



ENVIRONMENT SOCIAL AND GOVERNANCE REPORT

ESG

2023

ABOUT THIS REPORT



The purpose of this annual report is to present an overview of the Camusat Group's Environmental, Social and Governance (ESG) approach. It describes how Camusat has accelerated its efforts, enhanced its contributions and

improved its monitoring and evaluation of ESG practices.

It provides to all our stakeholders an overview of our commitments and results on the environmental, social,

community & governance issues for the period from January 1 to December 31, 2023.

Responsibility and transparency are an integral part of the relationships

of trust that we develop with our customers, employees, shareholders and investors. Each year we take significant steps to consolidate our ESG approach through the ongoing engagement of our stakeholders.

As part of our ongoing commitment to continuous improvement, we welcome your questions and comments about this report and the Group's ESG approach in general, at: public.relations@camusat.com

EXECUTIVE SUMMARY



ENVIRONMENT

Sustainable solutions – Performance Environment

Committed to **SBTi**

224 486 Tons of CO₂ avoided since 2015 thanks to our solar and hybrid solutions

39% of the turnover of our products and services providing environmental value in 2023

Annual CO₂ emissions from on-site energy equipment divided by **1,6** thanks to Aktivco division

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

9,26% reduction of our energy consumption between 2022 and 2023



SOCIAL

Security / Well-being - Diversity

2 521 employees at end of 2023

36 nationalities in the Group

Percentage of women: **12,9%**

33,33% of women occupying a supervisory or management position

25,6 % of women represented in the Executive Committee of the Group

17,2 training hours in average by employee

7 341 EHS training hours provided by our internal trainers in 2023



COMMUNITY & GOVERNANCE

Inclusion / Ethics

98,3% of our employees originate or are permanent residents in the countries in which they work

99,6% of our suppliers managed by the Group were evaluated based on ESG criteria (purchase volume)

97,9% of our Group managed suppliers integrate the ESG dimension into their global strategy (purchase volume)

Elaboration of our **Global risk mapping** and **Anti-corruption risk mapping** and **associated action plans**

Member of Global Compact since **2014**

EDITORIAL OF GROUP MANAGEMENT



Thibaut DE RODELLEC
Group Deputy CEO

Richard THOMAS
Group Chairman & CEO

The dynamic telecom market is now on the verge of technological transformation and is taking a leap towards integration of Gen AI, exploration of the potential of industrial metaverse and capitalize on the convergence of IoT and AI (AIoT). The metaverse represents both a challenge

and an opportunity for the telecom industry: it is not just an infrastructure, but it is also an economic and strategic asset for telecom industries that choose to take part in it.

These new realities of today's telecom ecosystem offer immense

opportunities to expand the network services, drive innovation through the collaboration and partnerships with other sectors and technologies. But all these come with significant investment urge to bridge the gap between infrastructure demand for robust and high-speed connectivity

and meet cybersecurity needs at the same time.

In emerging markets, particularly in Africa, mobile network operators will continue to focus on extending the coverage and upgrading the network. At the same time, they will be ramping

EDITORIAL OF GROUP MANAGEMENT

up investments to support the growth of 5G.

In sync with this revolutionary transformation of the telecom world, in 2023 Camusat continued its own transformation to address the challenges of its sector and we are particularly proud with the sustainable progress of our activity, thus further consolidating our position as key “Infra as a Network” player on the telecom market.

As the pressure is growing in our world to prioritize sustainable development, Camusat remains faithful to its commitments to accelerate sustainable economic growth and create value for its stakeholders. In 2023 the development of our Aktivco division has largely contributed to the achievement of our objectives, and continues to be the spearhead of the energy transition for telecom networks. Thanks to the additional raised investment of 49,9 mil euros in 2023, Aktivco division was able to double its park of renewable energy infrastructure.

Thus, Camusat Group has become a front-line contributor to sustainably closing the energy gap for telecommunications in Africa, while helping mobile operators to reduce their carbon footprint.

Camusat Group has always been at the forefront of innovation. This year, we advanced in integrating new technologies such as AI (artificial intelligence) into our solutions and operational management, enabling us to drive further positive impact in the context of growing concern in regard to global warming. For example, the digitalization of our operations has enabled us to reduce physical travel on telecom sites, optimize processes, reduce waste and improve resources efficiency.

Digitalization however urges to tackle the cybersecurity issue. In 2023, we have performed an extensive screening of our digital infrastructure and revisited our Cybersecurity Action Plan to strengthen the management of this risk within our Group.

With sustainability as key principle of our strategy and the priority for our Group’s development, in 2023 we made another important step forward to strengthen our ESG commitments. After the completion of our first carbon footprint report in 2021 and implementation in 2022 of tailored action plans to reduce our greenhouse gas emissions, in 2023 we have defined our Group’s Low Carbon Strategy. As part of this process, we have defined precise and ambitious targets and a roadmap for achieving to significantly reduce our emissions by 2030. We have also completed the Carbon Disclosure Project (CDP) questionnaire to validate our targets in line with the Science Based Targets Initiative (SBTi).

Camusat having raised funds from private investors to finance the development of its Aktivco division, the IFC standards have been a reference for our subsidiaries since 2022. In 2023 we redefined our Environmental and Social Management System aiming to integrating Environmental and Social

(E&S) risk management into our usual decision-making processes.

On the social front, our focus is on the development of local anchors in the countries where we are present. The advancement of our business models and in particular of TWESCO business model of Aktivco which integrates a telecom tower and low-carbon energy equipment. This business model promotes access to communications and new technologies for all, thereby promoting social equality.

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 Group by building on the ESG strategy initiated in 2014.

The Camusat Group Management is therefore proud to present this new ESG report which offers to our stakeholders an overview of our commitments and achievements in 2023 as well as our vision for the future.

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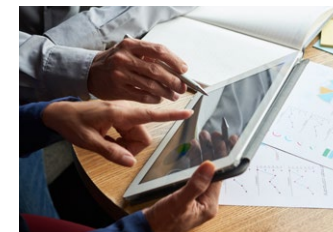
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GROUP OVERVIEW




In the fast evolving world of telecommunications, Camusat Group is at the forefront of innovation. Our commitment to sustainable development creates value for all our stakeholders and supports the evolution of our business model, making Camusat the best telecom infrastructure partner on the market.

A telecom network is very complicated to build, operate and maintain. We make it simple and more efficient and sustainable in the long run.

Camusat Group brings your network to the next level through its InfraCo division supported by our operational solutions and expert teams.

We accelerate the sustainability of telecom infrastructures through our Business Models and InfraCo operational platforms.



224,486+
Tons of CO₂ avoided thanks to our sustainable solutions




3
InfraCo state of art Business Models



5
OpCo Business Lines



21
Operational territories



2,500+
Direct employees



204m €
Turnover generated in 2023



40+
Years of success story



OUR VALUES

The Group's values are essential to our teams, as they shape the way we work together and interact. They define 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.

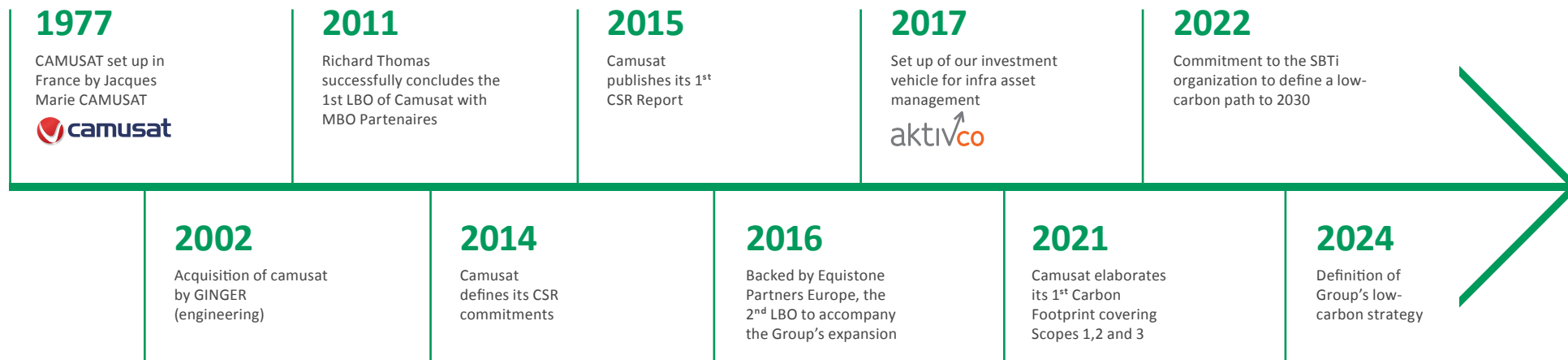
HISTORY OF THE GROUP



Since its set up in the late '70, our Group has known a constant transformation in sync with the evolution of technology and its growing impact on the world. From a traditional tower designer and site installer, our Group has constantly evolved its expertise to a full turn-key expertise in terms of telecom infrastructure development.

Our business models progressed as well to respond to the growing need of our industry to outsource its infrastructure while improving their network performance and service quality. In the process of our evolution, Camusat Group has raised its awareness and focus on our corporate social responsibility, developing a set of social, environmental, community commitments under an integrated ESG approach.

Today Camusat Group is a leading telecom actor managing a fully integrated sustainable business model and working hand in hand with telecom operators toward the common goal of reaching net zero operations in our industry.

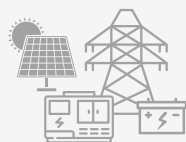


AKTIVCO ACTIVITIES

Structuring and financing complex operations, we turn infrastructures into viable business models and accelerate the decarbonization for green telco networks.

Our financial expert team is constantly developing tailored business models to accompany our customers in their infrastructure transformations and carbon footprint reduction journeys. Partnering with major investment funds supporting green investments, Aktivco pursues its ambition to become a key “Infra & Network as a Service” player.

OUR BUSINESS MODELS



ESCO

ENERGY SERVICE COMPANY

Own and manage renewable energy for telecom networks.



TWESCO

TOWER & ENERGY SERVICE COMPANY

Build, own and manage new tower and energy infrastructures, including in rural areas.



SAAS

SOLAR AS A SERVICE

Own and manage the long-term optimization of telecom network energy consumption while stimulating self-consumption through an add-on solar connection to the existing energy infrastructure.

CAMUSAT OPCO ACTIVITIES

Combining technical expertise with operational excellence, we design, build, and manage telecom infrastructures.

Our 5 Business Lines fully support the constant evolving telecom actors' needs. We build quality telecom network infrastructures, and prepare the ground for the deployment of future communication technologies.

OUR BUSINESS LINES



**Construction &
Installation of Telecom
Sites**



**Energy Systems &
Renewable Energies**



**Equipment Installation
& Commissioning**



**Fixed & Fiber Optic
Networks**



**Managed Services,
Maintenance &
Operations**

OUR PRESENCE

OUR TEAM COUNTS MORE THAN

 **2 521*** DIRECT EMPLOYEES

*End of 2023

1 512

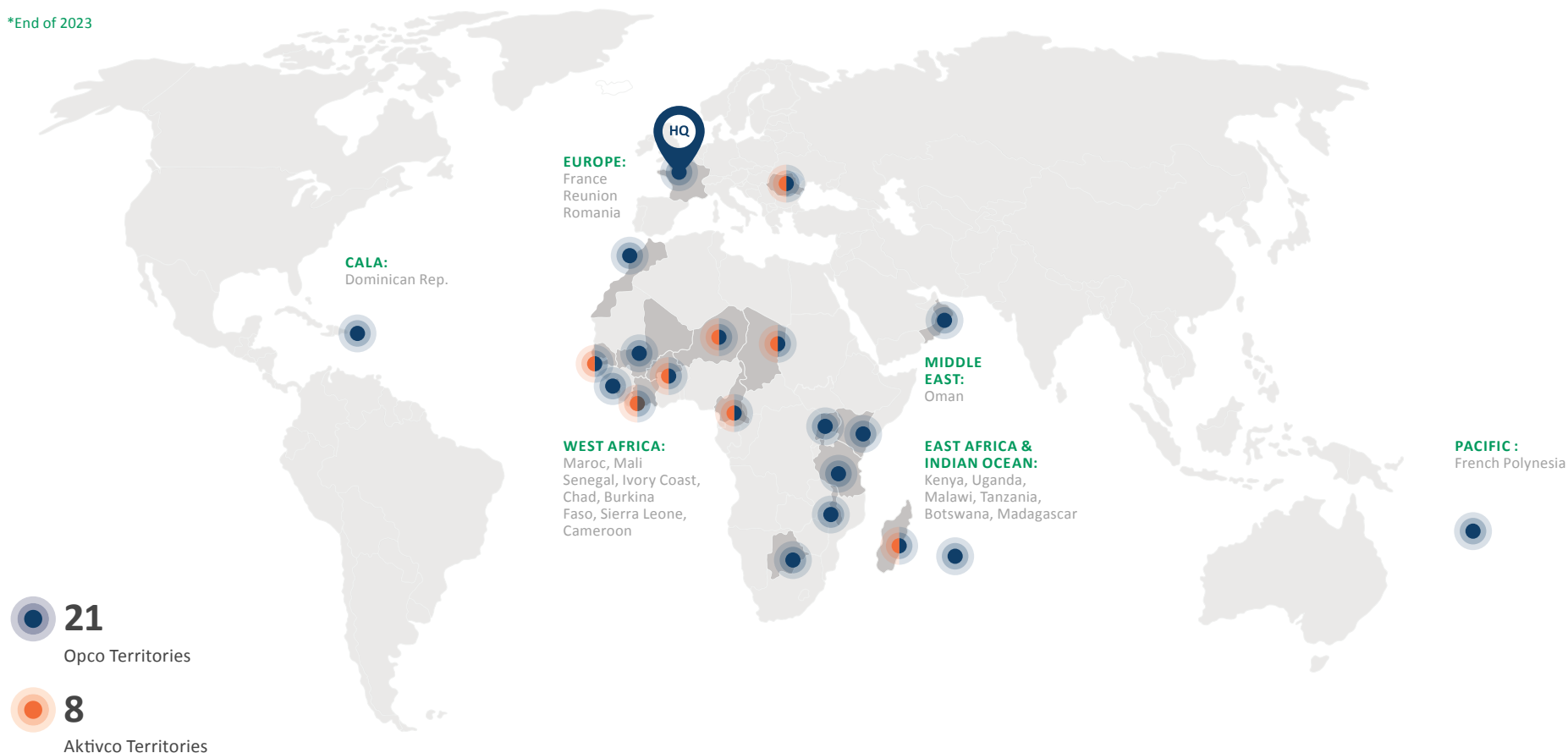
Africa & Indian Ocean

672

CALA

337

Europe, Middle East & Pacific



OUR SUPERVISORY BOARD



The Supervisory Board is responsible for validating the Group's major strategic decisions, and for deciding on all matters related to its corporate purpose. The Supervisory Board is a decision-making body, a guarantee of the decisions taken by shareholders. Comprising between 2 and 5 members by 2023, it is responsible for overseeing the management of the Group by the Chairman and General Managers.

The Board appoints its Chairman from among its members, by a simple majority of those present or represented. By a simple majority, the General Meeting may appoint one or more non-voting members to attend Board meetings (currently 2 non-voting members). In 2023, all Board members are non-independent.

The Supervisory Board meets as often as the Company's interests require such, and at least four times a year. The Supervisory Board met 8 times in 2023.

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)

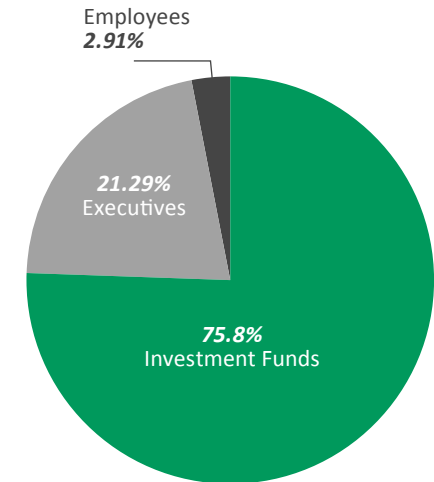
Mr Maxime DE ROQUETTE-BUISSON,
(Idinvest, Censor)

Mr Richard THOMAS
(Chairman of the Company)

Mr Thibaut DE RODELLEC
(Invited)

Mr Julien CATEL
(Invited)

CAMUSAT GROUP SHAREHOLDERS IN 2023




OUR EXECUTIVE COMMITTEE

Our Executive Committee aims to develop the Group's strategy and implement it in all its subsidiaries, while taking into account the interests of its stakeholders. It is also responsible for ensuring the interaction and coordination between the different departments and entities within the Group. Within the Executive Committee, the Group Chief HR, ESG, HSE, E&S & Ethics Officer is responsible for implementing and supervising the Group's ESG strategy in all subsidiaries and reports directly to the President.

Richard THOMAS
President & CEO



Aïda DIOUF
Africa Executive Director



Thibaut DE RODELLEC
Deputy Group CEO




Julien CATEL
Group Chief Administrative & Finance Officer




Elodie PERRIGOT
Group Chief HR-ESG-EHS-E&S & Ethics Officer



Joseph TOUMA
Group Chief Business & Operations Officer




Florian RUBIN
Aktivco Finance Director



Ivan NAZARSKI
Group Technology & Information Security Officer



Christelle REIST
Group Chief Legal & Compliance Officer



OUR MAIN RISKS



In an economy that rhymes with the digital transformation, risk management is always synonymous with the protection of teams and tangible and intangible assets, particularly in the telecommunications sector.

As a result, the Group is exposed to risks that can impact its results and reputation.

Through its Corporate Risk Management system, established in 2022, Camusat has defined a global approach to risk management that is integrated with the Group's strategy and operations. This approach has made possible to identify the Group's main risks, so that they can be managed and mitigated in such a manner to ensure the Group's long-term sustainability.

Camusat has also carried out a mapping of corruption risks internally and at the level of its subcontractors, within the framework of the Sapin 2 law (for more information, please refer to page 48). In 2022, regional mappings were launched on this subject to adapt to the local context.

Since then, Camusat has acquired a very good knowledge of its risks, which has enabled it to define action plans. Many actions have already been carried out, and others are currently being implemented at Group and subsidiary level.

OUR RISK ANALYSIS METHODOLOGY AND GOVERNANCE

The corporate risk management system provides a comprehensive view of Camusat's risks. It takes the form of maintaining a list of raw risks, translated into a map to highlight the major risks. The list of these risks has been defined by Camusat in a number of areas: strategy and market, financial, regulatory, operational, safety, environmental and ESG. Following this identification, individual interviews were conducted with members of management. Each member was able to give his or her view of the risk, its impact and probability of occurrence, enabling the most significant risks to be ranked and identified, along with mitigation actions. These actions have been defined at Group and local subsidiaries level, with designated managers and deadlines to ensure their follow-up and implementation. The results are periodically shared with the Executive Committee and local management to ensure that appropriate measures are

put in place to manage major risks. Group Top Management updates this risk map every two years.

OUR MAJOR RISKS

The risk mapping has identified five major risks for Camusat:

1. Major increase in raw material, logistics and transport cost
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 RISKS



OUR MAIN EXTRA-FINANCIAL RISKS IDENTIFIED THROUGH OUR MAPPING

Other extra-financial risks identified thanks to the 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

OUR MAIN ACTIONS

The safety of our employees and subcontractors had been identified as a major risk.

Numerous actions have been taken over the past two years to mitigate this risk, such as the definition and implementation of a new Environmental and Social Management System (ESMS) based on the IFC's international performance standards, and the recruitment of numerous resources within our HSE departments and Environmental and Social Experts.

Finally, intensified monitoring and control of the resources and actions undertaken by our subsidiaries to reinforce compliance with health and safety rules of our employees and suppliers.

Significant action has also been taken to anticipate legal and regulatory compliance in connection with the launch of new activities/business models. We have also strengthened



our cybersecurity and diversity policies, and developed digitalization in order to adapt to various technological changes and improve the quality of services offered to our customers.



INTEGRATING THE ESG INTO OUR ACTIVITIES

ESG – A CORE ELEMENT OF OUR STRATEGY



OUR AMBITION TO STRENGTHEN OUR ESG COMMITMENTS

Camusat developed an ESG approach in 2014 to support its international growth.

Our Group's global strategy is based on the sustainability of its subsidiaries, because innovation, ethical business practices and operational excellence are precisely what enable us to meet our customers' requirements.

In other words, our approach to the environment, the alignment of our stakeholders with the commitments we make, and our best practices in corporate governance are our guiding principles.

We believe that conducting our business in an economically, socially and environmentally responsible manner helps our company to 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 performing 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.

Our ESG approach is also based on the guidelines of ISO 26000, the benchmark standard for CSR. In addition, some of these issues were considered to be at risk for the company during the Group's risk analysis (ERM). These risks are described on pages 15 and 16 of this report.

OUR ESG POLICY

Camusat is a major player in the telecommunications sector, committed to developing an ESG policy that is fully integrated into its global strategy.

It is at the heart of Camusat's governance, values and business

objectives. It guides our decisions and dialogues, so that we can act consistently with the challenges of sustainable development, ethics and the requirements of our stakeholders.

Our ESG strategy is based on the following three commitments:



ENVIRONMENT

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



SOCIAL

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



COMMUNITY & GOVERNANCE

Investing in the development and recognition of local communities

ESG – A CORE ELEMENT OF OUR STRATEGY



OUR ESG GOVERNANCE

The HR, ESG & EHS Department, which reports directly to the Group Chairman and is a member of the Executive Committee, is responsible for the Group's ESG approach.

This department organizes, structures and manages our corporate social responsibility activities. This includes decision-making processes, allocating resources, defining objectives and supervising actions. It integrates environmental, social and economic considerations into the organization's overall strategy and ensures transparent management of its activities. Our governance also involves the active participation of all our internal and

external stakeholders (management, employees, shareholders, investors, suppliers, subcontractors, regulatory authorities, etc.). It fosters communication, consultation and collaboration between all these stakeholders in order to define strategic orientations, set ambitious objectives and implement concrete measures to achieve ESG performance.

In concrete terms, the HR, ESG & EHS Department is responsible for monitoring ESG initiatives in all entities, and disseminating sustainable development values both internally and externally.

The ESG approach is deployed within each entity in over 20 countries. This deployment is essentially carried out by Human Resources (HR) managers in each entity, who carry out ESG actions at local level under the supervision of their general management.

The HR, ESG & EHS department carries out occasional HR, ESG & EHS audits.

At the same time, independent external audits are carried out each year on a number of CSR issues such as the Environment, Social and Human Rights, Ethics and Responsible Purchasing. These audits represent a transparent control and monitoring tool.

With a view to continuous improvement, all these audits enable us to set up corrective action plans and monitor them periodically.

The Group HR, ESG & EHS E&S Director regularly presents the results of ESG initiatives, roadmaps and action plans to the Executive Committee.

INVOLVING OUR EMPLOYEES IN THE ESG APPROACH

The integration of sustainable development issues into the induction process for all new employees, and training in general, is essential to raising employees' awareness of sustainable development issues in the performance of their duties and activities.

As such, it is a prerequisite for developing their participation in the



various ESG programs and actions initiated by the Group.

From this perspective, all newly recruited Camusat employees are trained in ESG issues and our approach.

Working and information groups (internal meetings, webinars, etc.) are also part of the tools put in place to develop everyone's ESG knowledge and skills. These working groups are tasked with monitoring the various continuous improvement actions and keeping our performance indicators up to date.

OUR PRIORITY ESG COMMITMENTS

Our ESG strategy incorporates the three pillars of sustainable development: social, environmental and societal. By integrating ESG into our corporate culture, our organization aligns its social and environmental activities with its values and business objectives.



ENVIRONMENT

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

- Building simpler, smarter and more suitable solutions for better efficiency
 - Protecting the environment
- Reducing our environmental footprint



SOCIAL

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

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



COMMUNITY AND GOVERNANCE

Investing in the development and recognition of local communities

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

OUR PRIORITY SUSTAINABLE DEVELOPMENT COMMITMENTS AND GOALS

The SDGs, adopted by the United Nations, are a universal benchmark that reflects the importance of the challenges facing our planet. To contribute to this, we have integrated the Sustainable Development Goals into our ESG approach. We have identified the 10 SDGs on which our impact is most significant, and for which we wish to report our progress.



ODD 1 – NO POVERTY

Camusat operates mainly in emerging countries and therefore has a responsibility to fight against poverty, promote access to basic services and reduce the proportion of working poor and vulnerable people, especially women and children. This commitment is at the heart of the Group's ESG strategy. The various actions undertaken by the Group and its subsidiaries reflect this every year.

[View pages 42, 43, 45 to 47, 50, 51](#)

ODD 3 – GOOD HEALTH AND WELL-BEING

Every year, Camusat strives to promote the health and well-being of its employees and the most vulnerable populations, in particular by developing access to medical cover, also covering accidents of all kinds. Camusat also contributes to ensuring access to health services by setting up prevention systems to reduce health-risk behaviours.

[View pages 36 to 39, 51 & 52](#)



ODD 4 – QUALITY EDUCATION

Camusat helps develop future employees in the telecommunications sector by collaborating with schools and universities in many countries. Our subsidiaries welcomed 83 interns in 2023.

[View pages 36, 37, 40 to 43, 45, 51 & 52](#)

ODD 5 – GENDER EQUALITY

Camusat is resolutely committed to reducing gender inequalities within its subsidiaries by particularly implementing monitoring indicators to analyze gaps in remuneration, return conditions following maternity absence or even representativeness of women within each professional category.

[View pages 42 & 43](#)



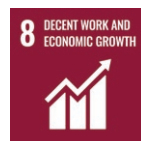
and hybrid systems with the aim of reducing greenhouse gas emissions from networks and ultimately providing more competitive access to end users in the countries where it operates.

[View pages 26 to 28, 31 to 34](#)

ODD 8 – DECENT WORK AND ECONOMIC GROWTH

Given its numerous locations, Camusat contributes to inclusive growth in the countries where it operates. Our remuneration policy and the development of our Aktivco division guarantee long-term jobs within our organizations and therefore have a significant impact on the economic development of the territories.

[View pages 36 to 43, 45 to 52](#)



infrastructures. These infrastructures thus become more sustainable, through a more rational use of resources and an increased use of clean and environmentally friendly industrial technologies and processes

[View pages 26 to 28](#)

ODD 12 – RESPONSIBLE CONSUMPTION AND PRODUCTION

Camusat subsidiaries made a significant effort in 2023 to recover the waste generated by their activities. More and more recovery circuits are identified making it possible to favor the recycling and reuse of our waste and mainly those considered dangerous. Furthermore, our teams identify levers to eliminate waste at source. Actions have also been undertaken by our subsidiaries with the aim of achieving more sustainable management and more rational use of natural resources.

[View pages 26 to 28, 31 to 34, 46 & 47](#)



ODD 13 – CLIMATE ACTION

Since 2023 Camusat has been supported by an expert consulting company on the Climate subject with the aim of defining its low carbon trajectory firstly by 2030. The commitment to providing a low carbon trajectory was communicated to SBTi in 2024 and Camusat will be able to submit its specific quantified objectives in 2024. At the same time, our subsidiaries carry out their carbon assessment each year on scopes 1, 2 and 3 and have already implemented actions with the aim of reducing their energy consumption

[View pages 26 to 34, 46 & 47](#)

ODD 15 – LIFE ON LAND

It has now been three years since Camusat formally defined its commitment to fighting deforestation. Our new site construction activities may sometimes require the felling of trees, so replanting as many trees as we cut is our responsibility. This also helps provide habitat for wildlife and helps prevent soil

[View pages 29 to 34](#)



OUR COMMITMENTS TO RESPECT THE IFC PERFORMANCE STANDARDS



A member of the World Bank Group, the International Finance Corporation (IFC) shares the fundamental objective with all the institutions of its Group: to improve the quality of life of the inhabitants of its developing member countries.

The IFC has therefore developed eight Performance Standards (PS) which define the sustainability criteria linked to the environment, social, health and safety which must be respected throughout the lifespan of the investments. The IFC provides sustainability practices aimed at improve project performance.

These performance standards are

references used internationally to identify and manage environmental and social risks. They have been adopted by many organizations which have made them one of the essential components of their environmental and social risk management.

Camusat having raised funds from private investors to finance the development of its Aktivco division, the IFC standards have been a reference for our subsidiaries since 2022.

They help us manage and improve our environmental and social performance by pursuing an approach focused on results and provide us with a solid basis for increasing the viability of our economic activities.

The desired results are described in the objectives of each Performance Standard, which are followed by specific requirements formulated to help us achieve these results by means consistent with the nature and scale of our projects and adapted to the scale of the environmental and social risks and impacts.

THE IFC PERFORMANCE STANDARDS COVER THE FOLLOWING EIGHT AREAS:

1. System for assessing and managing environmental and social risks and impacts;
2. Labor and working conditions;
3. Pollution prevention and mitigation;
4. Health, security, community safety ;
5. Land acquisition and involuntary resettlement;
6. Conservation of biodiversity and sustainable management of natural resources;
7. Indigenous populations;
8. Cultural Heritage.

The Group has recently defined a new Environmental and Social Management System composed of a set of policies, procedures, guides, operating methods, etc. aimed at integrating Environmental and Social (E&S) risk management into usual decision-making processes. To develop this system, the Group takes into account the severity and scale of the risks identified and the nature of services that the Group offers to its clients.

The E&S risk management system is integrated into the Group's existing processes, in accordance with the following principles:

- Subsidiaries deploy the E&S risk management system and recruit/appoint subject matter experts if necessary;
- The HR, ESG & EHS department defines and monitors the progress of the subsidiaries' Environmental and Social Action Plans (ESAP);
- The HR, ESG & EHS department centralizes and coordinates the development needs of the E&S risk management framework.

Our subsidiaries are regularly audited by independent third parties as part of due diligence and monitoring audits which may sometimes involve updating our management system and the ESAP of our subsidiaries.

AN ESG APPROACH BASED ON THE EXPECTATIONS OF OUR STAKEHOLDERS

Camusat’s stakeholders bring together all the players who have an interest in the Group’s activities. Camusat considers 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 our decisions or activities.

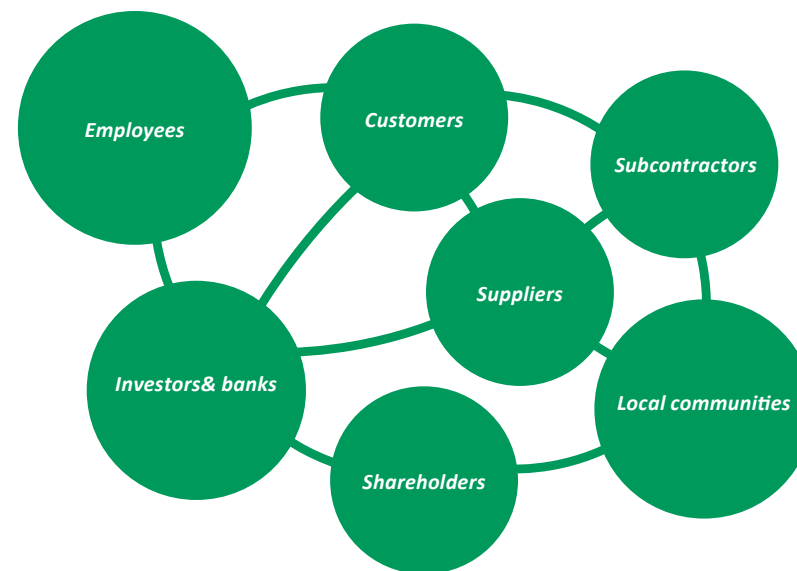
Our ESG approach is based on our relationships with our main stakeholders who are our employees, our customers, our suppliers, our subcontractors, investors and even our local communities. In 2014, Camusat carried out stakeholder mapping based on two criteria: the impact of the stakeholder on Camusat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

In line with our ESG commitments, Camusat continues regular dialogue with its stakeholders in order to take their expectations into account in its approach and actions. We are committed to being transparent with all of our stakeholders and involving them in value creation.

Camusat reports each year to its stakeholders on its main challenges in terms of sustainable development and associated actions through its ESG report, its “Communication On Progress” report for the Global Compact, the annual EcoVadis evaluation and finally through through various ESG reporting 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 from the moment they are integrated. Our commitments are displayed in the offices of all our operational subsidiaries and Camusat regularly publishes communications on the subject of ESG.



OUR EXTERNAL PARTNERSHIPS AND OUR ESG RECOGNITIONS



Companies signatories to the United Nations Global Compact undertake to respect ten fundamental principles in four areas: human rights, labor rights, environment and 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 with its stakeholders on the progress made in the areas of human rights, labour rights, the environment and the fight against corruption.



EcoVadis assesses the maturity and extra-financial performance of organizations. EcoVadis ratings cover the following themes: environment, social and human rights, business ethics and responsible purchasing. Each company is assessed on criteria based on its size, location and business sector.

Since 2015, Camusat has had its extra-financial performance assessed by EcoVadis.

In 2023, Camusat achieved a score of 54/100 and was awarded the “Committed Company” badge for its CSR performance. Based on this assessment, Camusat's ambition is to implement ESG action plans in order to improve its rating.



Since ESG goes hand in hand with risk and compliance, we are focused on continually improving 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 allowed us to confirm the reliability of our internal control procedures while identifying risk scenarios requiring us to strengthen the awareness of our field/operational teams on the important subject of the fight against corruption.



Camusat signed its partnership with OuiAct in 2022, a climate expert serving companies and territories. Following on from our last three carbon audits (2021-2022-2023), with this partnership we worked in 2023 to define our greenhouse gas emissions reduction targets according to the criteria and recommendations of the Science-Based Targets Initiative (SBTi). These reduction targets will be communicated in the first quarter of 2024. We now have an overview of our own transition to a low-carbon footprint, which will be included in the next Carbon Disclosure Project (CDP) questionnaire.



Tennaxia, Camusat's partner since 2014, has supported us in structuring our CSR (Corporate Social Responsibility) strategy, its follow-up and the actions to be taken to achieve sustainable performance. Since 2021, we have added a new focus to our partnership, that of drawing up our annual carbon balances to precisely quantify our greenhouse gas emissions across all scopes 1, 2 and 3. Three carbon audits (2021 to 2023) have been carried out with the support of Tennaxia.



In 2022, the Camusat Group initiated a strategic partnership with the team at Almond Consulting, 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 protecting our data. Camusat also benefits from Almond's Cybersecurity incident tracking platform. Camusat is therefore aware in real time of any IT security incidents.



**OFFER OUR
CUSTOMERS QUALITY
PRODUCTS &
SERVICES WITH A LOW
ENVIRONMENTAL
IMPACT AND
DEMONSTRATING
OUR COMMITMENT
TO REDUCE OUR OWN
IMPACT**

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



Aktivco ESCO site - Chad

DEVELOPING LOW ENVIRONMENTAL IMPACT SOLUTIONS FOR OUR CUSTOMERS

Reducing fuel consumption and, more generally, respecting the environment is one of the pillars of our environmental policy and at the heart of our customers' concerns.

Our customers are faced with ever-increasing environmental challenges, and we have to respond to the ever-

increasing demand for energy in their territories.

To meet this challenge, we need to design and implement **energy-efficient solutions** and use renewable, low-carbon energies to help combat climate change. This is the main challenge facing our R&D teams and technical experts. Their mission is to constantly improve our **pure solar solutions and hybrid systems**, with the aim of reducing fuel consumption and thus greenhouse gas emissions at telecom sites.

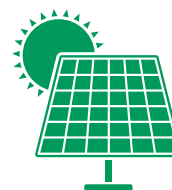
We keep precise track of the CO₂ emissions avoided each year for our Opco and Aktivco divisions. In 2023, a total of 14,457,104 liters of fuel were avoided, giving an estimated 43,396 tonnes of CO₂ avoided over the year.

The avoided CO₂ linked to the installation and management of energy systems has been calculated since 2015. We are therefore able to

estimate a total of **224,486 tonnes of CO₂ avoided** over the past 9 years. For this total value of CO₂ avoided, the Group's Aktivco division plays a very important role in reducing CO₂ emissions compared to a conventional telecom site. By 2023, 90% of the CO₂ avoided come from energy solutions managed by the Aktivco division.



Aktivco ESCO site - Burkina Faso



8 966

« pure solar » & hybrid sites installed and managed since 2015



43 396

Tons of CO₂ emissions avoided, 90% of these emissions were avoided thanks to our Aktivco division

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



Solar panels installation in progress on a technical building of our customer - Romania

Since 2017, the year the Aktivco division was created, a total of **6,986 hybrid and SaaS** sites have been managed, for which we estimate a total of 54,859,701 liters of fuel avoided, representing **164,014 tons of CO₂ avoided**.

This very substantial reduction in emissions is due in particular to the ability of our teams and partners to modernize the energy equipment installed at telecom sites. Thanks to the reliability of our equipment

and its lower fuel consumption, we have succeeded in significantly reducing our technicians' travel for maintenance operations, which also represents a significant lever for reducing the carbon footprint of telecom sites.

The improved performance of energy equipment installed on telecom sites also contributes to reducing the use of polluting equipment such as 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 solutions.

Reducing air pollution is also a crucial issue for Camusat. We also reduce nitrogen oxide (NOx) emissions by installing and managing cleaner energy solutions. Conventional solutions using

stationary combustion sources such as stationary engines for generators harm human health and the ozone layer. The installation and management of pure solar solutions and hybrid systems avoided almost 15 tonnes of Nox gas in 2023.



Solar site under Aktivco's SaaS business model - Romania

CO₂ EMISSIONS DIVIDED BY 1,6

74 141 t

Yearly CO₂ emissions of the on-site energy equipment if they were managed by our customer

45 858 t

Yearly CO₂ emissions of on-site energy equipment since they are managed by Aktivco



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



ENVIRONMENTAL INNOVATION, AT THE HEART OF OUR STRATEGY AND KEY FACTOR OF OUR COMPETITIVENESS

Our Research and Development (R&D) department is constantly developing new, more efficient and more environmentally friendly projects and solutions. The reduction in fuel consumption and more generally the reduction in the carbon footprint of telecoms sites is at the heart of our concerns and those of our customers with whom we work jointly in this direction.

Since 2022, our teams have mainly

focused on the development of IT solutions allowing us to go even further in the analysis of data extracted from our energy equipment on telecoms sites.

Artificial intelligence has thus been integrated into our already existing IT applications so as to be able to manage and analyze massive data with a minimum of human intervention. The objective being on one hand to achieve 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 ensure **preventive maintenance** of all the solutions we manage on each telecom site around the world. We are thus able to make rapid decisions regarding the performance of our equipment and our teams in the field.

Our technical experts also work to find solutions and processes to reduce the environmental footprint

of our other business lines. The solar potential in the countries where Camusat operates is very favorable but it can also be a degrading factor for certain solutions such as shelters and cabinets which serve as protection for our energy equipment. Due to direct exposure to sunlight, cabinets absorb solar radiation and dissipate it, thereby affecting the performance of energy equipment installed inside them. It is to respond to this problem that our experts have studied the use of **heat-insulating paints** in order to considerably reduce the temperature of energy equipment, thus improving their performance and increasing their life cycle.

Building a telecom site necessarily involves concrete foundation work and the use of reinforced steel bars

to obtain reinforced concrete. In 2023, Camusat experimented with the use of **basalt fiber reinforced polymer rebar** which is an alternative non-metallic material with superior weight/strength ratio properties to steel, which offers an alternative against corrosion and whose production process is less emissive than that of standard reinforced concrete foundations. With up to 75% less weight, polymer rebar facilitates transportation, handling and reduces the labor and equipment costs. They offer high resistance to UV rays and harsh environmental conditions, ensuring their long-term performance and durability.

Percentage of sales of
products or services providing
environmental value added



OBJECTIVE 2: PROTECTING THE ENVIRONMENT



Climate Fresk training - Romania

IDENTIFYING AND MANAGEMENT OF OUR ENVIRONMENTAL IMPACTS

Biodiversity is important to ensure the long-term viability of the ecosystem services on which people and businesses depend. Companies rely on biodiversity to preserve soil, water and air quality. However, activities may have negative impacts

on biodiversity directly and/or indirectly, which may thus lead to habitat loss and species extinction. The **appropriate management of biodiversity** is therefore an essential component of the management of our operations in order to minimize the negative impacts and increase the positive impacts that they could have on the environment. Through

our new Environmental and Social Management System (ESMS), we are committed to avoiding the potential harmful impacts that our projects may have on biodiversity and habitats. When it is not possible to avoid them, Camusat implements measures intended to minimize these effects and restore biodiversity.

As the precise assessment of our impacts is still ongoing in 2023, biodiversity management plans will be put in place by the subsidiaries if negative impacts cannot be avoided.

To date, we are aware that the construction of new telecoms sites may sometimes require cutting trees. Our duty is to replant as many cut trees as possible.

Our objective “**1 tree cut = 1 planted tree**” is achieved every year. In 2023, Camusat subsidiaries planted 2,222 trees when 425 had to be cut down due to their activities. By planting trees we can help reduce CO₂



emissions and fight climate change. Additionally, trees provide habitat for local flora and fauna and help prevent soil erosion.

667

Employees trained for the consequences of climate change

OBJECTIVE 2: PROTECTING THE ENVIRONMENT



Reforestation action - Mali

TRAIN AND ORGANIZE CHALLENGES TO RAISE OUR EMPLOYEES' AWARENESS OF ENVIRONMENTAL PROTECTION

In order to involve our employees in our decarbonization strategy, it is essential to eliminate preconceived ideas on the subject of climate change. All new employees of the Group are

trained to raise awareness on the consequences of climate change as part of their integration process. We have also initiated several training sessions on the "Climate Fresco" in 2023. Particularly for our employees who have a support role within the Group and who are directly impacted by the action plans defined to reduce

our gas emissions. Greenhouse effect.

The objective of these training courses was to enable participants to understand the issues of climate change, to inform them about the numerous human activities which have played and still play a role in climate change and finally to stimulate collective intelligence to identify the levers of change.

We also organize **environmental challenges** every year in order to raise awareness among our employees again and again about environmental protection. Through these challenges, we want to encourage our employees to adopt more sustainable behaviours and reduce their environmental impact both within the company but also in their private sphere. These annual challenges can address different subjects: the circular economy of products/ materials consumed, waste recycling, eco-driving, daily and reasoned



Waste collection action in collaboration with a local forestry authority - Romania



Reforestation action - Dominican Republic

management of digital data, etc.



OBJECTIVE 3: REDUCING OUR ENVIRONMENTAL FOOTPRINT

RESPONSIBLE MANAGEMENT OF OUR WASTE

Our responsibility is to reduce waste production as much as possible and manage those inherent to our activities responsibly with the aim of minimizing their impact on the environment, climate and public health. These are real challenges for Camusat, which is mainly present in Africa, a continent where demographics and rapid urbanization pose challenges in many sectors including the telecoms. The policies put in place in countries with the aim to support a sustainable **waste management** have insufficient impact in front of the increase in waste production and the resulting greenhouse gas emissions. Everything ultimately fall on the responsibility of the private economic actors and companies. However, in recent years, significant investments have enabled certain African countries to set up real waste recovery projects and efficient sorting collection systems in record time. It is in this rapidly changing

situation that we are challenging our subsidiaries to look for collection channels allowing the recovery of their waste to be recycled and thus transformed for a second life.

Our waste and hazardous products management procedure addresses these points and has been implemented within the Group's subsidiaries. It was defined with the aim of having a management responsible for the waste generated by their activities. Our subsidiaries precisely monitor the waste and dangerous products stored and those collected for recovery. The final objective being 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 by all of our subsidiaries.

Thus, the Group's subsidiaries generated **542,6 tonnes of waste** in 2023, 37.8% of which is classified as **hazardous**. Among the most sensitive

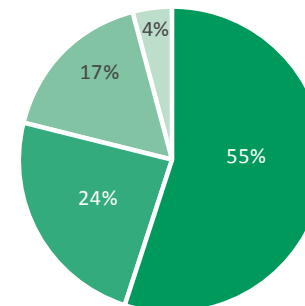
waste, we find used oils, oil filters – air – diesel filters, solar panels and even paints. In 2023, 55% of our waste has been recycled and 24% composted. This is how 79% of the Group's waste was recovered in 2023.

In order to reduce waste at source, the Group's subsidiaries use the circular economy of their waste, which offers a way out of the all-disposable model and can reconcile economy and environment. It helps limit

consumption, waste of resources and production of waste. This is how 344 tonnes of waste (not included in the weight above) were reused either for other activities or for local communities who reuse them to manufacture new equipment. With the aim of prevention, we train our employees on the impact of waste on global warming. The objective is to also make them aware of the benefits of this circular economy in their consumption patterns, from the moment they are hired.

DISTRIBUTION OF OUR WASTE RECOVERY METHODS IN 2023

INCINERATION: 4%
RECYCLING: 55%
COMPOSTING: 24%
LANDFILL: 17%





OBJECTIVE 3: REDUCING OUR ENVIRONMENTAL FOOTPRINT



Solar panels on our administrative building - Romania

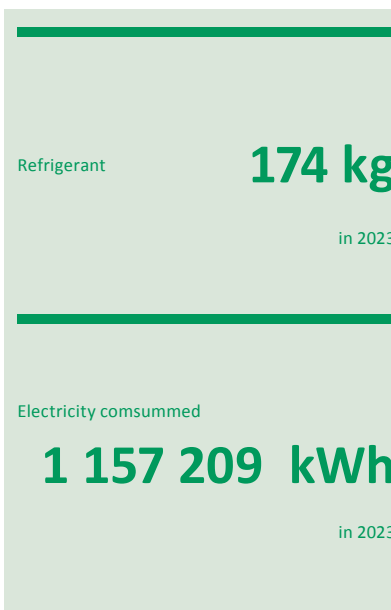
CONTROL OF OUR ENERGY CONSUMPTION

Camusat has already carried out three carbon assessments which cover the three scopes. Since 2021, the energy consumption of subsidiaries has been studied precisely because their emissions are counted in scope

1 and 2, the two scopes for which the reduction is immediate if means/ actions are put in place quickly. It is with this objective that **CO₂ reduction plans** have been defined for each subsidiary in 2022. Still in place and monitored, these plans aim to take actions to reduce their consumption

of energy and natural resources. This translates into numerous actions to raise awareness of eco-friendly gestures, eco-driving, the switch from LED lighting or even the **installation of self-consumption systems** for logistics warehouses and

offices. Our subsidiaries in Senegal, Burkina Faso, Mali and Romania have installed solar panels on their buildings in 2023. An effective way to reduce their electricity consumption and **contribute to the ecological transition.**



12 662m³

Water consumed in 2023

4 502 037 liters

liters of fuel consumed for the use of our equipment (excluding consumption of energy equipment on telecom sites, so mainly the vehicles of the subsidiaries) in 2023

Average CO₂ emissions from the automobile fleet

311 g/km



OBJECTIVE 3: REDUCING OUR ENVIRONMENTAL FOOTPRINT

Camusat subsidiaries have now been carrying out their annual carbon footprint for three years, which covers greenhouse gas emissions from the entire value chain, namely scopes 1, 2 and 3.

OUR METHODOLOGY

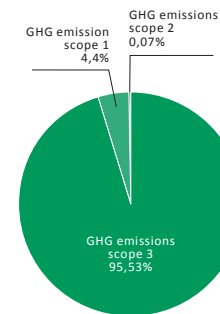
Camusat counts its greenhouse gas emissions according to two methodologies:

- **Carbon Footprint®**, created in 2004 by ADEME and the most used in France. This methodology makes it possible to take an exhaustive picture of all the direct and indirect greenhouse gas emissions of an organization or even a project.
- **GHG Protocol**, developed by the World Business Council for Sustainable Development (WBCSD) and the World Resources Institute (WRI), with the aim of creating a common international standard on calculating corporate greenhouse gas emissions.

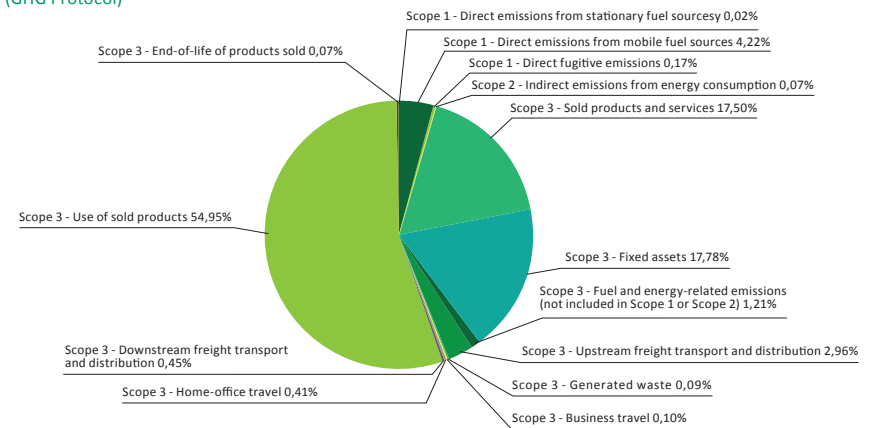
The GHG emissions declared by our Group take into account the energy consumption of the subsidiaries, the consumption of refrigerants, the waste generated, the purchases of goods and services, the professional and home-work travel of employees, fixed assets, purchases of energy on behalf of the client for its installations and the transport of equipment. All subsidiaries were taken into account in the scope of the Group's carbon footprint. For this 2023 carbon footprint, the purchase of energy consumption (electricity, fuel) and refrigerants for the maintenance of customer telecom sites has been accounted for. This consumption is included in the "use of products sold" category.

GHG emissions saved and avoided by customers thanks to our energy efficiency and renewable technologies are presented on page 26 but have not been counted as negative emissions for the carbon footprint.

Distribution of 2023 GHG emissions by scope



Distribution of 2023 GHG emissions by category (GHG Protocol)





OBJECTIVE 3: REDUCING OUR ENVIRONMENTAL FOOTPRINT



Telecom site – French Polynesia

OUR GHG EMISSIONS IN 2023

In 2023, Camusat emitted a total of 197 684 tonnes of CO₂ equivalent (GHG Protocol). Scope 1 and 2 emissions represent approximately 4.5% of the Group's carbon footprint

and mainly come from electricity and fuel consumption for the subsidiaries' vehicle fleet. Scope 3 emissions represent approximately 95.5% of the Group's carbon footprint. The purchased products and services represent 17,5% of emissions, the fixed assets 17,8% and the use of sold products 54,95%. Between 2022 and 2023, Camusat's GHG emissions decreased by 17,9%. This reduction is explained first of all by the efforts of our subsidiary to reduce the energy consumption of their installations and then by the extension of life span of higher efficiency of purchased equipments. The graphs from page 33 present the distribution of Camusat's 2023 carbon footprint across scopes 1, 2 and 3, including all greenhouse gas (GHG) emissions and all entities under GHG Protocol.

OUR CLIMATE COMMITMENTS

At the end of 2022, Camusat committed to the SBTi to define targets for reducing its greenhouse gas emissions, in accordance with the scientific



Solar system on rooftop of a technical building, Aktivco's SaaS project - Romania



Solar system for a technical building of our customer, Aktivco SaaS project - Cameroon

recommendations drawn up at the end of COP21. The year 2023 was dedicated to assessing the Group's maturity with regard to Climate and redefining its

overall strategy for a low-carbon world. Camusat will thus be able to provide its reduction objectives to the SBTi in 2024, until the year 2030.

EVOLUTION OF GREENHOUSE GAS EMISSIONS FROM 2021 TO 2023 AND DETAILS BY SCOPE*

2021 :	2022 :	2023 :
215 872 T CO₂	233 006 T CO₂	197 684 T CO₂
Scope 1 : 8 777 Scope 2 : 656 Scope 3 : 206 439	Scope 1 : 7 700 Scope 2 : 521 Scope 3 : 224 786	Scope 1 : 8 705 Scope 2 : 139 Scope 3 : 188 840

*The purchase of energy consumption (electricity, fuel) and refrigerants for the maintenance of customer telecom sites has been reintegrated into the 2021 and 2022 carbon footprints. This consumption is included in the "use of products sold" category.



**PROMOTING
SUCCESS, SECURITY
AND WELL-BEING OF
OUR EMPLOYEES**

OBJECTIVE 1: CONTINUOUSLY STRENGTHENING ACCIDENT PREVENTION AND PROTECTION OF EMPLOYEES



Road risk training – Burkina Faso

GUARANTEE THE HEALTH AND SAFETY OF OUR EMPLOYEES AND PARTNERS

Building a professional risk prevention policy means following a steep but promising path. Prevention is certainly a regulatory obligation but it is also a guarantee of productivity. In particular, it helps reduce absenteeism and the rate of departure from a company. Prevention therefore makes sense from an economic perspective.

The development of our new **Environmental and Social Management System** has enabled us to review and create several procedures aimed to

strengthening the prevention and protection of our direct and indirect workers. These procedures cover, for example, with noise management on sites, road safety, exposure to extreme temperatures or the handling of dangerous materials, etc.

Building this new management system also allowed us to evaluate our health and safety strategy, now based on more **effective risk management**. Key risks are determined through risk assessment and incident trend analysis. They are then prioritized to create robust, targeted mitigation plans to mitigate them. The three main risks identified within our subsidiaries are linked to driving vehicles, working at height and electrical work.

Our awareness-raising and training actions upon hiring a new employee take these major risks into account. Several tools and resources are available to subsidiaries to continually train our employees on the risks to which they are most exposed. The means and resources in

place such as our eLearning platform or our internal HSE trainers make it possible to limit this exposure.

The training plays an essential role in prevention and the development of health and safety practices for our employees and subcontractors. In 2023, HSE training hours represented 82% of the overall volume of training delivered within the Group's subsidiaries.

The training provided mainly focuses on the rules to follow in working at height, electrical work, first aid, road risks, instructions to follow in sometimes dangerous areas,

etc. Our HSE training programs are also available on our eLearning platform, allowing our network of HSE managers to deliver training as soon as they deem it appropriate. This continuous learning method is constantly developed to expand the training offering and improve the quality and variety of training modules offered by the Group. The employees of our subcontractors and clients also benefit from these training programs developed by our experts.

In 2023, our internal trainers provided them with 717 hours of HSE training.





OBJECTIVE 1: CONTINUOUSLY STRENGTHENING ACCIDENT PREVENTION AND PROTECTION OF EMPLOYEES



To regularly improve the performance of the Group's subsidiaries, carrying out **compliance audits** is essential. In EHS matters, the compliance audit ensures the consistency of the EHS risk management policy and protects itself, as much as possible, against major crises. It is with this objective that EHS audits are carried out each year and contribute to the evolution

of working conditions and the identification of malfunctions which are then quickly corrected thanks to **preventive and corrective action plans**. The audit process is also applied to **supervise subcontracting** and guarantee the quality of intervention and the safety of all staff on our telecoms sites.

STRENGTHENING THE HEALTH AND SAFETY CULTURE

Workplace safety is Camusat's main concern. It helps to provide a rewarding, stress-free working environment that is conducive to the good development of the Group's subsidiaries. For several years now, the Group has been initiating actions and means to be implemented in subsidiaries with the aim of strengthening the culture of health and safety in all levels of its organization. We train our employees and managers, our instructions and best practices are displayed, safety talks/briefings are organized regularly or even daily in certain subsidiaries, challenges are organized to spark creativity and interest among all, etc.

In 2023, our subsidiaries dedicated World Day for Safety and Health at Work to organize moments of discussion between managers and employees with the aim of making the latter contributors-actors of their own health and safety. Employees are at the heart of the work carried out, so they are the first to know what is needed for them to work better and in complete safety. Camusat aims to repeat this day dedicated to health and safety every year.

SUPPORTING THE WELL-BEING AND MENTAL HEALTH

Beyond the objective of reducing work accidents, overall health is a major issue for our Group, encompassing the physical and psychological health of employees at work but also the prevention of their health capital.

Respect for people is also a commitment formulated in our Code of Ethics. It therefore represents a fundamental principle for Camusat. This is why harassment or any other form of internal violence is

not acceptable within our Group. We therefore reaffirm that all employees and interested parties have the right to working conditions that are characterized by safety, health and dignity. These risks must be prevented. This is why in 2023 we decided to integrate a training module dedicated to the fight against moral and sexual harassment in the integration process of all new employees.

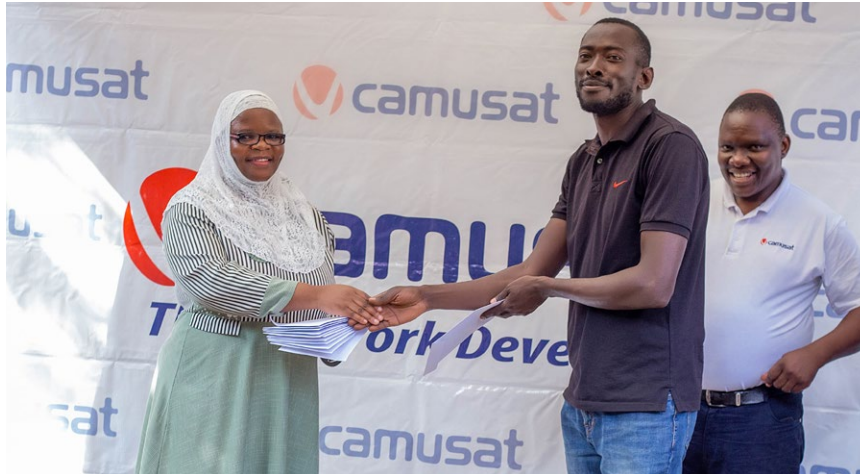
100%
of subsidiaries covered by an insurance covering the health costs

80%
of subsidiaries covered by an insurance compensating the employees against life or work accidents

136
Employees trained on fight against harassment

71
Members of health and safety committees at subsidiaries' level

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



Recognition ceremony for our operational teams by customer - Uganda

ENCOURAGE THE COMMITMENT AND MOTIVATION OF OUR EMPLOYEES

Fulfillment at work fosters employee creativity and commitment.

Well-being and quality of life in the workplace are therefore fundamental to the smooth running of the Group's subsidiaries. This not only meets our obligation to protect our employees, but also

accelerates the overall performance of our entities. It is therefore the responsibility of our managers to give priority to motivation and energy, while guaranteeing productivity. This involves initiatives aimed at developing the collective and team spirit. Sharing a positive experience is beneficial, as it brings satisfaction and energy to a team. Acknowledging objectives achieved strengthens the

chances of success in the future. Celebrating the success of our projects brings a general sense of well-being that contributes to the integration and involvement of all employees. With this objective in mind, collective and individual performance recognition ceremonies have become systematic initiatives over the past few years, implemented by our managers in all the countries where we operate.

The Covid-19 pandemic has had a profound impact on the way we live, work and interact with each other. It has highlighted the importance of **well-being and work-life balance**. Employers need to align themselves with these new social expectations. The implementation of **employee benefits programs** to ensure the safety and well-being of employees is therefore at the heart of the issues addressed by our human resources professionals in the countries where we operate. Our subsidiaries set up flexible organization systems

and social benefits to enhance employee well-being and the working environment. For some years now, we have been developing teleworking within our subsidiaries for employees whose jobs allow them to do so. What used to be an occasional arrangement is now a benefit offered to employees, allowing them a degree of flexibility in their work schedule and a better balance between their private and professional lives. This guarantees a hybrid working environment that reconciles performance and well-being in the workplace.

14,21%

Voluntary departure rate

* Resignation, retirement and negotiated termination

33,77%

Employee turnover rate

* Fixed-term contracts included

4,42 years

Average seniority

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



Members of the Executive Committee visit Camusat Senegal to celebrate its 20th anniversary

SOCIAL DIALOGUE, A LEVER OF OUR GLOBAL EFFECTIVENESS

Active social dialogue can significantly boost productivity.

When employees are listened to, respected and recognized, their quality of life at work is enhanced, as is their engagement, and thus

productivity. Social dialogue is an essential tool for anticipating and supporting changes in jobs and working relationships, in the face of transitions, in order to provide a protective regulatory framework.

At the end of 2023, we will have 58 employee representatives in Group subsidiaries. Their main task is to

discuss and negotiate on economic and social policy issues of common interest.

Group managers and certain subsidiaries have set up two-way communication systems. This approach enables managers to communicate more effectively and disseminate information to their teams, while at the same time making it easier for teams to share their views and ideas with managers. It has the advantage of simplifying exchanges between the various players in the subsidiaries and improving work coordination. In concrete terms, this means setting up idea boxes, committees, webinars or organizing meetings to exchange and share ideas on specific themes.

64%

of subsidiaries have employees representatives

58

Employees representatives within our subsidiaries



Exchanges during the East Africa & Indian Ocean Seminar



Managers' training - Yearly Regional Seminar - West and Central Africa

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



Training for managers - Yearly Regional Seminar - West and Central Africa

TRAINING, A KEY LEVER FOR OUR PERFORMANCE

In a competitive and constantly evolving sector such as the telecoms industry, the **constant evolution of the knowledge and skills** of our employees is a guarantee of performance and the best way to stand out from our competitors. Investing in the development of our employees is an essential condition for customer satisfaction, and therefore for our growth.

The **personal performance review** is the crucial annual moment awaited by employees and managers alike. It

represents the ideal opportunity to reflect on achievements, challenges and future objectives. Much more than a mere administrative formality, the annual appraisal is of strategic importance for individual and collective development within an organization.

In 2023, 93.13% of our employees had an annual interview with their manager. This was a dedicated moment to discuss the development of their knowledge and skills, in order to adapt to new technologies and solutions that represent a fundamental challenge for continuing to grow in their jobs. Each employee is thus encouraged to play an active role in shaping his or her professional career, by working with his or her manager to define training needs.

The provisional training plans for each subsidiary are then drawn up to prioritize the training needs expressed by managers, in line with the Group's overall strategy and that of each subsidiary.

Our subsidiaries invested 7,733 hours in skills development training in 2023. Training focused mainly on team management, leadership, business management, finance, language and IT skills development, etc.

For several years now, we have been focusing on in-house training, which enables us to develop both the operational skills of our employees and the teaching skills of our trainers. The in-house training represented 45% of training delivered in 2023.

It has been substantially extended

thanks to our eLearning platform, launched in 2021.

This online learning platform goes even further than simply putting training modules online, as we have integrated a webinar tool to accentuate the sharing of information and knowledge, and develop communication within the Group and between subsidiaries. This platform has also been developed to communicate strategic information from the Group to the subsidiaries. eLearning by Camusat is therefore today the benchmark communication tool within the Group for exchanging, sharing and training.

43 292

Total number of training hours in 2023

17,2

Total number of training hours by employee in 2023



Employees that had an yearly performance review

in 2023 **93,13%**

Distribution of training hours by professional category

Worker	61%
Administration	12%
Supervisor	15%
Manager	12%

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



Knowledge transfer during the visit in Maroc of the FO expert of our Global Support Group

MOBILITY AS AN ACCELERATOR OF PROFESSIONAL CAREERS

Employees' mobility ambitions are also discussed at their annual performance reviews. Each employee is thus free to express his or her wish to work in another Group subsidiary. These **intra-group skills transfers** generally take two forms:

- Call on operational teams to reinforce their skills on specific projects,
- Train teams in new skills following the integration of new activities in subsidiaries.

This mobility offers numerous advantages for both employees and employers: the enhancement and transfer of knowledge and skills, the

development of synergies between subsidiaries, the acceleration of professional careers, and the retention and motivation of our employees.

A TALENT MANAGEMENT POLICY LOCALLY ANCHORED

In addition to developing the skills of all its employees, Camusat made the decision several years ago to promote and pay particular attention to a pool of promising employees.

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



East Africa & Indian Ocean Annual Regional Seminar



Support Group training – Yearly Seminar of the Top Management - Romania



OBJECTIVE 3: PROMOTING DIVERSITY AND INCLUSION



Students from the Lycée de NGAPAROU discover the telecom professions - Senegal

PROMOTING INCLUSION IN ALL OUR SUBSIDIARIES

The social inclusion of all citizens means enabling them to fully participate in social life, including employment. A significant number of people are excluded from society in the countries where Camusat operates. These people would like to work, but for various reasons are unable to find a job. These reasons are often linked to age, health, mobility, origin, qualifications, or even interruptions in their previous careers. Inclusion in employment

means acting to help these people regain their motivation, resolve their difficulties, find a new job and earn a wage, so that they can project themselves in a sustainable way into the active, economic and social life of their country. Employment inclusion, or social inclusion as it is also known, has the ambitious aim of combating poverty.

Providing **access to employment** for as many people as possible is one of the pillars of our ESG policy, and therefore represents a major challenge. It is our responsibility to **fight against social exclusion** by integrating into the job market those citizens who are furthest from it. The development of our Aktivco division, which ensures the long-term future of our employees, is a step in this direction, helping to combat job insecurity by offering them long-term contracts and prospects for future development.

Young people are particularly affected by job exclusion. The

Group's subsidiaries are therefore involved in **initiatives to support education and training** for those who are furthest from the job market. They also employ **trainees and internship** within their structures. In addition to being a recruitment lever, they represent a priority for our subsidiaries in promoting inclusion in the countries in which we operate.



Discovering the energy sector for students of two educational institutions - Uganda

83

Trainees / work-study students in 2023

36

Nationalities within our Group



Training on energy expertise for trainees - Niger



OBJECTIVE 3: PROMOTING DIVERSITY AND INCLUSION



Supporting disadvantaged children in orphanages - Tanzania

PROMOTE EQUALITY OF CHANCES AND DIVERSITY

Through various commitments, such as membership of the UN Global Compact, Camusat has shown that a policy of promoting diversity must contribute to preventing and firmly combating all forms of discrimination. Camusat's policy is therefore based on the values of equality, laicity and mutual respect, making diversity one of the levers of its performance.

We do everything in our power to avoid any form of discrimination based on disability, age, social or cultural origin,

gender, sexual orientation, physical appearance or social status.

Our employees have been made aware of these issues from the moment they are hired, as part of their induction program since 2023. A training module is dedicated to raising awareness among our employees on the fight against all forms of discrimination. Part of this training module deals with our recruitment approach aimed at equal opportunity and the practice of non-discrimination in all its forms.

The distribution of men and women within Camusat is particularly unbalanced and is explained by the nature of its businesses. As a result, our subsidiaries are regularly challenged on their actions to promote the employment of women in general, as well as in technical and management professions.

We regularly promote the careers of our female employees on our social networks, to highlight their

development within the Group. In this way, we hope to attract new women to our subsidiaries.

Another existing lever to help bridge the gender gap can be found in vocational training. In fact, it is often an essential step in career development, helping individuals to enhance their skills. 12% of training hours in 2023 were delivered to our female workforce. This proportion ultimately follows the same trend as the representation of our women in the Group's overall workforce. We are working to ensure that this indicator remains stable or even increases.



Support for a school for the inclusion of women and young people in partnership with an NGO - Botswana

Finally, the Group aims to progress on equal pay domain within its subsidiaries and ensure transparency on practices. In 2023, we are experimenting with the introduction of a professional equality index in certain Group subsidiaries. The aim is to objectively measure the pay gap between men and women, while highlighting the areas for improvement in order to correct this gap. The Group's ambition is to deploy this tool in all Group subsidiaries by 2024.

33.33%

Women represented in the Group Executive Committee

25.6%

Of women represented in the Executive Committees in the subsidiaries

Staff at 31/12/2023

12.9% 

87.1% 

166

Employees trained on the fight against discrimination



INVESTING IN THE DEVELOPMENT AND RECOGNITION OF LOCAL COMMUNITIES



OBJECTIVE 1: CREATING JOB OPPORTUNITIES FOR LOCAL COMMUNITIES



Contribution to supporting the educational system - Malawi

INCLUSION TO CONTRIBUTE TO ECONOMIC DEVELOPMENT

The **local anchoring** represents our proactive local work with the communities in the countries in which we are present. It aims to prevent and resolve problems, promote partnerships with local organizations and stakeholders and demonstrate good citizenship. Beyond being a responsibility, local roots are one of the main strengths of Camusat, which is present in more than twenty countries on several continents.

Camusat therefore set itself the

objective of participating in improving the conditions in which individuals and groups can participate in the life of society. And to improve the conditions of their participation, strengthen their capacities, give them more opportunities allowing them to live in dignity, the Group's subsidiaries have initiated numerous actions aimed at combating social exclusion, the factor of which is often linked to identity. The identities that most often cause exclusion are sex, gender, race, ethnic origin, religion, age, professional status and even disability.

Establishing a **constructive dialogue** with stakeholders is therefore essential to give ourselves the means to change, to take into account diverse interests and above all to anchor the approaches in time and duration. Our HR and ESG Managers in the subsidiaries are responsible for this coordination with responsible for this coordination with **local stakeholders**. Their main objectives are to restore social diversity, facilitate professional

integration and guarantee the professional development of our employees. To do this, their actions concretely consist of reaching out to communities and mainly women and young people in schools, universities and during meetings at professional and recruitment fairs. Providing internship offers is also an objective set for subsidiaries with the aim of contributing to the professional integration of populations who may be far from employment.

THE DEVELOPMENT AND PROMOTION OF OUR LOCAL MANAGERS

Promoting social inclusion also involves **professional integration, professional development** and the **promotion of our managers** in all the Group's subsidiaries. A pillar of our human resources strategy, our objective is to develop our employees into management positions. This is a guarantee of sustainability for our subsidiaries.



Women manager at Camusat during the Seminar East Africa & Indian Ocean 2023

In 2023, 92.8% of our managers and supervisors are from or reside in the countries where they work.

98,3%

Local employees in 2023 (employees originate or are permanent residents in the countries in which they work)

92,8%

managers and supervisors originating from or permanently residing in the country in which they work



OBJECTIVE 1: CREATING JOB OPPORTUNITIES FOR LOCAL COMMUNITIES

APPLY RESPONSIBLE PURCHASING PRACTICES

In 2022, Camusat reviewed its Responsible Purchasing strategy, which aims to combine competitiveness, quality of products purchased and sustainable development. The objective is to simultaneously seek optimization of the financial cost and that of the environmental and social cost. The basis of this strategy, our new **Responsible Purchasing Policy** sets the directions, objectives and actions to be carried out in order to achieve these objectives.

Our responsible purchasing strategy was built following a precise analysis of supplier purchasing risks which represent dangers inherent to the evolution of markets and suppliers, likely to cause harm to our Group.

In a working group with our operational experts and our purchasing department, the major

supplier risks were identified by analysing the risk factors, assessing their criticality and implementing action plans to reduce the effects. As part of a continuous improvement process, the effectiveness of these action plans is monitored by our purchasing department.

Our responsible purchasing strategy therefore constitutes a real purchasing performance tool making it possible to anticipate and reduce risks.

Camusat also defined a **Supplier Code of Conduct** in 2023 which was given and presented to current suppliers managed at Group level. This Code is also annexed to each contract and purchase order. The objective of developing this Code is to ensure that suppliers apply the highest standards in terms of safety, working conditions, fair and respectful treatment of employees, protection and respect for the environment and ethical practices. Our expectations

towards suppliers are therefore clearly expressed through this Code and allows them to consult our requirements and expectations and interact with them.

In order to manage our responsible purchasing strategy, our teams have defined indicators as monitoring and evaluation tools.

This reporting is developed from quantitative and qualitative elements and aims to assess the evolution of our action plans.

To ensure that our responsible purchasing strategy achieves the objectives set, our buyers and technical experts at Group level have been trained in sustainable development and climate change. The objective was first of all to raise awareness that sustainable development is an opportunity rather than a constraint and then to provide concrete ideas for reducing

our risks, our costs and creating value: seeking more energy-efficient resources, energy, eco-responsible products and select suppliers in line with our commitments to sustainable development.

77% of our suppliers managed at Group level were evaluated under ESG criteria

representing **99,6%** of the Group's purchasing volume

50% Of our suppliers managed at group level integrate the ESG commitments in their global strategy

representing **97,9%** of the Group's purchasing volume



OBJECTIVE 1: CREATING JOB OPPORTUNITIES FOR LOCAL COMMUNITIES



INTEGRATING ESG CRITERIA INTO SUPPLIER EVALUATION AND MONITORING

In addition to technical criteria, the selection of suppliers based on **ESG criteria** is essential to ensure that the responsible purchasing strategy achieves the set objectives. Our call for tender process has included these criteria for two years now. The ESG questionnaire intended for the selection of suppliers for purchases at Group level has also been enriched with new questions in 2023. Regarding the monitoring of existing

suppliers, this same questionnaire is sent to them in order to check the evolution of their ESG performance over the years.

Furthermore, as part of our new **environmental and social management system**, a **procedure the selection and management of contractors** has been defined and communicated to our subsidiaries, thus making it possible to harmonize the scoring system in the context of the selection of their local suppliers and subcontractors.

Camusat intends to strengthen the monitoring of its strategic suppliers by implementing action plans to closely and precisely manage the evolution of their ESG practices.

PRIORITIZING PURCHASING AT LOCAL LEVEL

To position our Group in a sustainable approach, our responsible purchasing strategy defines for the development of proximity.

The objective is to develop **local sourcing** and therefore more reasoned, respectful and responsible sourcing in environmental terms. Favoring purchases made locally allows on the one hand to **reduce CO₂ emissions** linked to the transport of equipment but also promotes the **economic development** of the countries in which Camusat operates. In other words, by supporting local purchasing we contribute to the **creation of indirect jobs** with suppliers and subcontractors. Our goal is



that at least 90% of suppliers are located in the countries where we are present (local suppliers). This objective has been achieved for several years and is only progressing. In 2023, 96% of our suppliers are local suppliers.

Distribution (in numbers) of suppliers managed by the Group by Europe / outside Europe locations



OBJECTIVE 2: ENHANCING RESPONSIBLE AND REGULATION-COMPLIANT ACTIVITIES



ETHICS AT THE HEART OF OUR BUSINESS RELATIONS

Member of the **United Nations Global Compact** since 2015, respect for Human Rights, fundamental rights as well as ethical rules in general represent the foundation

of Camusat's Ethics approach. This approach is structured around the following nine principles: respect for Human Rights, respect for law and regulations, good practices in conduct business, protection of intellectual property, use of social

networks, respect for confidentiality, respect for people, social dialogue and diversity.

Working mainly in emerging countries where corruption risks are significant, Camusat has defined its **corruption risk mapping** at the level of all the Group's subsidiaries in 2022. This mapping made it possible to identify two major corruption risks in the usual exercise of the activities of our managers. An action plan has thus been established to mainly identify targeted awareness-raising actions among our employees.

The main awareness-raising actions are systematic training upon hiring and periodic training on ethics in general and on our own rules, practices and control and monitoring methods.

The objective is that each recruit and all employees of the Group are well informed of our policy which prevents.

Offering, promising, giving, accepting or soliciting an advantage as an indication for an action which is illegal, unethical or a violation of trust. Employees are also informed of the procedure for approving sensitive transactions in place, allowing everyone to contact an internal manager in delicate transaction situations which involve external parties and which could be perceived or implied as favours. The approval elements may be different depending on the country, particularly on the value and types of elements accepted.

OBJECTIVE 2: ENHANCING RESPONSIBLE AND REGULATION-COMPLIANT ACTIVITIES



All chapters of the **Code of Ethics** are also addressed, such as conflict of interest, fraud, money laundering, anti-competitive practices and information security.

As our employees are directly affected by ethics and corruption issues, these awareness-raising

actions play a major role in reducing the impact, mitigating our risks and improving our performance in terms of ethics and anti-corruption.

A **due diligence program** is in place with occasional audits carried out each year which are carried out by the Group's HR-ESG & HSE

department. These audits play an essential role in monitoring ethical and anti-corruption rules within the Group.

An **alert procedure** is also in place allowing all stakeholders, whether internal or external, to report any form of corruption or any practices contrary to our Code of Ethics. This system is not obligatory but it allows everyone to report facts or behavior which are contrary to the law or regulations which are likely to affect the activity, incur liability or even the reputation of the Group. . The alerts are collected by the Group Ethics Committee, which are then verified in a confidential setting. An investigation is then carried out and will allow the Group to decide, with full knowledge of the facts, on the corrective measures to take.



1 230

Employees made aware of Camusat's Code of Ethics and Anti-corruption Policy in 2023

0

disputes and fines for non-compliance with regulations

OBJECTIVE 2: ENHANCING RESPONSIBLE AND REGULATION-COMPLIANT ACTIVITIES

PROTECT PERSONAL DATA AND INFORMATION

The **General Data Protection Regulation** (GDPR) came into force in 2018 to better regulate data processing. This European regulatory text governs the processing of data in an equal manner throughout the territory of the European Union (EU). It establishes the rules on the collection and use of data and has three main objectives:

- Strengthening the people's rights,
- Empowering stakeholders processing data,
- Raise the credibility of regulation through strengthened cooperation between data protection authorities.

In addition to regulatory requirements, data protection personal and confidential information of our customers, our partners and our collaborators is an essential subject for Camusat. With our

reputation at stake, we advocate exemplary behaviour in order to build lasting, transparent relationships and mutual interest with our stakeholders.

Several actions have been implemented, including:

- The appointment of a data protection representative in the subsidiaries
- Updating our policies and procedures on aspects related to the protection of personal data.
- Updating contracts with our customers, partners, employees and any other third parties on points concerning personal data.
- Strengthening contractual clauses signed with our partners who process personal data on behalf of Camusat.
- The pursuit of improvement actions and security measures intended to preserve the security and confidentiality of personal data and confidential information.

PROACTIVE PROCESSING OF RISKS IN RESPECT OF DATA PRIVACY AND CYBERSECURITY

During 2022, Camusat analyzed its degree of maturity and the risks relating to the protection of its data and that of its employees thanks to the support of an external consultant specialized in the field.

The results of this evaluation made it possible to establish our priorities.

We now have a partnership with this specialized company which allows us to monitor any information security incidents on time. To date, we have detected no incidents.

We systematically raise awareness among all our new employees of best practices in terms of data confidentiality and cybersecurity in all of the Group's subsidiaries. This training focuses on social engineering, authentication with their passwords and how to avoid

dangerous links and identify fraudulent emails.

Our training module which covers these subjects is also accessible to everyone 24 hours a day on our eLearning platform.

0

Incidents linked to the security of information

OBJECTIF 3: CONTRIBUTING TO IMPROVEMENT OF LOCAL LIVING CONDITIONS



Supporting the educational programs in a rural community - Madagascar

THE ASSOCIATIVE INVOLVEMENT OF OUR SUBSIDIARIES

Applying the IFC performance standards involves contributing to the **improvement of local living** conditions in the countries where we operate in conjunction with stakeholders in

order to give meaning to our actions.

Dialogues are thus established with the various local stakeholders in order to improve the **economic, social and environmental impact**. These three issues are integrated

into the strategy of our subsidiaries, their governance and their activities. The role of our HR-ESG & EHS managers are therefore essential and work in this direction on a daily basis. Their objective is to target the most appropriate local organizations which support projects in line with the objectives that the Group's subsidiaries have set for themselves and corresponding to the impacts of their activities.

An annual action plan is followed by the Group's subsidiaries which aims to strengthen proximity with local associations, institutions and organizations. The joint organization of actions generally aims to:

- Helping with rehabilitation following natural disasters,
- Fight against poverty,
- Contribute to better health conditions,
- Defend causes around sporting events.



Support of the subsidiary to Ligue Sénégalaise contre le cancer - Senegal

The contribution of the Group's subsidiaries can take different forms:

- Through donations of materials, financial aid or even skills sponsorship,
- By supporting local reintegration initiatives,
- Through the involvement of our employees in local or solidarity development projects.



OBJECTIF 3: CONTRIBUTING TO IMPROVEMENT OF LOCAL LIVING CONDITIONS



BFA project, 2023 winner of "I volunteer with Camusat" - Tanzania

ENCOURAGING AND VALUING OUR VOLUNTEER EMPLOYEES

It was in 2016 that the Camusat Group decided to launch its "I volunteer with Camusat" initiative, whose objective is to contribute to the social and economic development of the countries in which it operates.

Initiative which is completely in line with the Sustainable Development Goals defined by the UN.

Through this initiative, Camusat wishes to help its employees actively involved in associations working to promote

Education, Health and the Environment and for this to be fully integrated into the Group's ESG actions. "I volunteer with Camusat" aims to encourage and promote the active participation of our employees in community life. This commitment embodies the societal and human dimension of Camusat and is completely in line with the Group's values.

The selection of our projects to be sponsored passes through multiple stages :

1. Launch of a call for projects: interested employees submit their project by creating a file,
2. Selection of projects: the applications received are studied and selected according to the criteria retained by the Group,
3. Implementation of support: the selected employee volunteers are contacted and the Group's HR-ESG & HSE Department works closely with them to determine how best to help the association carry out its project.
4. Valuing the commitment employees and their project: we communicate regularly on the selected projects and their progress.

The support provided by Camusat to the selected associations can be of several types: financial, technical/operational or even human support. To date, Camusat has supported projects in the following countries: Kenya, Haiti, Liberia, Cameroon, Uganda and Romania.

In 2023, Camusat selected the project of one of our employees in Tanzania, who is the founder of the **Builders Of Future Africa (BFA) association**. This association aims to provide quality education, livelihoods and health coverage to underprivileged children in the community. The project to be supported aims in particular to put an end to the practices of genital mutilation of young girls and their early marriage, both of which have a significant impact on their access to education. These practices perpetuate gender inequalities and limit the opportunities for personal and economic development of girls within the Maasai community.

The association is convinced that the involvement of all its stakeholders and the support of third parties will make it possible to put an end to violence against minorities in this community. The objective is to guarantee that 30% of children and adolescents in three villages become protected from all forms of violence.

To achieve this objective, the association's volunteers organize a series of interventions with various village representatives, including community education campaigns, training for teachers and parents and the creation of environmental protection committees. childhood in schools and within communities.

Builders Of Future Africa (BFA) and Camusat are convinced that these moments of exchange will be effective in preventing violence and creating a safer environment allowing children to learn and grow in complete serenity.



SCOPE AND OBJECTIVES

INFORMATION ON OUR EXTRA-FINANCIAL REPORTING



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

SCOPE OF REPORTING

This ESG report covers the performance of our ESG commitments over the calendar year 2023, ending December 31, 2023.

The information was collected within all our subsidiaries, taking into account the organizational

changes occurring in 2023 (creation, closure, transfer of activity).

OBJECTIVES AND INDICATOR REPORTING PROCESS

ESG reporting aims to respond to a number of challenges:

- ESG reporting aims to respond to multiple challenges:
- Performance monitoring, management of ESG commitments and analysis of levers for action and progress;
- Expectations of internal and external stakeholders: shareholders, investors, extra-financial rating agencies, Group general management, employees, general public, customers, partners, etc.

As part of this approach, extra-financial indicators are produced with the objective of:

- Provide better visibility of the overall performance of the

company and the performance of its subsidiaries. In addition to economic indicators, extra-financial indicators make it possible to identify the strengths, areas for improvement as well as the risks and opportunities of our activities.

- Measure and communicate ESG performance and the progress to be made in view of the objectives set.

Our extra-financial information is collected using a web application developed by our teams: e.csr.

We are continually implementing new indicators in order to provide ever more precise information.

Extra-financial data is collected monthly and some annually from each subsidiary. Once the data has been collected, it is then subject to control by the Regional HR & ESG Manager.



Energy excellence conference at TowerXchange Africa 2023

Once the data has been validated, a second check is carried out by the Group's HR, ESG & HSE Director who then consolidates the data for publication in the report.



INFORMATION ON OUR EXTRA-FINANCIAL REPORTING

ENVIRONNEMENT	Unit of measure	2023	2022
CARBON FOOTPRINT (GHG Protocol)			
GHG emissions	eq Tons CO ₂	197.684	233.006*
GHG emissions Scope 1	%	4,4	3,3
GHG emissions Scope 2	%	0,07	0,2
GHG emissions Scope 3	%	95,53	96,5
Direct greenhouse gaz emissions avoided (since 2015 -> end of year Y)	Tons	224.486	181.090
Nox gas emissions avoided	Tons	14,98	13,94
Weight of turnover providing environmental added value	%	39	23
WASTE			
Waste generated	Tons	542,59	351
Proportion of hazardous waste	%	37,8	49,99
Proportion of incinerated waste	%	4	8
Proportion of recovered waste (recycling and composting)	%	79	58
Proportion of landfilled waste	%	17	34
ENERGY CONSUMPTION			
Electricity consumed	kWh	1.157.209	1.275.233
Natural gaz consumed	kWh	121.292	75.418
Butane and propane consumed	Kg	727	824
Refrigerant fluid consumed	Kg	174	437
Water used	m3	12.662	30.505
Fuel consumed to use our equipment (vehicles, work equipment, etc.)	Liters	4.502.037	3.475.609
Average emissions of CO ₂ from vehicles fleet	G/km	311	258
BIODIVERSITY			
Number of telecom sites equipped with Aktivco energy system(s) located near areas where biodiversity is protected	Number	173	-
Number of trees cut for telecom sites construction needs	Number	425	251
Number of trees replanted	Number	2.222	1.479
TRAINING			
Employees trained on climate change consequences	Number	677	-

SOCIAL	Unit of measure	2023	2022
HEADCOUNT ON 12/31			
Total headcount	Number	2.521	2.224
Women	%	12,9	13,4
Men	%	87,1	86,6
Headcount distribution by professional category and gender			
Women workers	%	2,4	1,26
Men workers	%	56	55,94
Women administrative	%	6,9	8,36
Men administrative	%	11,1	10,70
Women supervisors	%	0,8	1,03
Men supervisors	%	10,4	11,20
Women managers	%	2,8	2,74
Men managers	%	9,6	8,77
Headcount distribution by type of contract			
Permanent employees	Number	1.940	1753
Temporary employees	Number	581	471
Headcount distribution by geographical area			
Africa and Indian Ocean	Number	1512	1248
Caribbean and Latin America	Number	672	675
Europe, Middle East and Pacific	Nombre	337	301
Hirings/ Leavings			
Hirings	Number	936	516
Leavings	Number	566	615
Turnover (including temporary contracts)	%	33,77	23,12
Voluntary leavings	%	14,21	-
LABOUR RELATIONS			
Employee representatives	Number	58	-
Members of Health and Safety Committees	Number	71	-
Subsidiaries with employee representatives	%	64	37,5

* The purchase of energy consumption (electricity, fuel) and refrigerants for the maintenance of operators' telecom sites has been reintegrated into the 2022 carbon footprint. This consumption is accounted for in the "use of products sold" category.

INFORMATION ON OUR EXTRA-FINANCIAL REPORTING

TRAINING AND SKILLS	Unit of measure	2023	2022
EHS training hours delivered by our internal trainers	Number	7.341	4.075
Total training hours over the year	Number	43.292	30.417
Total hours of training carried out internally over the year	%	45	-
EHS training hours	Number	35.559	27.403
Average training hours by employee	Number	17,2	13,6
Training hours provided to Women	%	12	9,63
Training hours provided to Men	%	88	90,37
Training hours provided to "Workers"	%	61	72,5
Training hours provided to "Administrative"	%	12	8,3
Training hours provided to "Supervisors"	%	15	10,7
Training hours provided to "Managers"	%	12	8,6
Annual review achieved	%	93,13	97,46
HEALTH AND SAFETY AT WORK			
Work-related accidents	Number	45	39
Work-related accidents leading to a work stoppage	Number	39	29
Work-related accidents which resulting in death	Number	0	1
Calendar days of work stoppage following a work-related accident	Number	2.678	1.034
Sick leave calendar days	Number	7.250	-
Maternity/paternity leave calendar days	Number	2.647	-
Subsidiaries covered by an insurance for health expenses	%	100	96
Subsidiaries covered by an insurance that compensates employees in case of life/work accident	%	80	78
Employees trained on trained in the fight against harassment	Number	136	-
DIVERSITY			
Nationalities	Number	36	38
Women members in the Group Executive Committee	%	33,33	33,33
Women members in Subsidiaries Executive Committee	%	25,6	25,93
Employees trained on diversity and anti-discrimination	Number	166	-
Average seniority	Number	4,42	4,7
Average age	Number	37,42	38,8
Employees under the age of 30 years	Number	704	646
Employees above the age of 50 years	Number	210	138

COMMUNITY & GOVERNANCE	Unit of measure	2023	2022
LOCAL ANCHORING			
Local employees	%	98,3	96,4
Local managers and supervisors	%	92,8	-
Internships/ work-study	Number	83	72
SUSTAINABLE PROCUREMENT			
Local suppliers	%	96	93,17
Suppliers located in Europe (number)	%	72	63
Suppliers located outside Europe (number)	%	28	38
Group managed suppliers managed assessed on ESG criteria (number)	%	77	55
Group managed suppliers managed assessed on ESG criteria (purchase volume)	%	99,6	97
Group managed suppliers integrating the ESG dimension into their strategy (number)	%	50	61
Group managed suppliers integrating the ESG dimension into their strategy (purchase volume)	%	97,9	98
ETHICS			
Employees trained on Ethics and made aware of anti-corruption policies	Number	1.230	524
Ethics alerts activated	Number	1	0
Litigation and fines for non-compliance with regulations	Number	0	0
Information security incidents	Number	0	-



Making sustainability a smart choice for telecom infrastructures



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