

ENVIRONMENT, SOCIAL AND GOVERNANCE REPORT (ESG)

2022





About THIS REPORT

This ESG report offers our stakeholders a global overview of our commitments and actions in 2022.

It highlights the progress and results of our social, environmental, community and governance challenges for all of our entities for the period from January 1 to December 31, 2022.

Responsibility and transparency are an integral part of the relationships of trust that we develop with our customers, our employees, our shareholders and investors. We take significant steps every year to strengthen our ESG approach through the continued engagement of our stakeholders.

In a constant process of continuous improvement, your questions and comments concerning this report and the Group's ESG approach in general are welcome at: **public.relations@camusat.com**

EXECUTIVE Summary



SOCIAL

SECURITY/ WELL-BEING — DIVERSITY

2 224 employees end of 2022



38 nationalities in the Group

Percentage of women: **13,4%**
298 women / 1 926 men



28,2 % of women occupying a supervisory or a management position



33,33% of women represented in the Executive Committee of the Group

2 353 Employees trained by our internal EHS trainers since 2016



30 417 training hours in 2022



ENVIRONMENT

SUSTAINABLE SOLUTIONS — ENVIRONMENTAL PERFORMANCE



Committed to the **SBTi**

224 493 Tons of CO2 avoided since 2015 thanks to our solar and hybrid energy solutions, out of which **105 027** tons avoided during 2022 year.



23% of the turnover of our products and services providing added environmental value in 2022

Annual CO2 emissions from the on-site energy equipment divided by **3** thanks to Aktivco division.



Carbon footprint assessment performed for the last 2 years covering the **scopes 1,2 et 3**.

34,33% reduction for our energy consumption between 2021 and 2022



COMMUNITY & GOVERNANCE

INCLUSION/ ETHICS

96,4% of our employees originate or are permanent residents in the countries in which they work



74% of our interviewed Group managed suppliers evaluated on ESG criteria



84% of our Group managed suppliers integrate the ESG dimension to their global strategy (purchase orders value)

Elaboration of our **Global risks mapping** and **anti-corruption risk mapping**



Member of **Global Compact** since **2014**

Summary

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Chairman's

EDITORIAL

The year 2022 has been beneficial for the development and stability of Camusat, although it was dominated by uncertainties linked to inflation. Our ability to constantly adapt to the challenges of the sector has once again enabled us to position ourselves as a major operator of telecom infrastructures.

At a time when society is more attentive than ever to sustainable development, Camusat has consistently demonstrated its commitment to creating value for its stakeholders. The rapid progress of our Aktivco division in 2022 is a perfect example of this and makes Camusat an important partner to contribute to the energy transition in our industry.

At the same time, we have been able to observe a real awareness of climate change by our customers, which reinforces our ambition to help them reduce their carbon footprint.

Sustainability has been a key principle for the development of our Group in recent years and we are particularly proud of the progress made in 2022 as part of our ESG approach.

Indeed, the completion of our first carbon footprint in 2021 has enabled us to implement in 2022 action plans within our organization to reduce our own greenhouse gas emissions.

Priority has also been given to integration in the countries where we are present by developing infrastructure in rural areas to increase their access to the telecommunications services.

We are therefore moving forward in a positive dynamic for the year 2023, during which we wish to accelerate our sustainable economic growth. For example, we recently raised a total of 43 million euros to support the growth of Aktivco's activities, generating a positive impact on the environment.

Our main ambition in the years to come is to continue to help our customers reduce their greenhouse gas emissions thanks to our know-how and our solutions, and to continue to transform our company with the support of our ESG approach launched in 2014.

I am therefore pleased to present this new ESG report which gives our stakeholders a global overview of our commitments and achievements in 2022 as well as our vision for the future.

Richard THOMAS
Chairman

« Sustainability has been a key principle for the development of our group in recent years and we are particularly proud of the progress made in 2022 as part of our ESG approach. »

Richard THOMAS
Chairman

OUR Group

Camusat is a major player in the telecommunications industry and particularly in the deployment of telecommunications networks. Our teams of experts can design, build, power and manage our customers' telecom infrastructures. Indeed, our mission is to help our customers get the best from their networks, all over the world.

We want to strengthen our position as a leader in telecom infrastructure services and develop our portfolio of solutions to ensure the long-term sustainable growth of our Group.

The Group supports telecom players in the construction and optimization of the development of their networks by integrating the latest telecommunications technologies through the operational company Camusat on the one hand, and on the other hand by offering them outsourcing solutions for their infrastructures through its dedicated investment vehicle, Aktivco division.



224 493

CO2 tons avoided thanks to our sustainable solutions since 2015



Excelling in

5

Opco Business
lines



State of art

3

Infraco Business
model



Presence in

+20

Operational
territories



Over

+2 200

Direct employees



Generating

201m€

Turnover in 2022



Success story

40+

years



INNOVATION

Innovation is the fruit of the meeting of our talents and collective know-how. The different skills of Camusat, due to the diversity of its professions, work in synergy, which makes it possible to create an innovative dynamic. Innovation is the key to Camusat's sustainable growth.



REACTIVITY

Reactivity is a necessity and a strength in the constantly evolving telecommunications market. Camusat Group has been able to implement an organization based on the capacity to promptly identify new ideas, make decisions, and implement them with the final aim to keep on meeting the expectations of its customers.



DIVERSITY

Diversity is the source of our success. We know nothing would be possible without diversity of know-how, cultures, and our employees' wealth. As part of our CSR commitments, it is also a factor in our Group's social and economic performance. Equal treatment and sharing of cultures contribute to creating a corporate culture that is open, responsible, supportive, and promotes internal cohesion.

The values of the Camusat Group are present throughout its organization and shape its culture on a daily basis. They characterize all our employees throughout the world in their daily actions and are a source of wealth for all our stakeholders.

GROUP History

1977

CAMUSAT set up in France by **Jacques Marie CAMUSAT**



2011

Richard Thomas successfully concludes the **1st LBO** of Camusat with **MBO Partenaires**

2016

Backed by **Equistone Partners Europe**, **2nd LBO** to accompany the Group's expansion **EQUISTONE**

2017

Set up of our **investment vehicle** for infra asset management



Acquisition of CAMUSAT by **GINGER** (engineering)

2002

Camusat defines its **CSR commitments**

2014

Camusat publishes its **1st CSR report**

2015

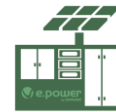
Camusat elaborates its **1st Carbon Footprint** covering Scopes 1,2 et 3

2021

CAMUSAT OPCO Activities



**TELECOM SITE
CONSTRUCTION &
INSTALLATION**



**POWER SYSTEMS &
RENEWABLE
ENERGIES**



**EQUIPMENT
INSTALLATION &
COMMISSIONING**



**FIX & FIBER OPTIC
NETWORKS**



**MANAGED SERVICES,
MAINTENANCE &
OPERATIONS**

Our 5 business lines meet the needs of constantly changing telecom players. We build infrastructure for our customers and prepare the ground for the deployment of future communication technologies.

AKTIVCO Activities



**ZERO CAPEX OVER THE
CONTRACT DURATION
MINIMUM 10 YEARS**



**FINANCING SECURED
INVESTMENT GUARANTEED**



**ENERGY EFFICIENCY
GREEN SMART SOLUTIONS**





**LOWER OPEX
EBITDA IMPROVED**

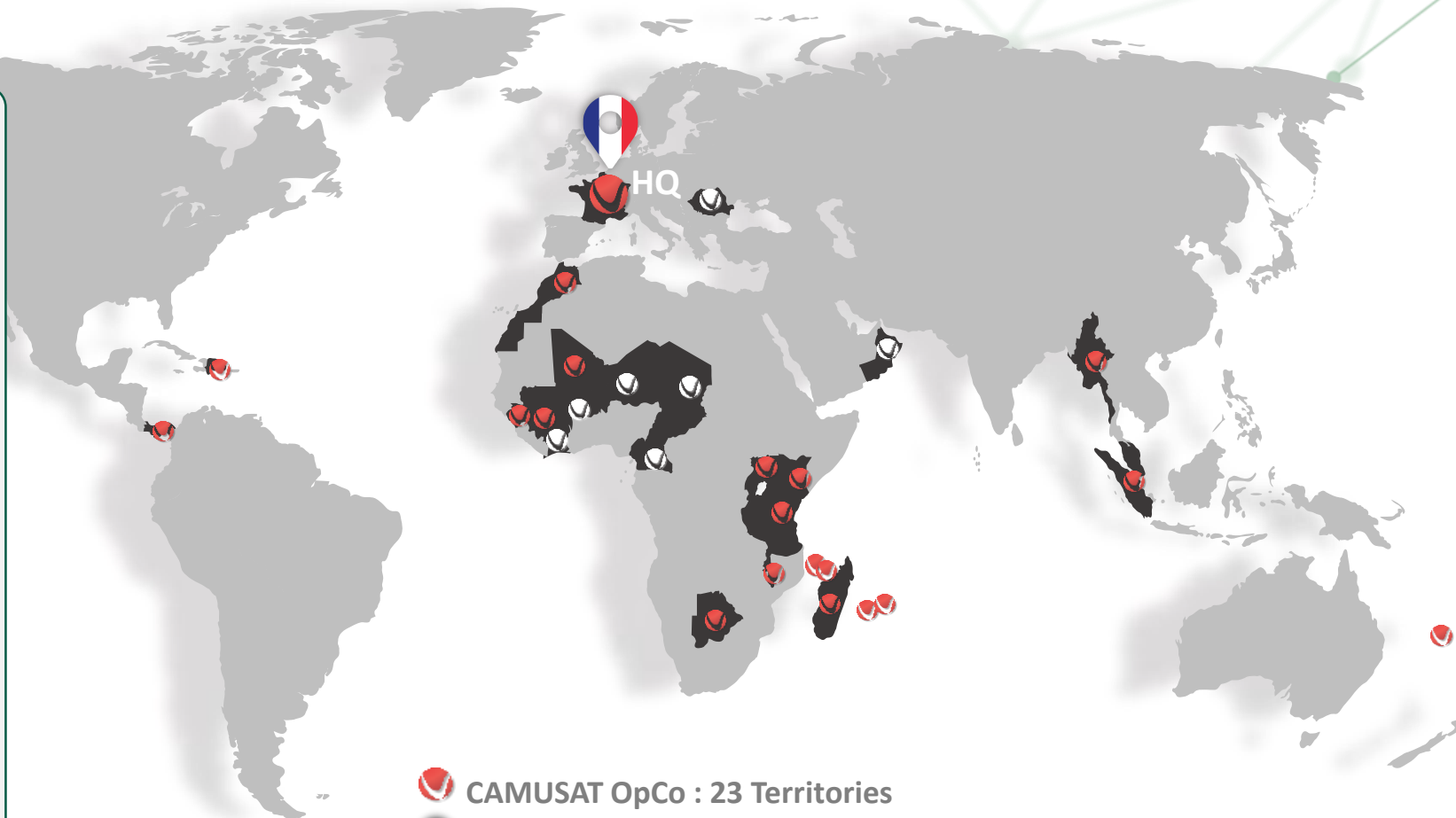


**NETWORK PERFORMANCE
CAMUSAT TECHNOLOGY**

Our Infracore division, Aktivco, and our global operational crews respond to the need from our industry to outsource the telecom infrastructures. Today, more than 7,000 telecom sites using the TESCO model. Presence in 9 countries.

OUR Footprint

	
AFRICA & INDIAN OCEAN	1 248
CALA	675
EUROPE, MIDDLE EAST & ASIA	180
FRANCE & DROM	121
TOTAL <i>at 31st Dec 2022</i>	2 224



 CAMUSAT OpCo : 23 Territories
 Aktivco : 6 Territories

OUR Supervisory Board

In 2022 the Supervisory Board meetings included 2 to 5 members. The role of the Board is to control the company administration performed by the Chairman and the General Managers.

The Board appoints its Chairman from among its members by a simple majority of its present or represented members. The community of Shareholders may appoint, by simple majority, one or more censors called to the Board meetings which they may attend, without the right to vote (2 censors currently). In 2022, all members are non-independent.

The Supervisory Board meets as often as the interests of the Company may require and at least four times a year. The Supervisory Board met seven times in 2022.

Board Members

Mr Arnaud THOMAS
(Chairman of the Supervisory Board)

Mr Guillaume JACQUEAU
(Member of the Supervisory Board)

Mr Thierry LARDINOIS
(Member of the Supervisory Board)

Mr Florent ROSTAING
(Equistone, Invited)

Mr Frédéric MEREAU
(Alcentra, Censor)

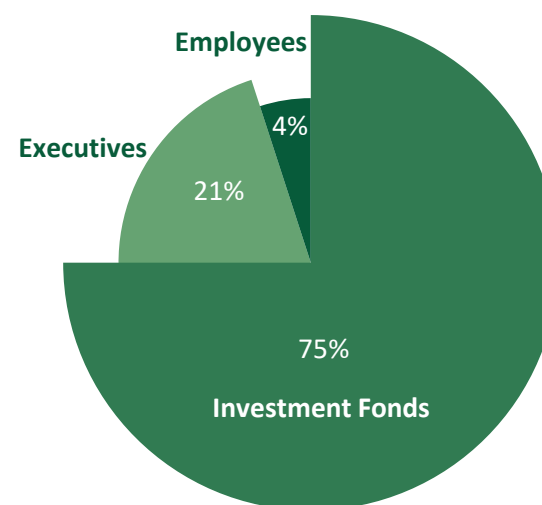
Mr Maxime DE ROQUETTE BUISSON
(Idinvest, Censor)

Mr Richard THOMAS
(Chairman of the Company)

Mr Thibaut DE RODELLEC
(Invited)

Mr Julien CATEL
(Invited)

Camusat Group Shareholders in 2022



OUR Executive Committee



Richard THOMAS
Chairman & CEO



Aïda DIOUF
*Group Chief Ethics and
Compliance Officer & Africa
Executive Director*



Thibaut DE RODELLEC
Deputy Group CEO



Julien CATEL
*Group Chief Administrative &
Financial Officer*



Elodie PERRIGOT
*Group Chief HR-ESG & EHS
Officer*



Joseph TOUMA
*Group Business &
Operations Executive Officer*



Florian RUBIN
Aktivco Finance Director



Ivan NAZARSKI
*Group Technology & Information
Security Officer*



Christelle REIST
Group Chief Legal Officer

Our Executive Committee aims to develop the Group's strategy and implement it, while taking into account the interests of its stakeholders. It is also responsible for ensuring interaction and cooperation between the various activities and entities of Camusat Group. Within the Executive Committee, the HR-ESG & HSE Director is in charge of supervising the Group's ESG approach and reports directly to the Chairman.

OUR Main risks

All of the challenges encountered by the telecommunications sector expose the Group to risks that may impact its results and reputation.

Through its Enterprise Risk Management system, Camusat has defined a comprehensive risk management approach that is integrated into the Group's strategy and operations. This approach has made it possible to identify the main risks of the Group in order to ensure their management and their mitigation and, ultimately, to allow the sustainability of the Group.

Camusat has also carried out a mapping of corruption risks internally and at the level of subcontractors, within the framework of the Sapin 2 law (for more information, please refer to page 37). In 2022, regional maps were launched on this domain to adapt to the local context.

Today, Camusat has a very good knowledge of its risks, making it easier to define action plans. Many actions have already been carried out and the risk mapping exercise has thus allowed us to better formalize them.

OUR RISK ANALYSIS METHODOLOGY AND GOVERNANCE

The enterprise risk management system provides a comprehensive view of Camusat's risks. It takes the form of maintaining a register (list) of raw risks translated into a map to highlight the major risks. The list of raw risks has been defined by Camusat in many areas: strategy and market, financial, regulatory, operational, security and ESG. Following the identification of these raw risks, individual interviews with members of management were carried out. Each person interviewed gave their vision of the risk and assessed its impact and its probability of occurrence, allowing then to classify and determine the most significant risks as well as the mitigation actions. These actions have been defined at both Group and local entities levels, with designated managers and deadlines to ensure their monitoring and implementation. The results were then shared with the Executive Committee and local management to ensure that appropriate measures were put in place to be able to manage the major risks. This risk mapping is updated approximately every two years, under the supervision of the Group's General Management.

OUR MAJOR RISKS

The risk mapping has identified five major risks for Camusat:

1. Major increase in raw material, logistics and transport costs
2. Sudden change in the political and social environment of a country
3. Important missed business opportunity
4. Decrease in cash (liquidity risk)
5. Safety of employees and contractors

OUR MAIN EXTRA-FINANCIAL RISKS IDENTIFIED THROUGH OUR MAPPING

As part of the mapping, extra-financial risks were identified, including one risk considered major: the safety of employees and subcontractors. Many actions are taken to limit this risk, such as regular training and audits, especially with subcontractors.

Other non-financial risks identified through mapping are:

- Carbon impact
- Diversity
- Waste management
- Data protection and cybersecurity
- Non-compliance with laws and regulations
- Talent attraction, development and retention
- Business Ethics, Fraud and Corruption
- Adaptation to technological change and quality of services
- Value chain

INTEGRATING

The ESG into our activities

OUR ESG APPROACH





KEY TRENDS IN THE Telecom sector

The telecommunications sector is constantly evolving and faces many economic, social, community and environmental challenges. The main challenge is to guarantee the development and stability of telecommunications networks while limiting their carbon footprint.

Increasing the capacity of mobile and fixed networks is essential to guarantee the spread of 4G, the development of 5G technology and the deployment of fiber for fixed networks. In emerging countries, the development of 4G mobile networks allows better access to the Internet. In developed countries, the development of fiber and 5G is also accelerating the use of telecommunications services. Use and access to the Internet have become basic needs and the practices of everyday life are now increasingly digitized in the world (e-commerce, e-banking, etc.).

Access to digital is therefore a major issue for the telecommunications sector, as is cybersecurity and the protection of personal data. These developments lead to modifications at the network level for operators and involve massive investments in very high speed. Operators must also adapt their business model by always offering more high value-added services to their customers.

Other parameters must be taken into account, such as climate change. The latter involves physical risks (natural disasters) that can have an impact on the infrastructure, but also transition risks (higher energy prices) for operators. The latter have become aware of these risks and take more and more actions to mitigate and adapt to them.

Faced with all these challenges, the network infrastructures and telecommunications equipment must be reliable and must evolve. In addition, the stakeholders' expectations are growing with regard to the ESG commitment of companies.

Camusat is aware of these many challenges and is committed to a solid ESG approach to best respond to the risks and opportunities of the sector.

A core element of our strategy

OUR AMBITION AND OUR ESG COMMITMENTS

Since 2014, Camusat has developed an ESG approach to support its international growth. ESG principles are reflected in our strategy, commitments and operations.

We believe that conducting our business in an economically, socially and environmentally responsible manner helps our business succeed and meet the expectations of our stakeholders. We are also convinced that the combination of financial and non-financial performance creates sustainable value.

In 2014, following an analysis of our actions, audits in our subsidiaries and the realization of a sector benchmark, we identified the main relevant and priority non-financial issues for Camusat. All these issues have been brought together in 3 strategic commitment axes. The operational commitments taken for each of these 3 axes are presented on the following page.



Promoting the success, security and well-being of our employees



Offer our customers quality products & services with a low environmental impact and demonstrating our commitment to reduce our own impact



Investing in the development and recognition of local communities

The construction of our ESG approach was also based on the guidelines of ISO 26000, the reference standard for CSR.

In addition, during the group risk analysis (ERM), some of these issues were considered to be at risk for the company. These are the risks described on page 14 of this report.

OUR ESG GOVERNANCE

The HR-ESG & EHS Director, who reports directly to the Group Chairman and is a member of the Executive Committee, is responsible for the Group's ESG approach. She is in charge of monitoring ESG initiatives across all entities and disseminating sustainability values internally and externally.

The ESG approach is deployed within each entity in more than 20 countries. This deployment is mainly ensured by the Human Resources (HR) Managers in each entity that carries out ESG actions at the local level.

HR, ESG, EHS and Audit & Compliance departments carry out ad hoc audits in HR, ESG and EHS. With a view to continuous improvement, these audits allow us to set up corrective action plans and to monitor them periodically.

The Group HR-ESG & EHS Director regularly presents to the Executive Committee the results of the ESG initiatives carried out, the roadmap and the action plans.

OUR Priority ESG commitments



SOCIAL

Promoting the success, security and well-being of our employees

1. Continuously strengthening accident prevention and protection of employees
2. Providing opportunities to grow and develop by training, skills development, talents detecting and follow-up
3. Promoting diversity and inclusion



ENVIRONMENT

Offer our customers quality products & services with a low environmental impact and demonstrating our commitment to reduce our own impact

1. Building simpler, smarter and more suitable solutions for better efficiency
2. Protecting the environment
3. Reducing our environmental footprint



COMMUNITY

Investing in the development and recognition of local communities

1. Creating job opportunities for local communities
2. Enhancing responsible and regulation-compliant activities
3. Contributing to improve local living conditions

OUR Priority sustainable development commitments and goals

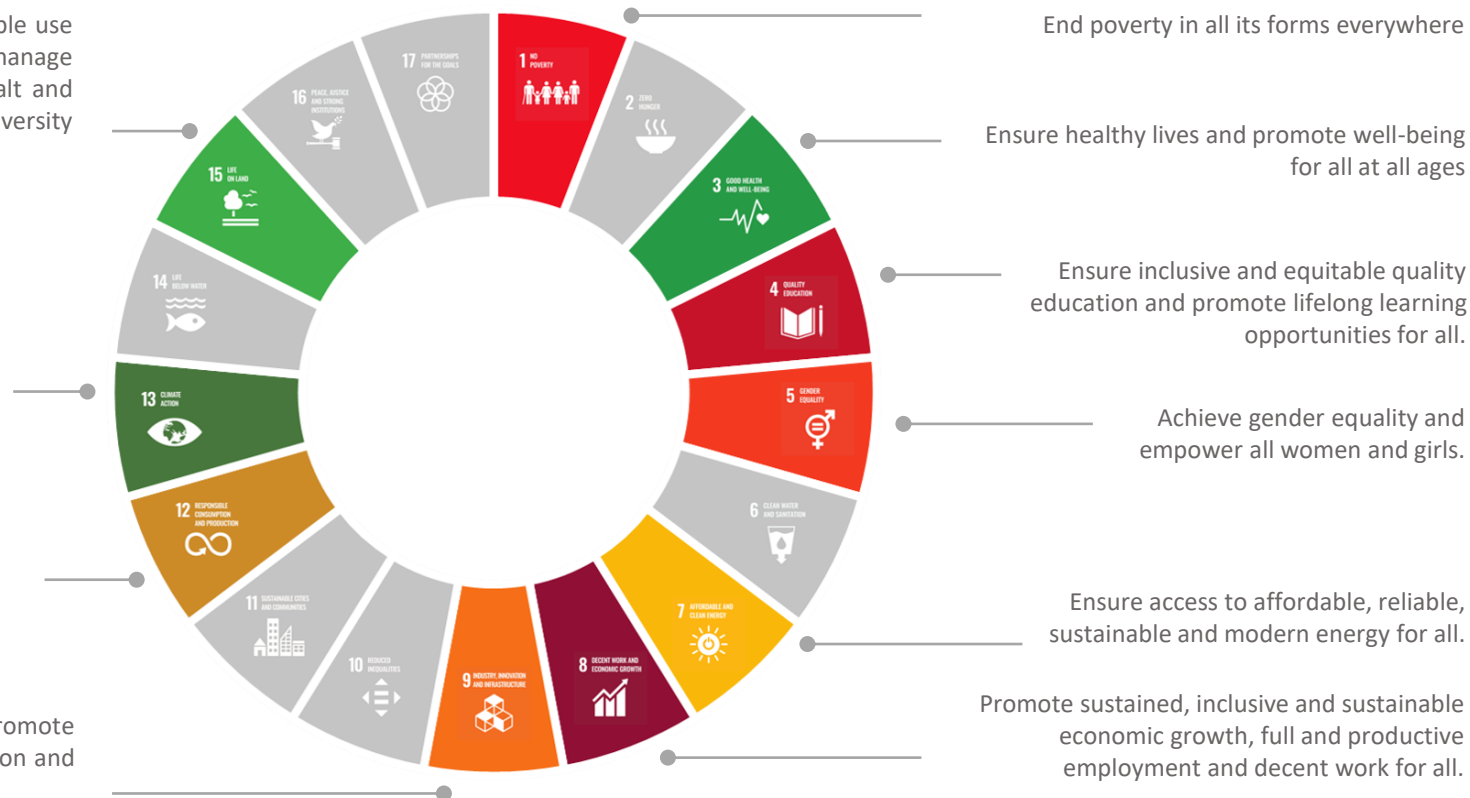
The SDGs, adopted by the United Nations, concern all economic and social bodies. To contribute to this, we have integrated the sustainable development objectives into our ESG approach. The SDGs have become benchmarks for defining and structuring our ESG strategy.

Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt and reverse land degradation and halt biodiversity loss

Take urgent action to combat climate change and its impacts

Make cities and human settlements inclusive, safe, resilient and sustainable

Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation



AN ESG APPROACH

Based on the expectations of our stakeholders

The Group recognizes as stakeholders all natural or legal persons who are impacted by, or have an impact on, the Group's activities, and who have an interest in the decisions or activities of Camusat.

Our ESG approach is based on our relationships with our main stakeholders, which are our employees, our customers, our suppliers, our subcontractors, investors and our local communities. In 2014, Camusat produced a mapping of our stakeholders based on two criteria: the impact of the stakeholder on Camusat and vice versa and the level of relationship with it.

In line with our ESG commitments, Camusat pursues a regular dialogue with its stakeholders in order to take their expectations into account in its approach and in its actions.

Camusat reports annually to its stakeholders on its main sustainability challenges and associated actions through its ESG report, its "Communication On Progress" report for the Global Compact, the annual EcoVadis assessment and finally through various ESG reports intended for our shareholders/Investors.

These reports contain information on Camusat's risks, policies, actions and extra-financial indicators.

Also, for example, our employees are regularly made aware of our ESG issues as soon as they are integrated in our approach. Our commitments are displayed in the offices of all our operating subsidiaries and Camusat regularly publishes communications on the ESG matters.



OUR EXTERNAL PARTNERSHIPS AND ESG Recognitions



Companies that have signed the United Nations Global Compact undertake to respect ten fundamental principles in four areas: human rights, labor rights, the environment and the fight against corruption.

Committed since 2015, Camusat is a signatory of the United Nations Global Compact. At the same time, Camusat is also committed to contributing to the achievement of the United Nations Sustainable Development Goals (SDGs).

This membership allows Camusat to strengthen its commitment to sustainable development and to communicate each year to its stakeholders on the progress made in the areas of human rights, labor rights, the environment and the fight against corruption.



EcoVadis assesses the maturity and non-financial performance of organisations. The EcoVadis rating covers the following topics: environment, social and human rights, business ethics and responsible purchasing. Each company is assessed on criteria based on its size, location and sector of activity.

Since 2015, Camusat has had its non-financial performance assessed by EcoVadis. In 2022, Camusat obtained a score of 52/100 and received the bronze medal. Based on this assessment, Camusat aims to implement ESG action plans.



Since ESG goes hand in hand with risk and compliance, we focus on continuous improvement of third party risk management through the use of ESG criteria. In 2022, we started a partnership with Grant Thornton to help us better understand the risks to which our Group is exposed through anti-corruption risk mapping in all regions where we operate in accordance with the Sapin II law. This exercise enabled us to confirm the reliability of our internal control procedures while identifying risk scenarios requiring us to increase the awareness of our field/operational teams on the important subject of the fight against corruption.



In 2022, Camusat signs its partnership with OuiAct, a climate expert serving companies and territories. As a continuation of our first carbon footprint carried out in 2021, with this partnership, we are further strengthening our commitment to set targets to reduce our greenhouse gas emissions according to the criteria and recommendations of the Science-Based Targets Initiative (SBTi). This will help us get an overview of our own transition to a low carbon footprint valued in the Carbon Disclosure Project (CDP) questionnaire.



Tennaxia, Camusat's partner since 2014, supported us in structuring our CSR (Corporate Social Responsibility) strategy, its monitoring and the actions to be taken to achieve sustainable performance. Since 2021, we have added a new axis to our partnership, that of developing our annual carbon footprints in order to precisely quantify our greenhouse gas emissions across all scopes 1, 2 and 3.

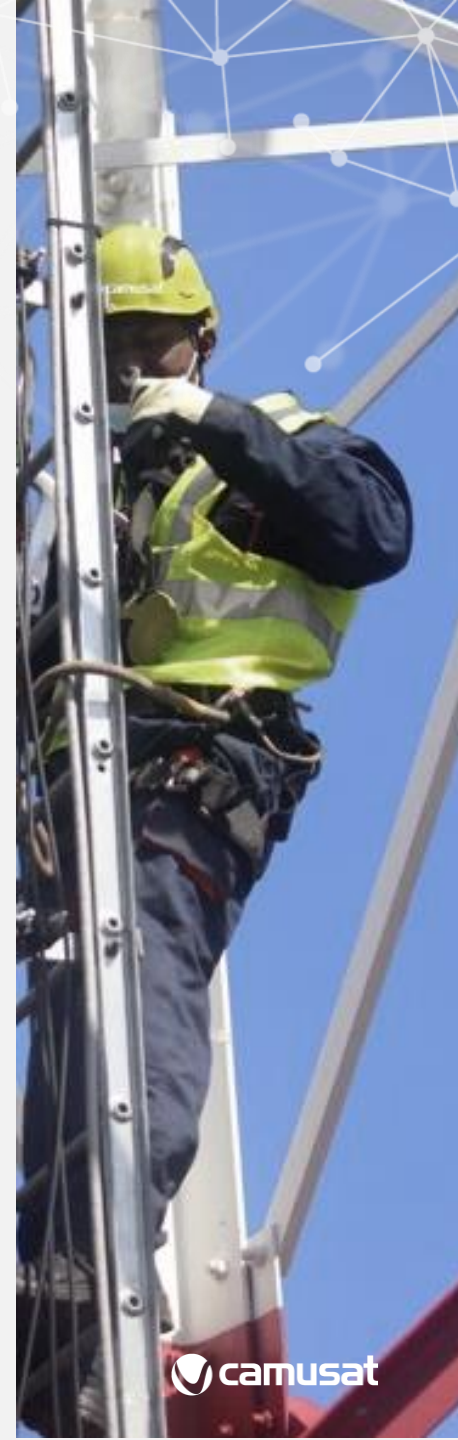


In 2022, Camusat Group initiated a strategic partnership with the Almond Consulting team, a leading international expert in cybersecurity, cloud and IT infrastructure. With this cooperation, Camusat strengthens its Cyber Security Action Plan and its ability to ensure business continuity and manage the risks inherent in the protection of our data.

OUR Social COMMITMENTS



Promoting success, security and well-being of our employees



OUR Social commitments

OBJECTIVE 1: CONTINUOUSLY STRENGTHENING ACCIDENT PREVENTION AND PROTECTION OF EMPLOYEES

GUARANTEE THE HEALTH AND SAFETY OF OUR EMPLOYEES AND PARTNERS

Our Human Resources Manual and **our Health, Safety and Environment Policy** include a section dedicated to the health and safety of our employees. This policy also covers activities performed by subcontractors of our subsidiaries who perform operations on our behalf.

Our EHS teams in subsidiaries regularly work on updating the **assessment of existing occupational risks** within their company. This perpetual questioning allows to evolve the mitigation measures to be put in place to guarantee the health and safety of our employees and the employees of our subcontractors.

Our employees' awareness of our EHS policies and rules begins as soon as they are integrated into our subsidiaries. Our induction programs include a dedicated section of this topic in our eLearning platform.

We are constantly working to develop the knowledge and skills in terms of health, safety and the environment (EHS) of our employees.

Thus, in 2022, EHS training hours represented 90% of the overall volume of training delivered within the Group's subsidiaries.

These training courses provided to our employees focus mainly on the rules to be observed when **working at height, electrical works, first aid and road hazards**.

We have also developed a standard **EHS training program** for our business domains (fiber optics, operations and maintenance, site guarding, logistics, management, etc.). This comprehensive training program covers the following topics: the Group's EHS policy, the occupational risks to which our employees are exposed, the means of prevention in place, emergency measures, work accidents, defensive driving, individual and collective protective equipment, etc.

This program is intended for both our employees and the employees of our subcontractors. A total of 2,015 people followed this program in 2022, here including our subcontractors who represented 87% of those trained.



EHS training- Kenya

96%
subsidiaries covered by insurance
that covers health costs

78%
subsidiaries covered by
insurance that compensates
employees in the event of an
accident at life/work

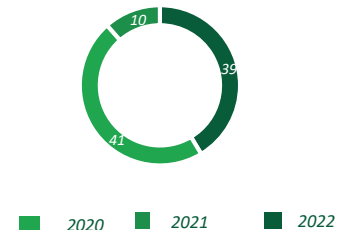
Frequency rate of
works accidents

7,54%

Severity rate of
work accidents

0,19%

Number of accidents at work



74% resulted in a work
stoppage and 1034 days lost

OUR Social commitments

OBJECTIVE 1: CONTINUOUSLY STRENGTHENING ACCIDENT PREVENTION AND PROTECTION OF EMPLOYEES

This standardized training program has been deployed in several countries. We aim for this program to be a mandatory step in the integration of any new employee and accessible on our **eLearning by Camusat** platform allowing our network of EHS interlocutors to deliver training when they consider it necessary and to target more precisely their needs. We have been developing this training method that uses new technologies for two years now. The objective of our HR Support Group is to constantly develop its content, expand the training offer, improve the quality and variety of modules offered by the Group. It is also an opportunity for our managers to accurately assess the achievements and progress made over time using automated reports.

To improve the performance of subsidiaries, the compliance audits are essential. In terms of EHS, the compliance audit allows us to ensure the consistency of the EHS risk management policy and to protect ourselves, as much as possible, against major crises.

Thus, the **EHS audits** carried out by our teams are an essential practice for the evolution of working conditions and the identification of deviations which must then be corrected quickly. Our **EHS preventive and corrective actions plans** allow us to precisely monitor the actions carried out until their effectiveness is measured.

THE ORGANIZATION OF CHALLENGES FOR EFFECTIVE AWARENESS

As every year, our subsidiaries dedicated a day to raise awareness among their employees about health and safety issues. Organizing participative challenges is an excellent way to highlight prevention messages in a more fun setting than traditional information. This challenge, which we named "**Perfect Worker Challenge**", had as its main objective to promote the importance of safety within subsidiaries and to develop the safety culture at Camusat. This challenge also aimed to raise employees' awareness of the various occupational risks to which they are exposed on a daily basis. This was an opportunity for our subsidiaries to review the security rules on the sites and to recall all the good practices to adopt.



Training - Uganda



Perfect Worker Challenge - Mali



Perfect Worker Challenge - Burkina Faso



OUR Social commitments

OBJECTIVE 2: PROVIDING OPPORTUNITIES TO GROW AND DEVELOP BY TRAINING, SKILLS DEVELOPMENT, TALENTS DETECTING AND FOLLOW-UP

PROMOTING OUR EMPLOYEES' ENGAGEMENT

Well-being and **quality of life at work** are key issues for the proper functioning of our subsidiaries. This meets our obligation to protect and develop our employees and accelerates our performance. Thus, our managers develop systems for the recognition of their employees every year. This most often results in the organization of **ceremonies to recognize the performance or seniority** of our employees.

The Covid-19 pandemic has highlighted the importance of employee benefit programs regarding employees safety and well-being. Our subsidiaries implement flexible organizational systems and benefits to increase staff well-being and the working environment.

We have developed **teleworking** within our subsidiaries for eligible employees. Once occasional, it is now part of the benefits offered to employees allowing them flexibility in their schedule and a balance between private and professional life. This guarantees a hybrid way of working that reconciles performance and employee well-being.

SOCIAL DIALOGUE, A LEVER FOR GLOBAL EFFECTIVENESS

Fostering social dialogue means allowing everyone to make their voice heard. Social dialogue goes hand in hand with the relationship of trust at all levels. We are also convinced that employees who are listened to, respected and recognized promote quality of life at work, productivity and competitiveness. We have just over 40 employee representatives and health and safety committee members. Their main mission is to exchange and negotiate on economic and social policy issues of common interest. It also allows to animate safety issues on a daily basis and to involve our employees so that they become actors of their own safety.

Some subsidiaries have set up these **two-way communication systems** to facilitate employees' feedback on working conditions.

CELEBRATING SUCCESS AS MOTIVATION LEVER

Sharing a positive experience is beneficial since it brings satisfaction and energy to the team. Recognition of the objectives achieved increases the chances of success in the future. **Celebrating the successes** of our projects brings a general well-being that contributes to the integration and involvement of all. To this end, our subsidiaries organize annual celebrations to recognize the loyalty of our employees or their performance and involvement on a daily basis.

 **22,83%** *Staff turnover*
* Fixed-term contracts are included

 **4,7 years** *Average length of service*



Labour Medal Award Ceremony - Cameroon



Winner of the Afrisafe 2022 Award - Kenya

OUR Social commitments

OBJECTIVE 2: PROVIDING OPPORTUNITIES TO GROW AND DEVELOP BY TRAINING, SKILLS DEVELOPMENT, TALENTS DETECTING AND FOLLOW-UP

TRAINING, A KEY LEVER FOR OUR PERFORMANCE


In a competitive sector such as telecoms, **the evolution of our employees' knowledge and skills** is a major challenge. Investing in the **training** of its employees is an essential condition for Camusat's growth. The best management tool that identifies the areas of development of employees in connection with the growth prospects of our subsidiaries is the **annual individual review**.

In 2022, 97.46% of our employees had an annual review with their manager on their individual performance. During the reviews, the employees' goals for development, mobility and training are addressed. Each employee is encouraged to be an actor in the orientation of his/her professional career relying on his/her manager guidance. The provisional training plans of each subsidiary are then established to prioritize the training needs expressed by managers and in line with the Group's overall strategy and the strategy of each subsidiary.



Fiber Optic training delivered by regional experts Sierra Leone

 **30 417** Total hours of training in 2022

 **13,6** Total hours of training per person in 2022

Employees who had an annual review in 2022:
97,46 %

Our subsidiaries devoted 3,014 hours of training dedicated to skills development in 2022, training mainly focusing on team management, finance, the development of language and IT skills.

MOBILITY AS AN ACCELERATOR OF PROFESSIONAL CAREERS

Beyond the internal and external training provided within our subsidiaries, we rely on **intra-group skills transfer**. This transfer takes the form of two actions:

- Call on a punctual reinforcement of operational teams who are intended to intervene on specific projects,
- Train teams in new businesses following the integration of new activities in subsidiaries.

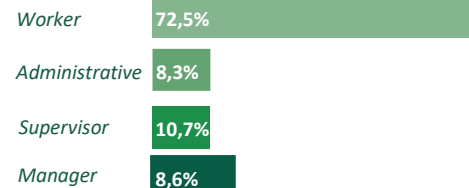
These mobilities offer many advantages such as improving skills, promoting synergies between Group entities and retaining and motivating our employees.

A TALENT MANAGEMENT POLICY ACHORED LOCALLY

Beyond the objective of developing the skills of all its employees, Camusat made the choice a few years ago to value and pay particular attention to a pool of promising employees.

Each year, we continue our **Talents** monitoring program, for which the Group directly monitors the acquisition of their new **engineering** and **management** competences through targeted actions for the Group's medium- and long-term strategic needs.

Distribution of training hours by occupational category



Fiber Optic Deployment Manager - Uganda

OUR Social commitments

OBJECTIVE 3: PROMOTING DIVERSITY AND INCLUSION

FOSTERING SUBSIDIARIES

Inclusion is a major issue for Camusat. It is our responsibility to combat social exclusion by integrating those furthest from it into the labor market.


In terms of **professional integration**, everything is based on guaranteeing fairness within our entities. We make every effort to avoid any form of discrimination related to disability, age, social origin or culture, gender, sexual orientation, physical appearance or social situation.

Our employees are made aware of these topics as soon as they are hired as part of their induction program. Part of this program deals with our recruitment approach aimed at **equal opportunities** and the practice of **non-discrimination** in all its forms.

Finally, our subsidiaries use **trainees and internships** within their structure. Beyond being a recruitment lever, they represent a priority given to our subsidiaries to promote inclusion in the countries in which we operate.



Portrait of a woman responsible of Fiber Optic Department – Burkina Faso

 **72** trainees / work-study students as of 31/12/2022

 **38** Number of nationalities

PROMOTING EQUAL OPPORTUNITIES

Gender equality is an economic challenge that many countries must continue to address. Camusat operates mainly in emerging countries, which is why diversity is one of the values that particularly characterize it.


The distribution of men and women within Camusat is particularly unbalanced and can be explained by the nature of its businesses. As a result, our subsidiaries are regularly challenged on their actions to be undertaken in order to **promote the employment of women in technical and management professions** or their increased access to training. Our team in Kenya stood out in 2022 as part of a project supported by UN Women, a UN organization that implements programs, policies and standards to uphold women's human rights and ensure that every woman and girl can reach her full potential in her life. Camusat Kenya partnered with its client Safaricom to participate in a working group and share its experience in its day-to-day efforts to foster the selection of women-owned businesses in supply chains.

 **2 244** Employees

Employees as of 31/12/2022

 **13.40%**  **86.60%**

 **33,33%** women represented on the Group's Executive Committee

 **26%** women represented on the Management Committees of subsidiaries



"It has been a privilege to share Camusat's experience in providing opportunities and training to women-owned businesses. We hope our success has inspired other organizations to embrace inclusive sourcing," Macharia Kinga, CMD Camusat Kenya

OUR Environmental COMMITMENTS



Offer our customers quality products & services with a low environmental impact and demonstrating our commitment to reduce our own impact



OUR Environmental commitments

OBJECTIVE 1: BUILDING SIMPLER, SMARTER AND MORE SUITABLE SOLUTIONS FOR BETTER EFFICIENCY

DEVELOPING SUSTAINABLE SOLUTIONS FOR OUR CUSTOMERS

Faced with increasingly growing environmental challenges, Camusat must respond to the constant increase in energy demand in the territories due to the continuous evolution of telecommunications.

Meeting this dual challenge includes the design and use of **energy efficiency solutions** and the use of renewable and low-carbon energies to help fight climate change.

Our Research & Development teams and technical engineers are constantly evolving our **pure solar solutions** and **hybrid systems** in order to reduce fuel consumption and thus greenhouse gas emissions from telecom sites.

We track precisely the avoided CO2 emissions of our two divisions Opco and Aktivco. The installation and management of energy systems has saved **224,493 tons of CO2** since 2015, when we began estimating CO2 avoided.

Among this total CO2 avoided, the Group's Aktivco division plays a very important role in reducing CO2 emissions compared to a conventional site.

With its **3,320 hybrid and SaaS sites** managed since 2017, we estimate **41,870,773 liters of fuel** avoided over the past 5 years, which represents **168,403 tons of CO2 avoided**. At the end of 2022, 75% of CO2 emissions avoided since 2015 are related to our Aktivco projects.

This very significant reduction in emissions is explained in particular by the ability of our teams and our partners to modernize energy equipment. Thanks to the reliability of our equipment and its lower fuel consumption, we have managed to significantly reduce the travel of our technicians for maintenance operations.

The better performance of energy equipment on telecom sites also contributes to **reducing the use of polluting materials** such as generators. Polluting waste such as oil/diesel filters and waste oils - whose recovery or disposal channels are sometimes complex to identify - are also reduced thanks to the marketing and management of our two solutions.

 **5 177**
"Pure Solar" & hybrid sites
installed and managed since 2015



ESCO site – Burkina Faso

 **224 493**

CO2 emissions avoided (tons) since 2015

CO2
emissions
divided by 3

73 667 t

Annual CO2 emissions of on-site energy equipment if managed by the customer

25 005 t

Annual CO2 emissions of on-site energy equipment since Aktivco started managing them

OUR Environmental commitments

OBJECTIF 1: BUILDING SIMPLER, SMARTER AND MORE SUITABLE SOLUTIONS FOR BETTER EFFICIENCY

ENVIRONMENTAL INNOVATION, A KEY FACTOR IN OUR COMPETITIVENESS

The objective of our R&D department is to constantly develop projects and solutions that are more efficient, innovative and ever more respectful of the environment. Reducing fuel consumption and more generally respecting the environment is at the heart of our concerns and those of our customers, and our R&D department is constantly striving to innovate in this direction.

In 2022, our teams were mainly invested in the development of IT solutions to go further in the analysis of the data extracted from our energy equipment on telecom sites. **Artificial intelligence** has been integrated into our existing computer application so that we are able to manage and analyze massive data with minimal human intervention.

The objective is on the one hand to achieve the maximum energy efficiency of our equipment and on the other hand, to improve the protection of the data collected and used. This data used to its maximum allows us to make quick decisions about the performance of our equipment on site and our teams in the field.

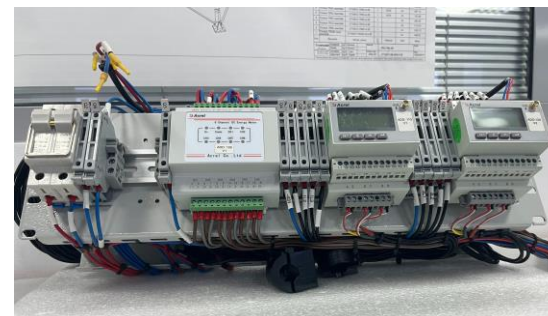
Always with the aim to **optimizing our energy equipment** on telecom sites, our engineers worked with our partners manufacturing power meters to optimize them in order to obtain higher capacity and guarantee the automatic collection of production information almost instantaneously.

This new version of power meters also has the advantage of having a reduced size compared to the old version reducing as well its weight and volume. A definite advantage that contributes to the reduction of greenhouse gas emissions related to its transport.

Faced with rising energy costs, our customers are increasingly waiting for solutions to reduce their energy bills. Our teams have therefore worked on a new solution, the **solarization** of telecom sites, datacenters or any other infrastructure. Solarization aims to reduce the use of the power grid by using solar panels to produce energy, a solution that reduces energy consumption by up to 20%.



Turnover of products or services sold providing environmental added value



New power meter

OUR Environmental commitments

OBJECTIVE 2: PROTECTING THE ENVIRONMENT

OUR CONTRIBUTION TO THE FIGHT AGAINST DEFORESTATION

It has now been two years since Camusat committed to fighting deforestation through its commitment "**1 tree cut = 1 tree planted**" which applies to all our subsidiaries. Because our activities to build new telecom sites may sometimes require cutting of trees, our duty is to replant as many cut trees. The objective is more than achieved since the subsidiaries planted 1,479 trees while 251 had to be cut because of our activities. By planting trees, we can help reduce CO2 emissions and fight climate change. In addition, trees provide habitat for local flora and fauna and help prevent soil erosion.

THE ORGANIZATION OF CHALLENGES TO RAISE AWARENESS AMONG OUR EMPLOYEES ABOUT ENVIRONMENTAL PROTECTION

For our Group, organizing **environmental challenges** is an excellent way to raise employees' awareness on environmental protection. They can help encourage our employees to adopt more sustainable behaviors and reduce their environmental impact. We see challenges as a way to encourage our employees to reduce their energy consumption, recycle more or use more sustainable means of transport.

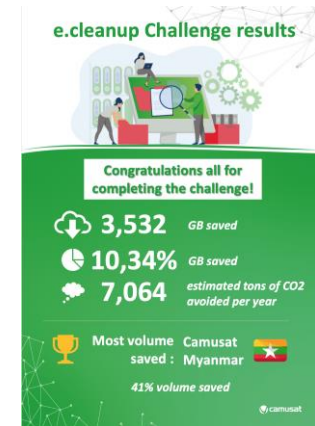
As the data processing industry produces higher greenhouse gas (CO2) emissions than sectors such as automotive and aviation, we have chosen the theme of **digital pollution** for our 2022 environmental challenge. Server rooms are responsible for 23% of CO2 emissions in the high-tech industry, which are explained by energy consumption, air conditioning, server manufacturing and the purchase of computer licenses. The Group has dedicated a three-week period of digital cleaning within each subsidiary, by removing unnecessary GB/MB that correspond to tons of CO2 emitted. The objective was to raise awareness around digital pollution among our employees, to encourage the **daily management of digital data** and to support them in the sustainability of the good practices acquired during their participation. Following this exercise, a total of 10.34% of data volume was deleted conducting to an estimated 7,064 tons of CO2 avoided per year.



Reforestation action- Malawi



Reforestation action- Dominican Republic



OUR Environmental commitments

OBJECTIVE 3: REDUCING OUR ENVIRONMENTAL FOOTPRINT

RESPONSIBLE MANAGEMENT OF OUR WASTE

Our responsibility is to manage the waste generated by our activities responsibly to minimize its impact on the environment, climate and public health. This involves the collection, treatment, disposal or energy recovery of waste in a way that reduces greenhouse gas emissions.

Our **waste and hazardous products management policy** describes all waste and hazardous products management practices. We have defined this policy to "buy better", "use better" and "throw away better".

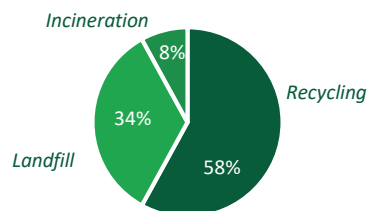
Our subsidiaries precisely track the waste and hazardous products stored and those that are collected for recovery. The final objective is to know precisely the quantities of waste generated and on the other hand the quantities recovered. Thanks to this, we know precisely the waste generated by typology for all our subsidiaries.

As a result, the Group's subsidiaries generated **351 tons of waste** in 2022, **49,99%** of which is classified as **hazardous**. Among the most sensitive waste, we find batteries, waste oils, oil – air – diesel filters, solar panels or paints.



Training in waste sorting and recycling - Uganda

Distribution of our waste recovery methods in 2022



All our subsidiaries dedicated **World Recycling Day**, March 18, 2022, to taking action of good practices for sorting, storing and recycling our waste and hazardous materials. This day was dedicated to raising awareness among our teams on the importance of waste management and more responsible consumption through dedicated training and practical actions while reorganizing our storage spaces.

Throughout 2022, our subsidiaries have also focused their efforts on finding new **recovery channels** to favor recycling and transformation for a second life.

CONTROLLING OUR ENERGY CONSUMPTION

We have initiated our **CO2 emissions reduction plan** in all our subsidiaries in 2022. These plans aim to take action to reduce their consumption of energy and natural resources. This has mainly resulted in numerous actions to raise awareness of eco-gestures, eco-driving, the switch to LED lighting or the installation of solar panels in our buildings.



Refrigerant **437** Kg in 2022



Electricity consumed **1 275 233** kWh in 2022



30 505 m3 of water consumed in 2022

In 2022, Camusat carried out its second **carbon assessment**. This approach covers greenhouse gas (GHG) emissions from Camusat's activities and its value chain on **scopes 1, 2 and 3**. Camusat's ambition is to calculate its carbon footprint every year.

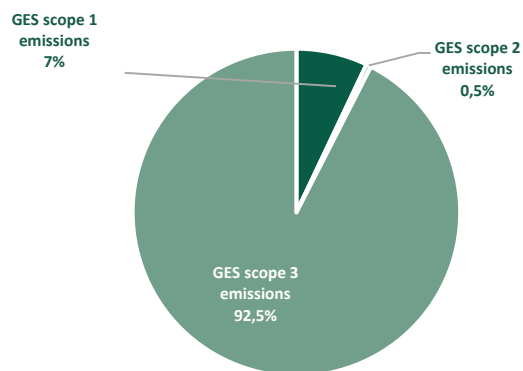
The reported GHG emissions take into account the Group's energy consumption, refrigerant leaks, waste generated, purchases of goods and services, employees' business and home-to-work trips, fixed assets, energy purchases on behalf of the customer for its facilities and freight. All subsidiaries have been included in the scope of the carbon footprint.

GHG emissions saved and avoided by customers through energy efficiency and renewable technologies are presented on page 29 but have not been counted as negative emissions for the carbon footprint.

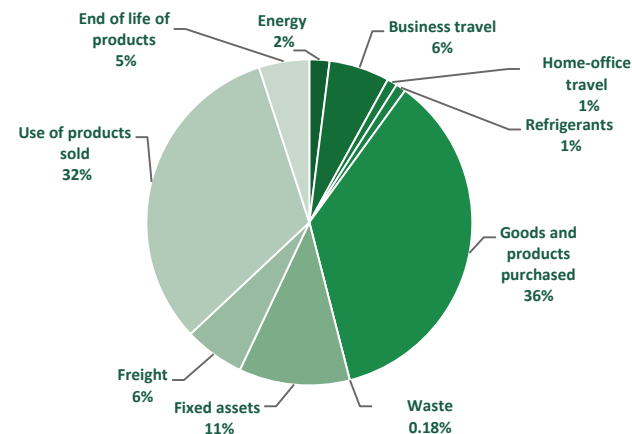
In 2022, Camusat emitted a total of **109,312 tons of CO2 equivalent**. Scope 1 and 2 emissions represent approximately 7.5% of the Group's carbon footprint and come mainly from electricity and fuel consumption for the subsidiaries' vehicle fleet. Scope 3 emissions represent approximately 92.5% of the Group's carbon footprint, of which nearly 34% are related to the purchase of raw materials, products and services and 33% are due to the use phase of the facilities.

Between 2021 and 2022, Camusat's GHG emissions increased by 21%. This increase is mainly due to an improvement in the collection of more reliable and complete data on the freight transportation category.

The graphs below show the breakdown of Camusat's 2022 carbon footprint across scopes 1, 2 and 3, including all greenhouse gas (GHG) emissions and all entities.



Distribution of 2022 GHG emissions by scope



Distribution of 2022 GHG emissions by category

OUR
**Community and
Governance**
COMMITMENTS



*Investing in the development and
recognition of local communities*



OUR Community and Governance commitments

OBJECTIVE 1: CREATING JOB OPPORTUNITIES FOR LOCAL COMMUNITIES

OUR LOCAL ANCHORING TO CONTRIBUTE TO ECONOMIC DEVELOPMENT

Local anchoring is one of Camusat's main strengths. Present on several continents, working in more than 20 countries, the integration of our Group locally is essential to our development and is part of our responsibilities.

Camusat's subsidiaries constantly strive to have a positive impact on local stakeholders. Contributing to **economic development** in the countries where we operate is the first expectation of our stakeholders when it comes to ESG. Our first objective is to identify new **levers for creating and maintaining jobs**, by developing a **more inclusive production** that benefits the population of the countries where we operate. Developing our Aktivco division fully meets this objective by creating sustainable jobs within our subsidiaries. Thus, in 2022, 96.4% of our employees in subsidiaries are from or reside in the country in which they work.

This result is explained in particular by the proximity of subsidiaries to schools and universities or their active presence at **dedicated trade fairs** in telecoms and recruitment forums. Being as close as possible to our potential future employees is at the heart of our recruitment strategy.

Our second objective is to develop our employees towards management functions. This is a guarantee of sustainability for our subsidiaries. In 2022, 90.9% of our managers and supervisors are from or reside in the countries where we operate.



96,4%

Local employees in 2022



90,9 % of the managers and supervisors
from or permanently residing in the country in
which they work



Participation in a recruitment forum – Dominican Republic



Training for managers – Sierra Leone

OUR Community and Governance commitments

OBJECTIVE 1: CREATING JOB OPPORTUNITIES FOR LOCAL COMMUNITIES

APPLY SUSTAINABLE PROCUREMENT PRACTICES

In 2022, Camusat implemented a **sustainable procurement global policy** within its organization. Its objective is to promote sustainable procurement practices among buyers operating for the Group's subsidiaries in terms of equipment and logistics and to evaluate the ESG performance of new and existing suppliers in the same area.

This formalized policy lists all the principles specific to sustainable procurement and the way in which the Group wishes to apply them.

A **Code of Conduct** for suppliers managed by the Group has also been formalized and attached to each contract or purchase order. The year 2022 was also marked by a growing involvement of buyers in supplier relations to ensure that ESG criteria are taken into account in procurement activities. Finally, Camusat has set up new indicators to monitor the effectiveness of all actions taken.

EVALUATE OUR GROUP SUPPLIERS ON ESG CRITERIA

As part of the selection of new suppliers, Camusat included an **ESG criteria** in the **selection process** in addition to the traditional criteria.

For existing suppliers, the Group works closely with them to encourage continuous improvement in their ESG performance.

Questionnaires are regularly sent to suppliers (those having a level of purchasing greater than 1,000 euros) in order to assess their maturity on the subject.

FOCUS ON LOCAL PROCUREMENT

The sustainable procurement policy also contributes to the **creation of indirect jobs** for suppliers and subcontractors. The objective is that at least 90% of suppliers to be located in the countries where Camusat is present (local suppliers).

This objective has already been achieved since, in 2022, 93.17% of suppliers are local suppliers in 2022. Only 2.35% represent suppliers that are identified by the Group and centralized on behalf of its subsidiaries.

The most important and the most relevant Group managed suppliers (equipment and logistics) were invited to respond to our ESG scoring questionnaire covering 2022 performance. 74% of them responded to our questionnaire, representing 86% in terms of total purchasing orders value. Today we know that 49% of our suppliers integrate the ESG dimension into their global strategy or have already started to implement action plans in this direction. This segment of our suppliers cover 84% in terms of our Group's total purchase orders value.

OUR AMBITIONS FOR 2023

Camusat intends to strengthen its support for suppliers in their ESG progress through discussions and follow up action plans that are periodically discussed and challenged.

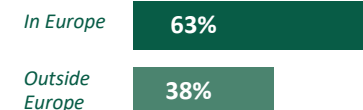
The responsible procurement policy will also be implemented in all the countries where we operate.

We continue to train our entire network of buyers in the responsible procurement approach in order to fully integrate the ESG criteria into the procurement activities throughout our Group.

74%
of the interviewed Group managed suppliers evaluated on ESG criteria

84%
of our Group purchase order value comes from suppliers integrating the ESG dimension into their overall strategy or have put in place an action plan to achieve it

Distribution (in number) of Europe/non-European suppliers managed by the Group



OUR Community and Governance commitments

OBJECTIVE 2: ENHANCING RESPONSIBLE AND REGULATION-COMPLIANT ACTIVITIES

ETHICS AT THE HEART OF OUR BUSINESS RELATIONSHIPS

As a member of the **United Nations Global Compact** and present mainly in emerging countries, Camusat has based its Ethics approach around 9 principles: respect for Human Rights, respect for law and regulations, good practices in the conduct of business, protection of intellectual property, use of social networks, respect for confidentiality, respect for people, social dialogue and diversity. Compliance with our Code of Ethics and Anti-Corruption Policy is essential. To ensure this, our employees are systematically made aware of these subjects as soon as they are hired. Ad hoc training is organized within our subsidiaries in order to capitalize on the key messages delivered.

Employees are also informed of the alert system implemented within the Group since 2015, which allows them to report any fact or behavior that is contrary to the law or our ethical rules or that is likely to affect the Group's activity or reputation.

Our **HR and ESG experts** as well as our **Internal Audit & Compliance department**, through the audits that are carried out each year, also play an essential role in monitoring the compliance with our ethical rules and in raising awareness among our employees and managers.

As a necessary support for the conduct of internal audits and in the continuity of the definition of our Anti-Corruption Policy, Camusat has defined its **corruption risks mapping** at the level of all the Group's subsidiaries as provided for in the Sapin 2 law. This mapping made it possible to identify 2 major corruption risks in the usual exercise of subsidiaries' activities. An action plan has been drawn up to identify mainly targeted awareness-raising actions aimed at our employees that will begin in 2023.

In the digital age, the collection of user data is a crucial ethical issue. Our **GDPR Policy** defined in 2020 complies with the European standard and is applied uniformly in all countries. It is posted and given to any new employee as part of their induction process.

This policy is applied in all subsidiaries in order to guarantee respect for privacy and the protection of everyone's personal data. The Group's commitment to protecting personal data has impacted our IT Policy on **Cyber Security**, which has therefore been strengthened.


524

*employees made aware
of Camusat's Code of
Ethics and Anti-
corruption Policy in 2022*



OUR Community and Governance commitments

OBJECTIVE 3: CONTRIBUTING TO IMPROVEMENT OF LOCAL LIVING CONDITIONS

COMMUNITY INVOLVEMENT OF OUR SUBSIDIARIES

It is because Camusat has taken the strategic decision to establish itself mainly in emerging countries that men are its main wealth.

We therefore pay particular attention to the conditions in which people live in the countries where we operate.

Any individual can be a future employee of the Group, so Camusat has set itself the major societal mission of contributing to the **improvement of health and social conditions**.

Our subsidiaries engage with the various local stakeholders in order to improve their economic, social and environmental impact by integrating these three issues into their strategy, governance and activities. Their objective is to target the right actions that correspond to the impacts of their activities within their country/territory.

These actions are generally oriented around the following themes :

- Assist in rehabilitation following natural disasters,
- Fighting against poverty,
- Contribute to improve the sanitary conditions,
- Defend causes around sport events.

Supportive and involved, our subsidiaries have contributed in different ways :

- By donating their products, equipment, financial aid, skills sponsorship,
- By supporting local reintegration initiatives,
- By facilitating the involvement of our employees in local or solidarity development projects.

Each year, our subsidiaries monitor and implement an action plan that aims to strengthen this proximity with local associations, institutions and organizations.



Friendly football match - Mali



World Day for Safety and Health at Work - Uganda



Team building - Uganda

OUR Community and Governance commitments

OBJECTIVE 3: CONTRIBUTING TO IMPROVEMENT OF LOCAL LIVING CONDITIONS

VALUING OUR VOLUNTEER EMPLOYEES

It has now been several years since Camusat decided to allocate part of its assets and resources to the realization of works and projects of general interest and non-profit.

By creating the "I volunteer with Camusat" initiative, Camusat aimed to contribute at its level to the social and economic development of the countries where Camusat operates. This initiative fully aligns with UN Sustainable Development Goals.

We call for applications every year so that volunteer employees submit the projects planned by the association he/she supports and for which they work on a daily basis. Projects supported by our employees and considered further for financing by Camusat must be related to **health**, **education** and the **environment**, commitments that are at the heart of our ESG approach.

Camusat has already supported projects in several countries such as Kenya, Cameroon, Haiti and Uganda.

2022 was the 7th consecutive year that Camusat supported employee volunteers as part of its "I volunteer with Camusat" campaign. Camusat has therefore decided to support the project led by **Fundeni Clinical Institute**, project proposed by a member of our financial Support Group in Romania who has been working as a volunteer for several years.

Fundeni Clinical Institute welcomes dozens of children hospitalized in Bucharest with kidney related diseases. The objective of this project was to renovate the entire space dedicated to the care of children.

Dozens of children hospitalized at Fundeni Hospital in Bucharest will benefit from modern and friendly conditions in the nephrology section of the Fundeni Clinical Institute, thanks to the redesign and renovation of the entire space intended for their care.

Seven living spaces have been completely renovated allowing hospitalized children to benefit for better conditions. The whole environment is now warm, welcoming and conducive to the medical treatment and convalescence of these young hospitalized children.



Fundeni Clinical Institute - Romania

I volunteer with camusat

Camusat supports & promotes its employees' associative projects.

Are you an employee of the Group involved in an association promoting Education, Health or Environment?
 ✓ Camusat can help your association!

Request your application form by emailing:
 ✉ public.relations@camusat.com

We'll provide support to the projects that will be selected!

Education

Health

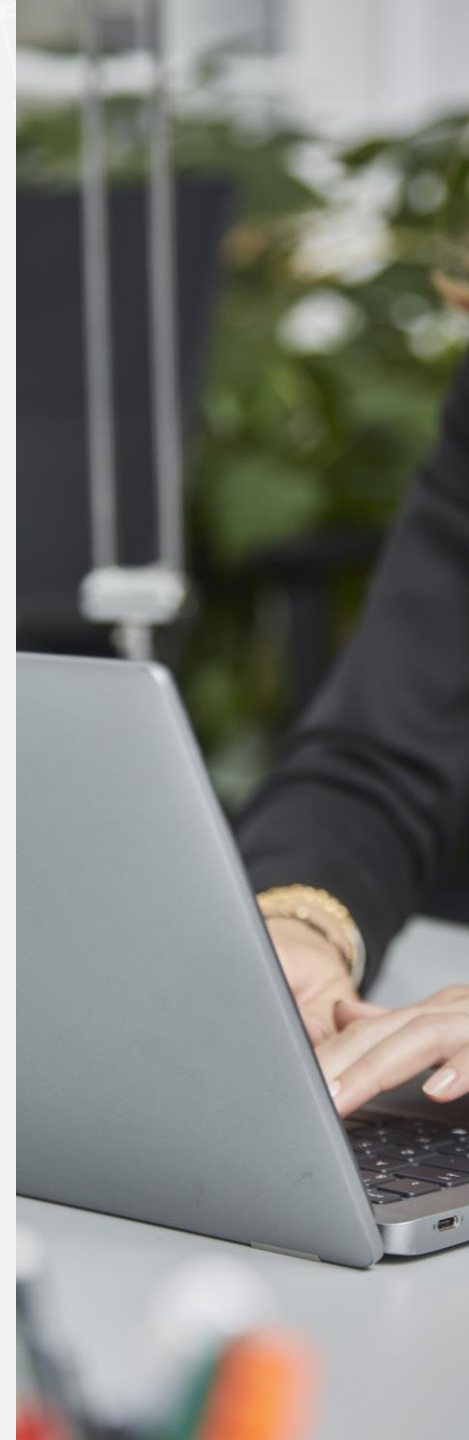
Environment

www.camusat.com

INFORMATION ON

Our Non-Financial

REPORTING





Non-Financial Information

REPORTING

Since 2015, the year we launched our ESG approach, we have implemented a reporting process over the non-financial information accompanied by a robust protocol to document our indicators.

SCOPE OF REPORTING OF INDICATORS

This ESG report covers the performance of our ESG commitments for the year ended December 31, 2022. The information has been collected from all our subsidiaries, taking into account the organizational changes that took place in 2022 (creation, closure, transfer of activity).

INDICATOR REPORTING PROCESS

Since 2014, the non-financial information has been collected through the in-house developed web application: **e.csr**. **New indicators** have been created to provide even more precision to the information and to assess the evolution of our ESG performance.

The non-financial data is collected twice a year from each subsidiary. Once the data has been collected, it is then subject to control by the regional HR-ESG & HSE Manager and verified by HR-ESG & EHS Director. Such validated data is consolidated and presented in the ESG Report.



OUR Non-financial Parameters

Social	Unit of measure	2022	2021	Evolution
Headcount on 12/31				
Total headcount	Number	2,224	2,446	-222
Women	%	13.4	12.22	1.2
Men	%	86.6	87.78	-1.18
Headcount distribution by professional category and gender				
Women workers	%	1.26	Not available	-
Men workers	%	55.94	Not available	-
Women administrative	%	8.36	Not available	-
Men administrative	%	10.70	Not available	-
Women supervisors	%	1.03	Not available	-
Men supervisors	%	11.20	Not available	-
Women managers	%	2.74	Not available	-
Men managers	%	8.77	Not available	-
Headcount distribution by type of contract				
Permanent contracts	Number	1753	1763	-10
Temporary contracts	Number	471	683	-212
Headcount distribution by geographical area				
Africa and Indian Ocean	%	56.11	50.90	5.21
Latin America	%	30.35	28.21	2.14
Europe, Middle East and Asia	%	8.10	15.99	-7.89
France and Drom	%	5.44	4.90	0.54
Turnover				
Turnover (including temporary contracts)	%	23.12	22.83	0.29

	Unit of measure	2022	2021	Evolution
Labor relations				
Employee representatives and members of health and safety committees	Number	44	101	-57
Subsidiaries with employee representatives	%	37.5	Not available	-
Training and skills				
Employees internally trained by our EHS trainers since 2016	Number	2,353	2,185	168
Total training hours over the year	Number	30,417	36,520	-6,103
EHS training hours	Number	27,403	26,887	516
Average training hours by employee	Number	13.6	15	-1.4
Training hours provided to Women	%	9.63	10.80	-1.2
Training hours provided to Men	%	90.37	89.2	1.2
Training hours provided to "Workers"	%	72.5	64.88	7.6
Training hours provided to "Administrative"	%	8.3	10.88	-2.6
Training hours provided to "Supervisors"	%	10.7	10.33	0.4
Training hours provided to "Managers"	%	8.6	13.94	-5.3
Annual review achieved	%	97.46	93.5	4.0
Health and Safety at work				
Work-related accidents	Number	39	10	29
Work-related accidents leading to a work stoppage	Number	29	7	22
Work-related accidents which resulting in death	Number	1	0	1
Calendar days of work stoppage following a work-related accident	Number	1,034	175	859
Subsidiaries covered by an insurance for health expenses	%	96	Not available	-
Subsidiaries covered by an insurance that compensates employees in case of life/work accident	%	78	Not available	-

OUR Non-financial Parameters

Social	Unit of measure	2022	2021	Evolution
Diversity				
Nationalities	Number	38	39	-1
Women members in the Group Executive Committee	%	33.33	27	6.33
Women members in Subsidiaries Executive Committee	%	25.93	Not available	-
Average seniority		4.7	4.5	0.2
Average age	Number	38.8	35.8	3
Employees under the age of 30 years	Number	646	690	-44.0
Employees above the age of 50 years	Number	138	126	12.0

Environment	Unit of measure	2022	2021	Evolution
Renewable hybrid and solar solutions (cumulative figures since 2015)				
Pure solar and hybrid sites installed and managed	Number	5,177	4,436	741
Direct greenhouse gaz emissions avoided	Tons	224,493	119,466	105,027
Weight of turnover providing environmental added value	%	23	22	1

Carbon footprint				
GHG emissions	eq Tons CO2	109,312	90,647	18,665
GHG emissions Scope 1	%	7	9	-2
GHG emissions Scope 2	%	1	1	-1
GHG emissions Scope 3	%	93	90	3

Waste				
Waste generated	Tons	351	491.6	-141

Environment	Unit of measure	2022	2021	Evolution
Proportion of hazardous waste	%	49.99	23.5	26.49
Proportion of incinerated waste	%	8	14	-6
Proportion of recovered waste (recycling, transformation to energy)	%	58	39	19
Proportion of landfilled waste	%	34	47	-13

Water				
Water used	m3	30,505	34,147	-3,642

Energy				
Electricity consumed	kWh	1,275,233	1,712,999	-437,766
Fuel consumed	Liters	3,475,609	2,761,220	714,389
Average emissions of CO2 from vehicles fleet	G/km	258	290	-32

Refrigerant				
Refrigerant fluid consumed	Kg	437	937	-500


Community				
Local anchoring				
Local employees	%	96.4	98.6	-2.2
Internships/ work-study	Number	72	87	-15

Sustainable procurement				
Local suppliers	%	93.17	96.3	-3.1
Suppliers located in Europe	%	63	Not available	-
Suppliers located outside Europe	%	38	Not available	-
Group managed suppliers assessed on ESG criteria	%	74	Not available	-
Group managed suppliers integrating the ESG dimension into their strategy (purchase orders value)	%	84	Not available	-

Ethics				
Employees trained on Ethics and made aware of anti-corruption policies	Number	524	1498	-974
Ethics alerts activated	Number	0	0	-
Litigation and fines for non-compliance with regulations	Number	0	0	-

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