

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT (ESG)

2021

ABOUT

THIS REPORT

In 2021, a year still impacted by the health crisis, the priority was to preserve the health of all employees, while implementing preventive measures to ensure the continuity of our activities.

This ESG report offers our stakeholders a global overview of our commitments and actions in 2021.

It highlights the results of our social, environmental, community and governance challenges for all of our entities for the period from January 1 to December 31, 2021.

Your questions and comments concerning this report and the Group's CSR approach in general are welcome at: **public.relations@camusat.com**

The year 2021 was again marked by the Covid-19 pandemic which disrupted our usual working methods. Thus, we have stepped up our measures to guarantee the health and safety of our employees and subcontractors, in order to be able to continue our operations without impacting the services delivered to customers.

In 2014, we launched a CSR approach based on three priority areas of commitment in the social, environmental and societal fields. This has been accompanied over the years by policies and concrete actions to meet the main challenges of the company, including, for example, the health and safety of employees and subcontractors, training, environment and our impact on our local communities.

2021 was marked by the acceleration of our CSR initiatives. In particular, we have launched the mapping of our risks at group level, which has enabled us to identify our main extra-financial risks and to make the link with our previously identified extra-financial issues. We have also launched a project to assess our risks related to the fight against corruption, in all our regions of operation.

Another major turning point in our CSR approach this year was the completion of our first carbon assessment. Through our environmental commitment and our objective of reducing our carbon footprint, we have decided to calculate our greenhouse gas (GHG) emissions. This carbon footprint has enabled us to identify the main sources of GHG emissions and to take appropriate measures to reduce our emissions within each subsidiary. We also continue to avoid GHG emissions for our customers thanks to our solutions. For example, in 2021, our teams developed a new type of pylons called "60° Angle Tower" which reduces the use of metal parts.

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CHAIRMAN'S COLUMN



Richard Thomas,
Camusat Chairman & CEO

2021 was a pivotal year for the evolution of our business model and our CSR approach. Thanks to the creation of Aktivco, we are now committed to a logic of sustainability and sustainability that benefits our stakeholders, particularly our employees and customers. In line with our commitment to the environment, we have implemented long-term contracts and energy solutions that enable our operator customers in emerging countries considerably reduce their carbon footprint. I would also like to highlight the completion of our first carbon footprint report, which will allow us to set up action plans at each entity level to reduce our carbon footprint.

Sustainability has been essential for the manner we have developed ourselves in recent years. It is linked to our mission to provide high-quality, proactive, and innovative solutions that create value for the customers we serve.

Beyond our environmental utility, we also continue to promote the development of our employees besides their health and safety and apply our business ethics throughout our value chain. The Group's success is consistently based on individual wealth and shared values with our employees.

Our presence in emerging countries also pushes us to carry out more and more projects with our local communities, located in rural areas, and therefore to participate in their development.

Our ability to constantly adapt to the sector's new challenges allows the Group to position itself now as a major telecommunications infrastructure operator. Our ambition in the coming years is to continue to help our customers reduce their greenhouse gas emissions through our solutions and pursue the transformation of our business through our CSR approach launched in 2014.

OUR GROUP



Excelling in

5

Operational
Business Lines



State of art

1

Financial
Business Line
aktivco



Operating in

+20

territories



Over

+2 400

Direct employees



Generating

177m€

Turnover in 2021



Success story

40+

years



119 466

tons of avoided CO2
thanks to our
sustainable
solutions

Camusat is a major player in the telecommunications industry and more specifically in the deployment of telecommunications networks. Our teams of experts can design, build, power and manage our clients' telecom infrastructures. Indeed, our mission is to help our customers get the best out of their networks, anywhere in the world. We want to strengthen our leading position 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 offering them solutions for outsourcing their infrastructures through its dedicated investment vehicle, Aktivco.

OUR VALUES

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

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. The 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.

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

2002

Acquisition of CAMUSAT by
GINGER (engineering)

2016

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



ACTIVITIES



TELECOM SITES
CONSTRUCTION &
INSTALLATION



POWER SYSTEMS &
RENEWABLE
ENERGIES



EQUIPMENT
INSTALLATION &
COMMISSIONING



FIX AND FIBER
OPTIC NETWORKS



MANAGED SERVICES,
MAINTENANCE &
OPERATIONS

Our 5 business lines support the constantly changing needs of telecom players. We build **quality telecom network** infrastructures, and prepare the ground for the deployment of **future communication technologies**.

AKTIVCO

ACTIVITIES



ZERO CAPEX
OVER CONTRACT DURATION
10 YEARS
MINIMUM



FINANCING
SECURED
INVESTMENT
GUARANTEED



ENERGY
EFFICIENCY
GREEN
SMART SOLUTIONS

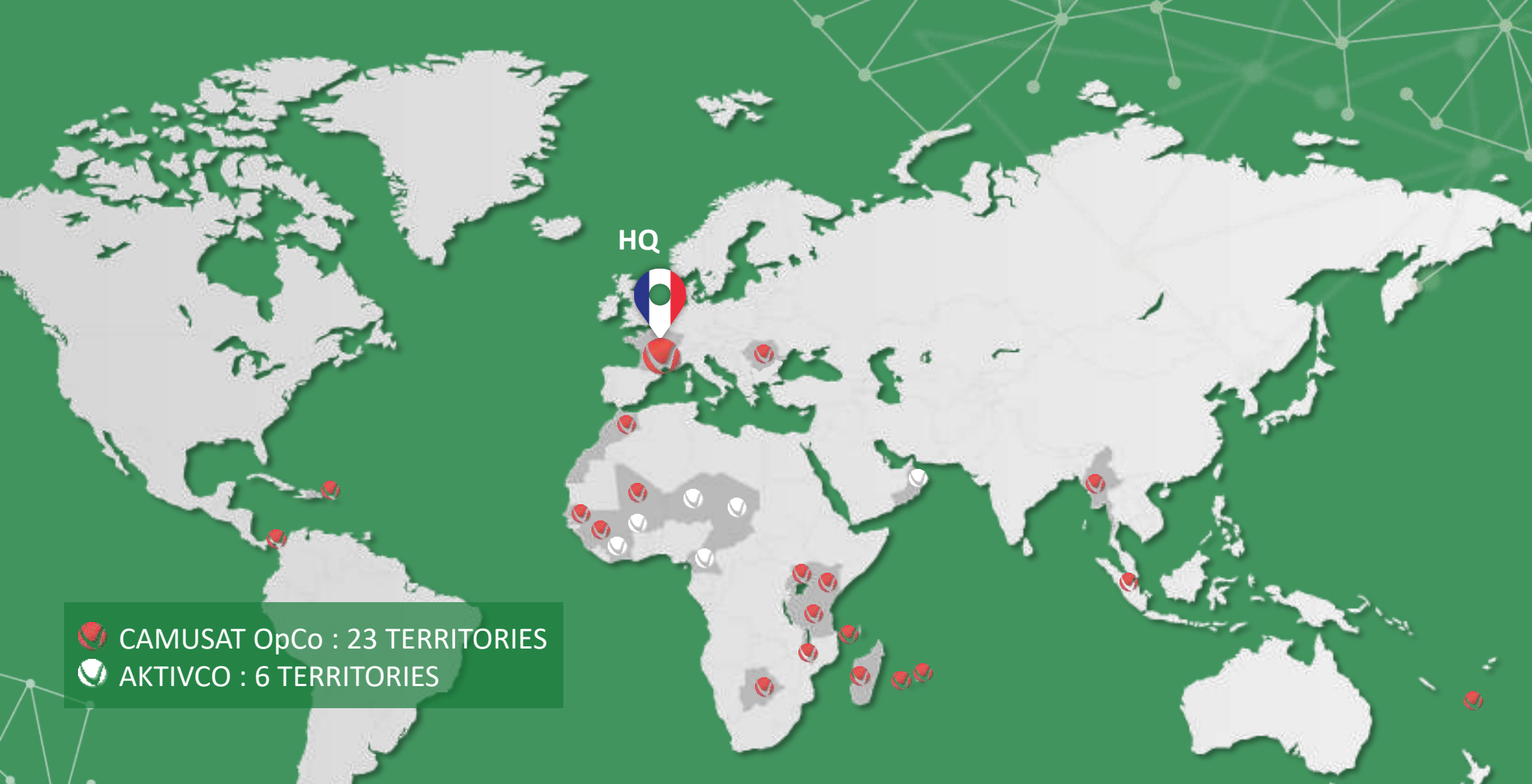


LOWER
OPEX
EBITDA
IMPROVEMENT



NETWORK
PERFORMANCE
CAMUSAT
TECHNOLOGY

Our dedicated **investment** vehicle and **global** operational forces meet the demand from the **telecommunications** industry to outsource energy infrastructure. **Today more than 3500 Telecom Sites in ESCO model.**



OUR FOOTPRINT

Our teams has grown to **2 446 direct employees:**

	AFRICA & INDIAN OCEAN	CALA	EUROPE, MIDDLE EAST & ASIA	FRANCE & DROM
	1 245	690	391	120



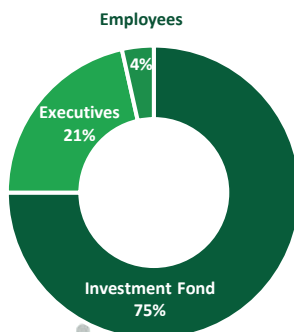
OUR SUPERVISORY BOARD

In 2021, the Supervisory Board 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 designate, by simple majority, one or more censors called to the Board meetings that they may attend, without the right to vote (2 censors currently). In 2021, all members are non-independent.

The Supervisory Board meets as often as the Company's interest may require it and at least four times a year, as was the case in 2021.

Camusat Group Shareholders in 2021



Board members:

Mr Arnaud THOMAS
(President of the Supervisory Board)

Mr Guillaume JACQUEAU
(Member of Supervisory Board)

Mr Thierry LARDINOIS
(Member of Supervisory Board)

Mr Florent ROSTAING
(Equistone, Invited)

Mr Frédéric MEREAU
(Alcentra, Censor)

Mr Maxime DE ROQUETTE - BUISSON
(Idinvest, Censor)

Mr Richard THOMAS
(Company Chairman & CEO)

Mr Thibaut DE RODELLEC
(Invited)

Mr Julien CATEL
(Invited)

OUR EXECUTIVE COMMITTEE

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 the Camusat group. Within the Executive Committee, the HR-CSR-EHS Director is in charge of supervising the Group's CSR approach and reports directly to the Chairman.



Richard THOMAS
Chairman & CEO



Thibaut DE RODELLEC
Deputy Group Chief Executive Officer



Julien CATEL
Group Administrative & Finance Officer



Elodie PERRIGOT
Group Chief HR, CSR & EHS Officer



Ivan NAZARSKI
Group technology Officer



Joseph TOUMA
Group Business Operations Executive



Christelle REIST
Group Administrative & Juridical Officer



Daniel NYIKA
Group Business Operations Executive



Aïda DIOUF
Group Chief Compliance Controller & Internal Audit Officer



Florian RUBIN
Aktivco Administrative and Finance Director



Hervé GAVARD
Group Administrative and Finance Expert

OUR MAIN RISKS

Ensuring the continuity of our activities through risk analysis

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 corporate strategy and operations. This approach has made it possible to identify the main risks of the company in order to be able to ensure their management and their mitigation and, ultimately, to allow the sustainability of the company. Camusat has also launched a project to map risks related to corruption internally and at subcontractor level, within the framework of the Sapin 2 law. Regional maps have been launched on the subject to adapt to the local context. Also, Camusat aims to carry out on-site audits on this subject to confirm the results of the risk mapping.

OUR RISKS ANALYSES METHODOLOGY

A list of gross risks has been defined by Camusat in many financial and extra-financial areas. Following the identification of these risks, they were then noted in order to classify them and determine the most significant risks for the group.

OUR MAIN EXTRA-FINANCIAL RISKS IDENTIFIED THROUGH OUR MAPPING

Among these group risks, extra-financial risks have been identified:

- 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
- Health and safety of employees and subcontractors
- Adaptation to technological change and quality of services

INTEGRATING CSR INTO OUR ACTIVITIES

OUR CSR APPROACH

KEY TRENDS IN THE TELECOM SECTOR

The telecommunications sector is constantly evolving and faces many economic, social, community and environmental challenges.

Indeed, the increase in the capacities of mobile and fixed networks is fundamental to guarantee the spread of 4G, the development of 5G technology or the deployment of fiber for fixed networks. In emerging market countries, the development of 4G mobile networks allows better access to the Internet. In developed countries, the fiber expansion and the commercial launch of 5G services accelerate as well the use of telecommunications services.

These developments entail modifications at the network level for operators and imply investments in very high speed.

Other challenges must be taken into account. For example, access to digital is also a major

issue for the telecommunications sector, as is cybersecurity.

Global warming also involves physical risks (natural disasters) that can have an impact on infrastructure.

Rising energy prices are also a challenge and an opportunity for our sector to move towards a more sustainable model.

Network infrastructures and telecommunications equipment must therefore be reliable to meet these new challenges and must be developed.

Stakeholders' expectations are increasingly strong regarding the companies CSR commitment. Camusat is well aware of these many challenges and is committed to a robust CSR approach to best respond to the risks and opportunities of the sector.

A CORE ELEMENT OF OUR STRATEGY

OUR GOAL AND CSR COMMITMENTS

Since 2014, Camusat has developed a CSR approach to support its international growth strategy. The principles of CSR are reflected in our strategy, our commitments and our 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 performance** and **extra-financial performance** creates lasting value.

In 2014, following an analysis of our actions, on-site audits and the realization of a sector benchmark, we identified the **main non-financial issues** that are **relevant and priority** for Camusat. All of these issues have been brought together in **3 areas of strategic commitments**:



Promoting success, security and well-being of our employees



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



Investing in development and recognition within our host communities

The operational commitments made for each of these 3 axes are presented on the following page.

The construction of our CSR approach is also based on the **guidelines of the ISO 26000 standard**, 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 CSR GOVERNANCE

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

The CSR approach is deployed within each Camusat entity in more than 20 countries. This deployment is essentially ensured by the human resources (HR) managers of Camusat subsidiary which carries out CSR actions at the local level.

The HR, CSR, EHS and Audit & Compliance departments carry out ad hoc audits in terms of HR, CSR and EHS. With a view to continuous improvement, these audits make it possible to set up corrective action plans and to monitor them periodically.

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

OUR

PRIORITY CSR COMMITMENTS



SOCIAL

Promoting 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

Providing our customers with quality, low environmental impact products & services 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 development and recognition within our host 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 concern all economic and social bodies. To contribute to this, we have integrated the sustainable development objectives into our CSR approach. The SDGs have become benchmarks for defining and structuring our CSR strategy. Here are our 10 priority SDGs:



End poverty in all its forms everywhere



Ensure healthy lives and promote well-being for all at all ages.



Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all.



Achieve gender equality and empower all women and girls.



Ensure access to affordable, reliable, sustainable and modern energy for all.



Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.



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



Ensure sustainable consumption and production patterns



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



Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels

A CSR 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 activities of the company, and who have an interest in the decisions or activities of Camusat.

Our CSR approach is based on our relationships with our main stakeholders, who are our employees, our customers, our suppliers, our subcontractors, our investors and our local communities. In 2014, Camusat elaborated 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 CSR 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 CSR report and its "Communication On Progress" report for the Global Compact.

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 CSR issues as soon as they join. Our commitments are displayed in the offices of all our operating subsidiaries and Camusat regularly publishes communications on the subject of CSR.



OUR EXTERNAL PARTNERSHIPS AND OUR CSR 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 extra-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 extra-financial performance assessed by EcoVadis.

In 2021, Camusat obtained a score of 54/100 and received the bronze medal.

Based on this assessment, Camusat aims to implement CSR action plans.

OUR SOCIAL COMMITMENT

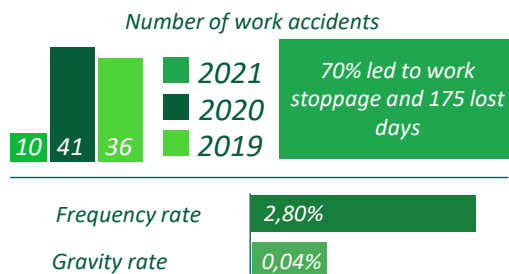


*Promoting success, security and
well-being of our employees*

OUR SOCIAL COMMITMENT

GUARANTEE THE HEALTH AND SAFETY OF OUR EMPLOYEES AND PARTNERS

Reinforcing the prevention of accidents and the protection of our employees is the main pillar of our CSR approach.



We are constantly working to develop the knowledge and skills in terms of health, safety and the environment (EHS) of our employees. Thus, in 2021, the **EHS training** hours represented 74% of the overall volume of training delivered within the Group's subsidiaries.

The training given to our employees mainly concerns **working at height, first aid and road risks**.

They are provided by our in-house trainer who in 2021 was himself trained to obtain his certification as a trainer in electrical work. This represents an average of 11 hours of HSE training delivered per employee. Prevention also involves making our employees aware of the HSE themes that we maintain each year at Group level. Concerned and responsible for the work delivered by our subcontractors, our HSE training is also delivered to their own employees.



EHS training

In 2021, The Group organized the “**Perfect Climber**” Challenge.

The subsidiaries had the mission to create a

security poster presenting the work at height activity. This was an opportunity to recall the mandatory collective and individual protective equipment and to raise employee awareness of the occupational risks to which they are exposed.



employees trained by our in-house EHS trainers since 2016



2 185



Number of EHS training hours

26 887
in 2021

vs.

12 364
in 2020

+117%

OBJECTIVE 1: CONTINUOUSLY STRENGTHENING ACCIDENT PREVENTION AND PROTECTION OF EMPLOYEES

camusat

OUR SOCIAL COMMITMENT

ENCOURAGE THE ENGAGEMENT OF OUR EMPLOYEES

Well-being and **quality of life at work** are key concerns 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 recognition systems for their employees every year. This most often results in the organization of ceremonies to **recognize the performance** or seniority of our employees.



Performance recognition ceremony of our employees – Dominican Republic

Also, in the context of the Covid 19 pandemic, we have developed teleworking within our subsidiaries for employees who are eligible for such. Formerly occasional, it is now part of the benefits offered to employees allowing them a certain flexibility in their schedule and a balance between private and professional life. This guarantees a hybrid way of working reconciling performance and employee well-being.

THE SOCIAL DIALOGUE, A LEVER FOR OVERALL EFFICIENCY

We are convinced that employees who are listened to, respected and recognized promote **quality of life at work**, productivity and competitiveness. It is fully integrated into the subsidiaries' strategic objectives and been taken into account in their daily operations.

We have just over 100 staff representatives and members of health and safety committees. Their main mission is to discuss and negotiate on issues relating to economic and social policy of common interest.



Average seniority

4,5 years



Staff turnover rate

22,83%

** Fixed-term contracts are included*

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

OUR SOCIAL COMMITMENT

TRAINING, A KEY LEVER FOR OUR PERFORMANCE

The **development of the knowledge and skills** of our teams is the key to the success of our Group and the way to stand out from the competition. Convinced that it is a differentiator landmark, we rely on daily support in the field by our managers and by **developing training** for all employees categories.



Technical training– Madagascar

In total, more than 9,633 hours of training dedicated to the development of the



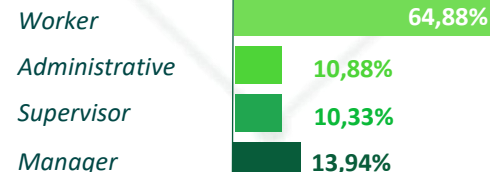
FO Project Management training – Support Group

following skills: languages, finance, project management, team management, etc.

Each year, we also continue our **Talent monitoring program** for which the Group directly monitors the acquisition of their new skills in **engineering** and **management** through targeted actions for the Group's strategic needs in the medium term. These actions usually result in external & internal training and tutoring over medium term.

Breakdown of training hours by professional category

In 2021



Total training hours



Total training hours by employee



Return rate of annual reviews:

93,5 %

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

Meet Gwynne — Fiber Optic Supervisor, Comcast Mail

In your opinion, what is the best training course and website you've found?

In my opinion, it is necessary to have a solid background in Fiber Optics and access to tool engineering. *Powerline* for this job is also essential.

What advice would you give someone on our site? / what did you join Comcast?

I joined for the simple reason that Comcast is an International Group which offers job vacancies the most innovative solutions in the field of telecommunications and which offers its employees numerous possibilities for personal and professional development. Its international presence also allows it to be offered international assignments.

What is your career path in the Group?

After a six-month training period, I was lucky enough to be offered a job by Comcast Mail as a Fiber Optic Supervisor in the Fiber optic department of this subsidiary.

What advice would you give to a woman who would like to hold a position like yours today?

A job has no gender. Whether you are a man or a woman, like most things is to know your job. Specifically, in all those women who wish to pursue a career in the field of Fiber optics, I would advise them to be passionate and persevering.

www.comcast.com

 COMCAST



OUR ENVIRONMENTAL COMMITMENT



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



OUR ENVIRONMENTAL COMMITMENT

DEVELOP SUSTAINABLE SOLUTIONS FOR OUR CUSTOMERS

The reduction in fuel consumption and more generally respect for the environment is a pillar of our environmental policy and at the heart of our customers' concerns. Developing lower energy-intensive solutions is the primary mission of our technical group support.

Thus, each year we develop our **pure solar solutions** and our **hybrid systems** in order to meet this challenge of reducing energy consumption.

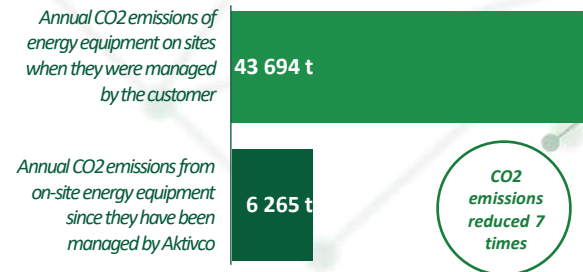
Since 2015, Camusat has been evaluating the CO2 avoided through the installation and management of energy systems. These are 119,466 tons of CO2 avoided at the end of 2021. Out of the total CO2 avoided, Aktivco division plays an essential role in **reducing CO2 emissions** compared to a conventional site. With its 2,837 hybrid sites managed since 2017, we estimate **25,481,959 liters of fuel avoided** over the past 4 years, which represents **76,064 tons of CO2 avoided**.



Aktivco site

The reduction in emissions is explained by the modernization of energy equipment that consumes less fuel and which involves fewer trips by technicians for maintenance operations.

Our hybrid solutions also contribute to **reducing the use of polluting equipment** such as power generators. Polluting waste such as oil/diesel filters and used oils - whose recovery or disposal channels are sometimes difficult to identify - are also reduced thanks to the marketing and management of our two sustainable solutions.



Our pure solar systems



4 436

« Pure solar » &
Hybride sites installed and managed

Which since 2015 have made it possible to avoid:



119 466

CO2 avoided emissions (Tons)

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

OUR ENVIRONMENTAL COMMITMENT

ENVIRONMENTAL INNOVATION AT THE HEART OF OUR STRATEGY

Our R&D department is constantly developing new projects aimed at making our solutions ever more efficient and more respectful of the environment.

In 2021, our teams developed a new typology of pylons called "60° Angle Tower". This new type of pylon reduces the use of small metal parts. Many on a so-called "classic" pylon, the total weight of the "60° Angle Tower" pylon is therefore reduced by 6.5%. Thus 140 tons of galvanized steel were avoided in 2021, i.e. 313 tons of CO2 avoided.



Camusat innovation –60° Angle Tower

The use of **bifacial modules** (solar panels) is the second flagship project in 2021. They allow high efficiency of up to 435 Wp. These new modules have the advantage of exploiting the side of the module which is not facing the sun. This provides an overall efficiency yield of up to 25%. Conventional photovoltaic equipment has glazing on the front made up of cells that capture solar radiation, and an opaque aluminum side, generally, the main purpose of which is to ensure the solidity of the structure.

In the case of a bifacial solar panel, both sides are glazed and can receive and convert sunlight.

More precisely :

- The top of the panel captures direct sunlight,
- The underside of the panel captures the reflection of these rays thanks to the so-called albedo phenomenon, i.e. the reflective power of a surface.

The use of this new type of equipment allows a lower production of photovoltaic panels for the same desired level of energy.



Bifacial modules

Turnover of products or services sold providing environmental added value



28 060 000 €

38 600 000 €

+ 37,5%

22% of turnover

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



OUR ENVIRONMENTAL COMMITMENT

PRESERVING BIODIVERSITY THROUGH REFORESTATION ACTIONS

In 2021, the Camusat Group reaffirmed its commitment to **preserving the environment** through several actions. Actions that raise employee awareness of this environmental theme in a friendly manner, as well as structuring actions aimed for improving our environmental performance.



Green Tag Challenge – Mali



Reforestation action – Madagascar

A Group-wide **"Green Tag Challenge"** was organized which challenged our subsidiaries to create the Camusat logo with local vegetation.

The Group is also committed to combating deforestation. Our construction activities for new telecommunications sites may sometimes require cutting trees.

As a company, as an international group committed to a CSR approach, we strive not to cut down trees.

And when this happens, we must act through reforestation actions. This is how our teams were informed of our new commitment **"1 tree cut = 1 tree planted"** which applies to all our subsidiaries. Local reforestation actions have therefore taken place, as in Niger or Tanzania.



OBJECTIVE 2: PROTECTING THE ENVIRONMENT

OUR ENVIRONMENTAL COMMITMENT

RESPONSIBLE MANAGEMENT OF OUR WASTE

Reducing waste saves exhaustible and precious raw materials, limits the impact on the environment and the climate, reduces the need for incineration or waste storage and controls management costs of this waste (collection, recycling, energy recovery, disposal).

We defined **our waste and hazardous products management policy**, which was then presented and explained to all regional and subsidiary managers. This policy has been defined with the aim of "buying better", "using better" and "disposing better".

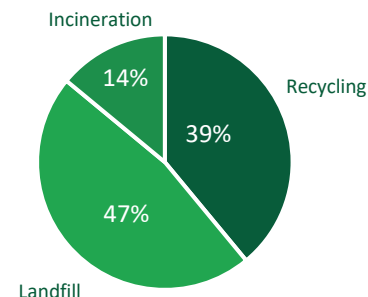
The Group has also provided the subsidiaries with a tool allowing them to precisely monitor the hazardous waste and products stored and those collected for recovery. The final objective is to know precisely the quantities of waste generated and on the other hand the quantities recovered. Thanks to this, we know precisely the waste generated by type for all of our subsidiaries.

Thus, the Group's subsidiaries generate **491.6 tons** of waste per year, **23.5%** of which is classified as **hazardous**. Among the most sensitive waste, we find used oils, oil – air – diesel filters, solar panels and paints. The Group has set the objectives for the subsidiaries to review the organization of their storage warehouses, to systematize the recording of waste generated by category and to seek recovery solutions within their country, favoring recycling and reuse for a second life.

CONTROLLING OUR ENERGY CONSUMPTION

We are also attentive to the consumption of energy and natural resources such as water and to the various actions taken by our subsidiaries to reduce them. For example, raising awareness among our employees as soon as they are integrated into eco-gestures or even switching to LED lighting in our subsidiaries.

Breakdown of our waste recovery methods in 2021



Refrigerating fluid

937 Kg in 2021



Electricity consumed

1 712 999

kWh in 2021



M³ of water

34 147 m³ in 2021

OBJECTIVE 3: REDUCING OUR ENVIRONMENTAL FOOTPRINT

OUR ENVIRONMENTAL COMMITMENT

Camusat has carried out its first carbon assessment for the year 2021.

This approach covers the greenhouse gas (GHG) emissions of Camusat's activities and its value chain on scopes 1, 2 and 3.

OUR METHODOLOGY

Declared GHG emissions take into account the group's energy consumption, refrigerant leaks, waste, purchases of goods and services, employee business and home-work travel, fixed assets, energy purchases on behalf of the customer for its facilities and freight.

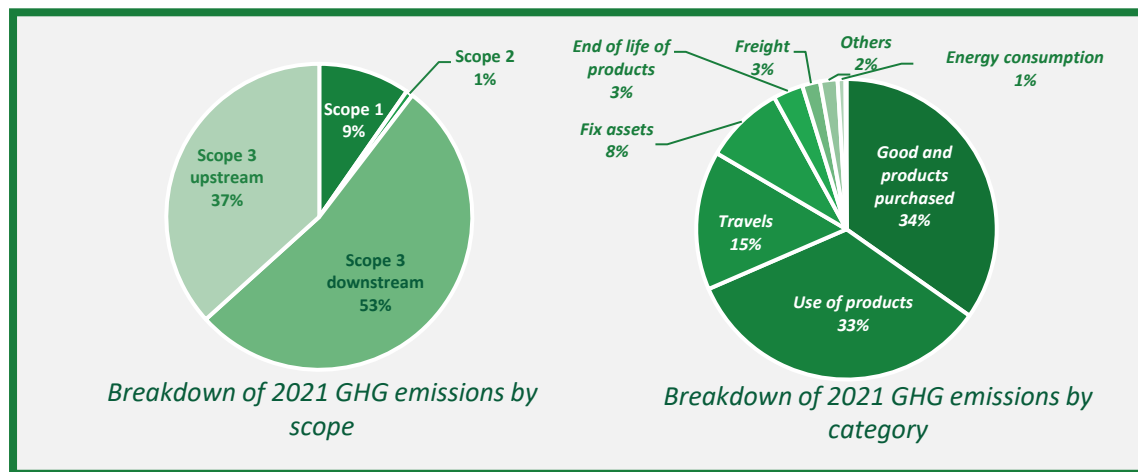
All of the subsidiaries have been included in the scope of the carbon footprint. Camusat reports no GHG emissions on franchises and investments.

The GHG emissions saved and avoided by customers thanks to energy efficiency and renewable technologies are presented on page 28 but have not been counted as negative emissions for the carbon footprint.

OUR 2021 GHG EMISSIONS

In 2021, Camusat emitted a total of **90,647 tons of CO2 equivalent**. Scope 3 emissions represent approximately 89% of the Group's carbon footprint, of which nearly 40% is linked to the purchase of raw materials, products and services and 37% is due to the use phase of the facilities. Fixed assets represent around 10% of the group's scope 3 emissions.

The graphs below present the distribution of Camusat's 2021 carbon footprint on scopes 1, 2 and 3, including all greenhouse gas (GHG) emissions from the upstream activity of all suppliers until the use and end of life of the facilities.



OBJECTIVE 3: REDUCING OUR ENVIRONMENTAL FOOTPRINT

OUR COMMUNITY AND GOVERNANCE

COMMITMENT



*Investing in development and
recognition within our host
communities*



OUR COMMUNITY & GOVERNANCE COMMITMENT



DEVELOP OUR LOCAL FOOTPRINT

Camusat's subsidiaries constantly strive to have a positive impact on local stakeholders. As a responsible company, promoting the **development of local employment and the development of our managers** in the countries where we are established is a guarantee of sustainability.

Our objective is that at least 90% of our employees in the subsidiaries are from or reside in the country in which they work.

Our presence on **recruitment forums** or our participation in **specialized trade fairs** for the telecommunications sector are essential to develop our proximity with people who will undoubtedly be future employees.

Our **purchasing policy**, which we define as **responsible**, also contributes to the creation of indirect jobs with our suppliers and subcontractors. Our goal is for at least 90% of our suppliers to be established in the countries where we are present (local suppliers).

This objective has been achieved since 96.3% of our suppliers are local. Only 3.72% represent suppliers that are identified by the Group and centralized on behalf of its subsidiaries.

In addition, in order to ensure that CSR commitments and objectives are respected throughout the supply chain, we train and support our buyers in the concept of responsible purchasing and its implementation within the Group.

Also, **CSR audits** are carried out with certain so-called "strategic" suppliers in order to verify that our CSR commitments are correctly applied in their structure, as they undertook to do when signing the contract. And finally, we support them in their progress through action plans that are periodically discussed and challenged.



% Local employees

In 2021

98,06%

In 2020

97,6%



Camusat - Suppliers relationship development - Kenya

OBJECTIVE 1: CREATING JOB OPPORTUNITIES FOR LOCAL COMMUNITIES

OUR COMMUNITY & GOVERNANCE COMMITMENT

ETHICS AT THE HEART OF BUSINESS RELATIONSHIPS

As a member of the **United Nations Global Compact** and present mainly in emerging countries, respect for Human Rights, fundamental rights and ethical rules is essential. All new employees are systematically made aware of our Code of Ethics and our Anti-Corruption Policy as part of their integration. 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 business or reputation.

Our Internal Audit & Compliance department, through the audits that are carried out each year, also plays an essential role in monitoring compliance with our ethical rules and in raising the awareness of our employees and managers.

As a support necessary for the conduct of internal audits and in the continuity of the definition of our anti-corruption policy, Camusat has decided to define the **mapping of its corruption risks** at the level of all the Group's subsidiaries as provided for by the Sapin 2 law. This mapping makes it possible to identify, analyze and rank the corruption risks of our subsidiaries in the normal exercise of their activities. This will once again be an opportunity to remind the managers of our subsidiaries of our ethical rules.

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 displayed and given to all new employees as part of their integration.

This policy is then implemented in all the subsidiaries with the aim to guarantee the respect for privacy and the protection of everyone's personal data.

This Group's commitment to protecting personal data has necessarily impacted our cybersecurity IT policy, which has therefore been strengthened.



Conduct of an audit – Aktivco

 **1 498**

employees made aware of Camusat's code of ethics and anti-corruption policy in 2021

OBJECTIVE 2: ENHANCING RESPONSIBLE AND REGULATION-COMPLIANT ACTIVITIES



OUR COMMUNITY & GOVERNANCE COMMITMENT



COMMUNITY INVOLVEMENT OF OUR SUBSIDIARIES

Because Camusat is mainly present in emerging countries, contributing to the improvement of local living conditions is a priority.

Thus, each year our subsidiaries work to:

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



Sport event – Ivory Coast

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

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

This was the case, for example, in Uganda, the subsidiary supported the UCARE International association, located in the Luzira region of Kampala.

Among its many societal actions, UCARE International aims to provide housing, food, clothing, medical care and education to 120 children aged 3 to 15 years.

Lacking amenities, several Camusat employees joined in the construction of new sanitary facilities. A moment of exchange and cohesion for the team around a common objective. These initiatives are always an opportunity to strengthen the team spirit. This was also the case in several countries where sporting events are organized to bring employees together around a cause that is dear to them.



Construction of sanitary utilities for an association - Uganda

OBJECTIVE 3: CONTRIBUTING TO IMPROVE LOCAL LIVING CONDITIONS

OUR COMMUNITY & GOVERNANCE COMMITMENT



VALUING OUR VOLUNTEERING EMPLOYEES

Camusat has been supporting volunteer employees for six years now through its **"I volunteer with Camusat"** campaign. The projects supported by our employees and for which Camusat wishes to support them must be related to health, education and the environment, pillars of our CSR approach.



Rehab Association Uganda

The care and constant efforts of the association help young girls from 9 to 24 years old. Registered in this associative program, they can thus continue their studies and enroll in training establishments adapted to their aptitudes and career wishes.

Camusat's contribution consists in supporting the acquisition of educational and school materials necessary for the successful completion of this project.



I volunteer with Camusat

In 2021, Camusat decided to support the **"Rehab Uganda"** association project, of which our HR-CSR & HSE Manager in Uganda has been an active member for almost eight years.

Rehab Uganda actively supports the rehabilitation, education and vocational training of young girls in Uganda who have been victims of sexual exploitation. This is once again a great initiative from one of our volunteer employees.



OBJECTIVE 3: CONTRIBUTING TO IMPROVE LOCAL LIVING CONDITIONS

INFORMATION ON OUR EXTRA-FINANCIAL REPORTING

Since 2015, the year we launched our CSR approach, we have implemented an extra-financial reporting process accompanied by a robust protocol to document our parameters.

REPORTING SCOPE OF PARAMETERS

This CSR report covers the performance of our CSR commitments over the calendar year 2021, as of December 31, 2021.

The information was collected within all our subsidiaries, taking into account the organizational changes that took place in 2021 (creation, closure, transfer of activity).

PARAMETERS REPORTING PROCESS

Since 2014, extra-financial information has been collected through a web application developed internally: **e.csr**. **New parameters** have been created in

order to provide ever more precision to the information and to highlight the evolution of our CSR performance.

Extra-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-CSR & EHS Manager. Once the data has been validated, a second check is carried out by the HR-CSR & EHS Director who then consolidates the data for publication in the report.



OUR NON-FINANCIAL PARAMETERS

SOCIAL	Unit of measure	2021
HEADCOUNT (ON12/31/2021)		
Total headcount on 31/12/2021	Number	2,446
Women	%	12.22
Men	%	87.78
Distribution of headcount per type of contracts		
Permanent contract	Number	1,763
Temporary contract	Number	683
Distribution of employees per geographical area		
Africa & Indian Ocean	%	50.90
Latin America	%	28.21
Europe, Middle East & Asia	%	15.99
France & Drom	%	4.91
Hiring/Leavings		
Hirings	Number	581
Leavings	Number	607
Turnover (Temporary contracts are excluded)	%	22.83
LABOUR RELATIONS		
Employee representatives and health and safety committee members	Number	101

	Unit of measure	2021
TRAININGS & SKILLS		
Total training hours	Number	36,520
EHS training hours	Number	26,887
Average of training hours per employee	Number	15.00
Employees internally training - EHS since 2016	Number	2,185
Training hours provided to Women	%	10.80
Training hours provided to Men	%	89.20
Training hours provided to "Workers" employees	%	64.88
Training hours provided to "Administratives" employees	%	10.88
Training hours provided to "Supervisors" employees	%	10.33
Training hours provided to "Managers" employees	%	13.94
Annual reviews achieved	%	93.50
HEALTH AND SAFETY AT WORK		
Work-related accident	Number	10
Work-related accident leading to a work stoppage	Number	7
Work-related accident which resulted with a death	Number	0
Calendar days of work stoppage following a work-related accident	Number	175
DIVERSITY (ON12/31/2021)		
Nationalities	Number	39
Women members in the Group Executive Committee	%	27
Average age	Number	4.5
Employees under the age of 30 years	Number	690
Employees above the age of 50 years	Number	126
Employees in a disability situation	Number	7

OUR NON-FINANCIAL PARAMETERS

ENVIRONMENT	Unit of measure	2021
GREEN HYBRID & SOLAR SOLUTIONS (cumulative figures since 2015)		
Pure solar and hybrid sites installed and managed	Number	4,436
Fuel consumption avoided	Liters	32,675,671
Direct Greenhouse gas emissions avoided	Tons	119,466
Nox emissions avoided	Kg	311,228
Proportion of turnover providing an environmental added value	%	22
CARBON FOOTPRINT		
GHG emissions	Tons	90,647
GHG emissions Scope 1	Tons	8,777
GHG emissions Scope 2	Tons	656
GHG emissions Scope 3	Tons	81,215
WATER		
Water used	m3	34,147
ELECTRICITY		
Electricity consumed	kWh	1,712,999
REFRIGERANT FLUID		
Refrigerating fluids consumed	Kg	937

	Unit of measure	2021
VEHICLES AND FUEL		
Vehicles at 31/12/2021	Number	1,195
Average emissions of CO2 vehicles fleet	G/km	290
COMMUNITY		
LOCAL ANCHORAGE AND RESPONSIBLE PROCUREMENT		
Local employees	%	98.60
Internships/work-study	Number	87
Local suppliers	%	96.3
ETHICS		
Employees trained to Ethics and aware of anti-corruption	Number	1,498
Ethics alerts activated	Number	0
Litigation and fines for non-compliance with regulations	Number	0

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