structuring and formalisation of our CSR approach. Aware of the challenges ahead and of our ambitious objectives in terms of sustainable development and social responsibility, we are going to pursue our efforts and continue to combine profitability, innovation, and sustainability.

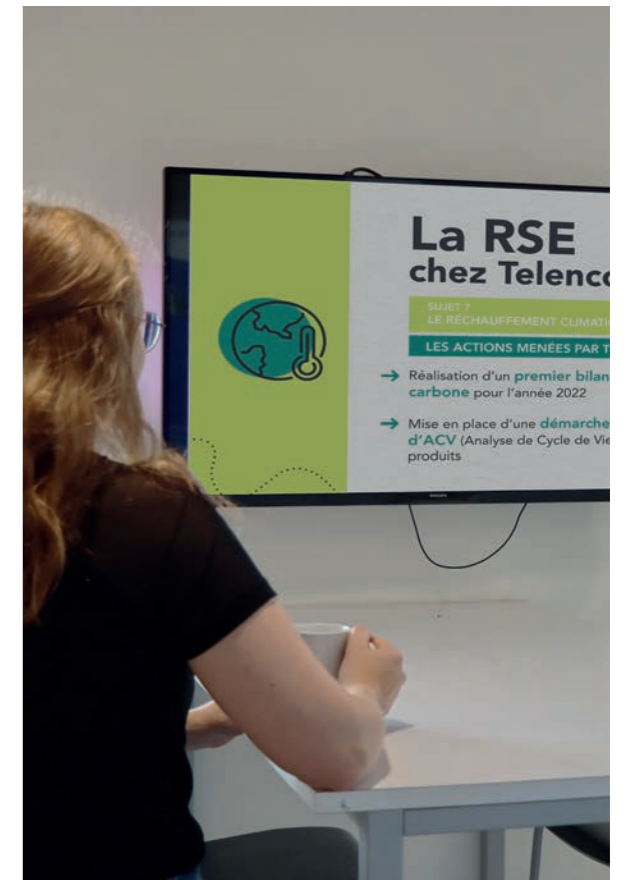
Continue to structure and formalise our CSR approach

Targets

- Harmonising our CSR approach across the Group
- Continue to monitor, formalise, and refine our roadmap
- Anticipating regulatory changes in the area of CSR

Actions

- Introduction of additional indicators
- Setting up a dedicated team to respond to the CSRD
- Be supported and have our approach and objectives validated by independent bodies





SOCIAL & SOCIETAL

OUR AMBITION
Supporting and helping to meet social and societal challenges


- Local partnerships
- Internal mobility
- Inclusion & Disability
- International patronage & sponsorship
- Skills development



HEALTH & SAFETY

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

- Training
- Ergonomics
- Reduction of accidents at work
- Quality of Life and Working Conditions (QLWC)
- Sports challenges



ETHICS

OUR AMBITION
Communicating and promoting our Code of Ethics to all our partners

- Supplier control
- Anti-corruption training
- Sustainable sourcing
- Risk mapping
- Responsible Purchasing Certification



ENVIRONMENT

OUR AMBITION
Achieving the objectives set by SBTi

- Reduction targets validated by SBTi
- Eco-design - AVC
- Energy efficiency
- Integration of recycled raw materials
- Planning reduction actions

Photo credits: ©2024Telenco(T) ©Utopikphoto

This document is made from materials sourced from well-managed FSC® certified forests and recycled materials. Do not litter.



CSR Report 2023 - Telenco Group - Edition n°2
ZA Valmorge - Rue Séraphin Martin - 38430 Moirans (France)
Tel. : +33 (0) 476 350 015 - www.telenco.com



 **Telenco**

www.telenco.com