



ENVIRONMENT,
SOCIAL AND
GOVERNANCE
REPORT

ESG

2024

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 outline of our commitments and results on the environment, social, community

and governance issues for the period from January 1 to December 31, 2024.

Responsibility and transparency are integral parts of the relationships of trust that we develop with our

customers, employees, shareholders and investors. Each year we take significant measures to consolidate our ESG approach thanks to 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 our **low-carbon trajectory by 2030** validated by SBTi

267,247 Tons of CO₂ avoided in the last 10 years (since 2015) thanks to our solar and hybrid solutions, out of which **42,761** tons of CO₂ avoided in 2024

48.5% of the turnover of our products and services providing environmental value in 2024, **+9.5pp** vs 2023

Partnership with **OuiACT.** since 2022 on all topics related to **Climate**

Carbon footprint assessment performed for the last **4 years** covering the **scopes 1,2 and 3**

Carbon intensity reduction by **5.5%** in tons of CO₂/ M€ of turnover and **6.6%** in tons of CO₂/ M€ of EBITDA

7,305 trees planted during 2024, **x2.2** more vs 2023



SOCIAL

Security / Well-being - Diversity

2,176 employees at end of 2024

36 nationalities in the Group

Percentage of women: **14.6%**

33.33% of women represented in Group Executive Committee

26.67% of women represented in Management Committees of our subsidiaries in 2024

16.51 training hours in average by employee in 2024

24,940 training hours provided to our employees in 2024

7,925 EHS training hours provided by our internal trainers in 2024

First **Employee-satisfaction assessment** performed in 2024



COMMUNITY & GOVERNANCE

Inclusion / Ethics

Member of  since **2014**

Implementing the  **IFC performance standards** since 2022

Performance of the **Double materiality analysis** in 2024

“Advanced security” (793 rating) in terms of Cyber Security in 2024

98.1% of our employees originate or are permanent residents in the countries in which they work

300 internships / work-study programs in 2024, **21.7%** of them assured to women

95.6% of our Group managed suppliers evaluated based on ESG criteria (2024 purchase volume)

95.4% of our Group managed suppliers integrate the ESG dimension into their strategy (2024 purchase volume)

EDITORIAL OF GROUP MANAGEMENT



CONTINUITY AND SUSTAINABLE INNOVATION

In 2024, the telecommunications market will continue to evolve at blazing speed, with the increasing integration of new technologies such as generative artificial intelligence (Gen AI), IoT (Internet of Things), and AIoT (convergence of AI and IoT), as well as the expansion of infrastructure to support the development of 5G and the transition to an industrial revolution. These advances open the door to new opportunities for operators, but they also require huge investments in infrastructure and effective cybersecurity solutions.

Globally, and particularly in Africa, mobile operators continue to focus on expanding their network coverage, while placing particular emphasis on improving infrastructure to support the growth of 5G. In this context, our role at Camusat remains crucial in supporting this technological

transformation while integrating sustainability at the heart of our solutions.

Our strategy continues to be driven by two fundamental pillars: supporting the development of telecommunications operators by providing them with sustainable telecom and energy infrastructure, and helping to open up areas that are still unconnected to the digital age. We recognize that access to reliable and sustainable infrastructure is a key enabler for the connection of remote communities and businesses to the digital world and take advantage of the economic opportunities it offers.

In 2024, we remain committed to accelerating sustainable development while ensuring that our actions are aligned with global climate change mitigation objectives. We remain steadfast in our goal to reduce greenhouse gas emissions while helping our clients reduce their carbon footprint. Our solutions, such

EDITORIAL OF GROUP MANAGEMENT

as low-carbon energy infrastructure, continue to be a strategic lever for meeting the growing demand for clean and renewable energy in telecommunications.

Our Aktivco division continues its central role in this dynamic, and in 2024, it will continue to play a leading role in the energy transition of telecom networks. After doubling our renewable energy infrastructure in 2023, we have increased our investments in clean energy projects, enabling us to proactively support the ecological ambitions of our customers and partners.

We have strengthened our digital infrastructure and pursued our digital transformation to optimize the efficiency of our processes, reduce physical travel, and maximize the use of resources. However, this transformation comes with a crucial challenge: cybersecurity. In 2024, we strengthened our actions in this area by updating our cybersecurity action plan and integrating advanced security solutions into all our offerings.

Commitment to Environmental and Social (E&S) remains at the heart of our vision and strategy. The year 2024 marks a new milestone

in the implementation of our Low Carbon Strategy, which we have consolidated with even more ambitious targets for 2030. We continue to promote inclusive and sustainable business models that foster equal access to telecom technologies and infrastructures and support the growth of local economies, particularly through the implementation of our integrated TWESCO model, combining telecommunications towers and low-carbon energy equipment.

Our ambition for the future remains unchanged: to continue supporting our clients to reduce their carbon

footprint by providing them with innovative and responsible solutions. Our strategy based on a sustainable vision enables us to further strengthen our role as a major player in the telecom and energy infrastructure sector with low environmental impact.

The Camusat Group, true to its commitments, is proud to present this 2024 ESG report, which reflects our achievements over the past year and our vision for a greener and more connected future.

Elodie PERRIGOT
Group Chief HR, ESG & EHS Officer

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OUR GROUP



*Making sustainability a smart choice
for telecom infrastructures*

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 the network of mobile operators 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.



267,246+

Tons of CO₂ avoided
thanks to our
sustainable solutions



3

InfraCo
Business Models



5

OpCo
Business Lines



16

Operational
territories



2,176+

Direct
employees



240m €

Turnover
generated



40+

Years of
success story

aktivco

camusat
OpCo

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, and makes it possible to create an innovative dynamic. Innovation is the key to Camusat's sustainable growth.



REACTIVITY

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



DIVERSITY

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

HISTORY OF THE GROUP



Since its set up in the late '70, our Group has undergone continuous transformation in sync with the evolution of technology and its growing impact in the world. From a traditional tower designer and site installer, our Group has constantly evolved its know-how 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 on our corporate social responsibility, and focus on developing a set of social, environmental,

community commitments under an integrated ESG approach.

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

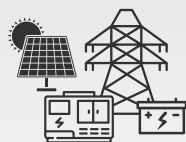


AKTIVCO ACTIVITIES

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

 **2,176***

DIRECT EMPLOYEES

*by end of 2024

707

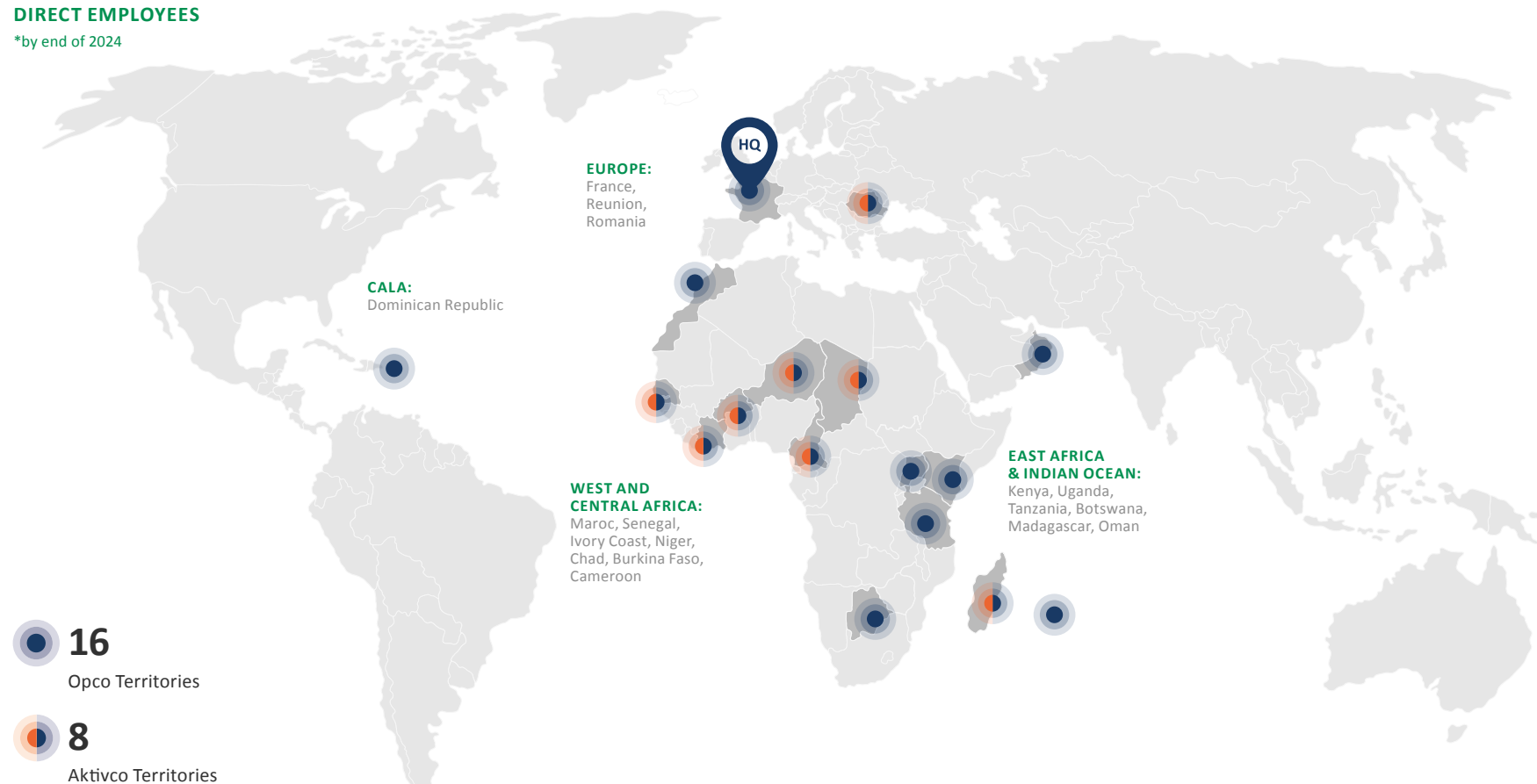
West and Central
Africa

838

East Africa
& Indian Ocean

631

CALA & Europe



OUR SUPERVISORY BOARD



The Supervisory Board is responsible for approving the Group's major strategic decisions and ruling on any matters related to its corporate purpose. The Supervisory Board is a collegial body, acting as a safeguard over decisions made by the shareholders. Composed of 2 to 5 members in 2024, it is tasked with overseeing the management of the Group by the President and the Managing Directors.

The Board appoints its Chairman from among its members by a

simple majority of those present or represented. The group of Shareholders may, by simple majority, appoint one or more censors or observers, who are invited to attend Board meetings, which they may attend without voting rights (currently 1 censor and 3 observers). As of 2024, all members are non-independent.

The Supervisory Board meets as often as required by the Group's interests, and at least four times a year. In 2024, the Supervisory Board met eight times.

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
(Member of the Supervisory Board)

Mr Richard THOMAS
(Chairman of the Company)

M. Thibaut DE RODELLEC
(Invited)

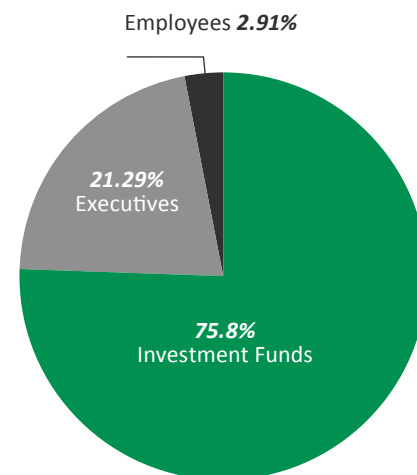
Mr Julien CATEL
(Invited)

M. Luc ALBINSKI
(Executive Chairman of Vantage Capital, Censor)

M. Driss BENABDESLAM
(Partner of Vantage Capital, Censor)

M. Maxime DE ROQUETTE-BUISSON
(Idinvest, Observer)

CAMUSAT GROUP SHAREHOLDERS IN 2024



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 & EHS Officer is responsible for implementing and supervising the Group's ESG strategy in all subsidiaries and reports directly to the President.

Richard THOMAS
Chairman & CEO



Aïda DIOUF
Africa Executive Director



Thibaut DE RODELLEC
Deputy Group Chief Executive Officer



Julien CATEL
Group Chief Administrative & Finance Officer Camusat



Elodie PERRIGOT
Group Chief HR, ESG & EHS Officer



Christelle REIST
Group Chief Legal & Compliance Officer



Joseph TOUMA
Group Chief Operations & Technology Excellence Officer



Antoine ROBERT
Group Chief Infrastructure Business Officer



Florian RUBIN
Group Chief Infrastructure Financing Officer



Ivan NAZARSKI
Group Chief Digital Infra & Cybersecurity Officer



OUR MAIN RISKS AND OPPORTUNITIES



Camusat implemented its risk management system and associated risk mapping (Enterprise Risk Management) in 2022 with the aim of anticipating negative impacts that could affect its results and reputation. This approach, focused on financial materiality (the impact of external risks on the Group), made it possible to identify, assess, and manage financial, operational, strategic, and compliance risks likely to affect the Group's performance.

A corruption risk mapping was also carried out at the same time as part of the Sapin 2 law. Regional risk mappings were then tailored to adapt to the local context.

Camusat has a very good understanding of its risks, which has enabled the Group to define action plans. Numerous actions have already been achieved, and others are currently being implemented at the Group level and in its subsidiaries.

EXPAND THE SCOPE OF RISKS

In 2024, Camusat conducted its double materiality analysis to anticipate its regulatory compliance in terms of non-financial reporting. This is a distinct approach from risk mapping (ERM), but complementary to the Group's risk and performance management. These two approaches provide a comprehensive overview of the internal and external issues that can impact the organization, but from different angles.

While risk mapping focuses on financial and operational logic, the double materiality analysis is based on two dimensions:

- Financial materiality: the impact of environmental, social and governance factors (ESG) on the financial performance and value of the Group.
- Impact materiality: the impact of Group's activities on the environment, the society and stakeholders

The objective of the double materiality analysis is to identify the significant ESG issues in terms of both risks (for the Group) and of responsibilities (towards the stakeholders).

The double materiality analysis pushes the integration of risks on a longer-term timeframe (such as climate change, social pressure). It imposes in the same time taking into account the requirements of stakeholders (customers, employees, regulator bodies, communities, etc).

OUR METHODOLOGY OF RISK AND OPPORTUNITIES ASSESSMENT

We have first identified all stakeholders based on relevant sustainability commitments in order to precisely analyze the impact, risks and opportunities (IROs) in accordance with the EFRAG recommendations.

The following stakeholders were consulted:

- Internal stakeholders: shareholders, employees, the Executive Committee, employees' representatives, and managers.
- External stakeholders: customers, local communities, suppliers, investors and subcontractors.

We received 31 responses from external stakeholders and 69 responses from internal stakeholders, consultation methods varying depending on stakeholder: questionnaires, consultation files, interviews, and panels.

OUR MAIN RISKS AND OPPORTUNITIES

OUR RISKS AND OPPORTUNITIES

In total, 81% of the commitments present a materiality of at least one level: impact, financial or double.

SOCIAL

- Employees' Health and Safety
- Working conditions of the employees
- Social dialogue
- Suppliers' and subcontractors' human labor
- Living conditions and development of local communities

ENVIRONMENT

- Carbon impact and reduction of CO₂ emissions
- Energy efficiency
- Sustainable investments thanks to our hybrid and renewable solutions
- Reduction of the pollution linked to installed energy equipment
- Preservation and restoration of biodiversity
- Development of local communities

GOVERNANCE

- Fight against corruption
- Relationships with suppliers
- Corporate culture

The results of double materiality analysis appear to be consistent with Camusat's current strategy. The Group is therefore already aligned with its main ESG commitments and their financial impact.

CONSOLIDATE ACHIEVEMENTS AND STRENGTHEN EXISTING PRACTICES

Although the strategy is already aligned, Camusat intends to:

- Validate and formalize the on-going actions to demonstrate their relevance.
- Strengthen the internal processes in order to guarantee the continuity and efficiency of the already engaged actions.
- Document the good practices in order to capitalize on achieved successes and improve the identified weaknesses.

IDENTIFY THE AREAS FOR IMPROVEMENT AND INNOVATION

Although the results are in line with the current strategy, we identified opportunities to further improve such as strengthening the sustainable supply chain. Our recent environmental and social management system (ESMS) based on IFC performance standards, currently being implemented within our subsidiaries, as well as the update of the procurement management system, constitute major levers for responding to these improvement opportunities.

STRENGTHEN THE GOVERNANCE AND MONITORING

We intend to integrate this double materiality into our monitoring and decision-making mechanisms, namely:

- Implement monitoring indicators to ensure that the taken actions remain aligned with the identified material issues.
- Train our teams (general management, managers, employees) on the key material issues to ensure a common shared understanding.
- Consolidate the monitoring process in order to anticipate the evolutions of the ESG context.

INTEGRATING THE ESG INTO OUR ACTIVITIES



“ESG must not be a separate topic, treated on the sidelines of the business. It must be embedded at the heart of our operations—at every site, in every decision. In Africa, this integration is essential: it strengthens our credibility, creates shared value, and enables us to build truly sustainable growth.”



Aïda DIOUF
Africa Executive Director

ESG – A CORE ELEMENT OF OUR STRATEGY

OUR AMBITION TO STRENGTHEN OUR ESG COMMITMENTS

In 2014 Camusat developed an ESG approach to support its international growth. Our Group's overall strategy is based on the sustainability of its subsidiaries, as innovation, ethical business practices, and operational excellence are precisely what enable us to meet our customers' expectations.

In other words, our environmental approach, the support of our stakeholders towards our commitments, and our best governance practices are our guiding principles.

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

Following an assessment of our

actions, audits of our subsidiaries, and an industry benchmark in 2014, we have identified the main relevant and priority extra-financial issues for Camusat. This assessment has been strengthened in 2024 following a double materiality analysis under the CSRD European law. This analyze allowed us to re-evaluate at the same time:

- The financial materiality, namely how environmental, social and governance issues impact the financial performance of our Group,
- And the impact materiality in order to evaluate how the Group itself impact the environment, the society and the economy.

Performing this analyze of double materiality has enabled us to anticipate the regulatory compliance to CSRD, obtain an improved decision-making process, increase the transparency and gain a compressive view of our challenges.

These challenges are brought together into three strategic commitment areas. The operational

commitments taken for each of these 3 areas are presented below.

The development of our ESG approach is also supported by the guidelines of the ISO26000, the benchmark standard for the CSR policies.

Furthermore, during the Group's risk analysis (ERM), some of these challenges were considered as risks for the Group and therefore action plans were put in place for their mitigation. These risks are described on pages 16 and 17 of the present report.

OUR ESG POLICY

Camusat is a major player in the telecom industry committed to developing an ESG approach fully integrated into its global business strategy. It is at the heart of Camusat Group governance, values and business objectives. This approach guides the decisions and the dialogues so that we can act in alignment with the commitments for sustainable development, ethics and the expectations of our stakeholders.

Our ESG strategy responds to the following 3 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 STRATEGY

The HR, ESG & EHS Management, directly reporting to the Chairman & CEO of the Group and member of Executive Committee, is responsible of the ESG approach of our Group.

This department organizes, structures and manages all actions in terms of corporate responsibility. This includes decision-making, resource allocation, defining the objectives and the monitoring of actions. It integrates the environmental, social and economic dimensions into the global strategy of the organization and ensures a transparent management of these activities. Our governance requires in the same time an active involvement of all our internal and external stakeholders (management, employees, shareholders, investors, suppliers, subcontractors, regulatory authorities, etc). It also fosters communication, consultation and collaboration

between all these stakeholders in order to define strategic directions, sets ambitious objectives and implements concrete measures to deliver ESG performance.

In practical terms, the HR, ESG & EHS Department is responsible for monitoring ESG initiatives in all entities, and communication of sustainable development values both inside and outside our Group.

The ESG approach is integrated within each entity in over 16 countries. This integration is essentially carried out by Human Resources (HR) managers in each entity, who carry out ESG actions at local level under the supervision of the country general management.

The HR ESG & EHS department performs occasional audits in terms of HR, ESG & EHS matters. At the same time, independent external audits are carried out each year on several ESG issues

such as Environment, Social and Human Rights, Ethics, Responsible Procurement. These audits represent a valuable tool for transparent control and monitoring of the ESG domain.

Aiming the continuous improvement, all these audits enable us to implement corrective action plans and monitor them periodically.

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

INVOLVING OUR EMPLOYEES IN OUR 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 for the performance of their duties and activities.

It is therefore a prerequisite for developing their participation in the various ESG programs and actions initiated by the Group.

From this perspective, all newly recruited and integrated Camusat employees are trained on ESG issues and made aware of our ESG commitments.

Working and information groups (internal meetings, webinars, etc) are part as well of our set of tools put in place to develop the ESG knowledge and skills of each of our employees. These working groups have the mission to monitor the various continuous improvement actions and keep up to date our performance indicators.

OUR PRIORITY ESG COMMITMENTS

Our ESG strategy incorporates the three pillars of sustainable development: social, environmental and community / governance. 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
- 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 reference that reflect the importance of the challenges our planet faces. As contribution to this, we have integrated the Sustainable Development Goals into our ESG approach. The completion of the dual materiality matrix in 2024 enabled us to re-evaluate Camusat's priority SDGs, those for which our impact is most significant and for which we wish to report our progress.



SDG 4 – QUALITY EDUCATION

Camusat helps develop future employees in the telecommunications sector by collaborating with schools and universities in many countries. Our subsidiaries welcomed 300 interns in 2024. In the same time, we elaborate every year our training programs aiming to develop the knowledge and skills while ensuring equitable access to these programs.

[View pages 41 to 48, 50 to 53, 57, 58](#)

SDG 7 – AFFORDABLE AND CLEAN ENERGY

Through its solutions and services, Camusat plays a major role in creating access to sustainable energy for its operator customers and therefore improves the energy efficiency of telecoms sites with the ultimate goal to fight against climate change. Camusat continually develops its solar solutions and hybrid systems with the aim of reducing greenhouse gas emissions from networks and providing this way a more competitive access to end users in the countries where our Group operates.

[View pages 28 to 31](#)



SDG 8 – DECENT WORK AND ECONOMIC GROWTH

Given its numerous locations, Camusat contributes to inclusive growth of 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. We ensure a protection for all our workers, reject any form of forced labor and employment of minors.

[View pages 41 to 48 and 50 to 58](#)

SDG 9 – INDUSTRY, INNOVATION AND INFRASTRUCTURE

This objective is directly linked to SDG 7. Camusat's vocation is to constantly improve the quality of its solutions by making them ever more reliable, sustainable and resilient. Our R&D and technical teams work tirelessly with our partners and customers to innovate and modernize telecoms infrastructures. These infrastructures thus become more sustainable, through a more rational use of resources and an increase use of clean



and environmentally friendly industrial technologies and processes.

[View pages 28 to 31](#)

SDG 10 – REDUCED INEQUALITIES

Several programs are initiated and implemented by the subsidiaries of the Group aiming to empower all individuals and promoting their social, economic and political integration, regardless of their age, gender, disability, race, ethnicity, religion, or economic status. Our action plans related to professional equality aim to ensure equal opportunities within our entities.

[View pages 43 to 48, 50 to 53, 57, 58](#)

SDG 11 – SUSTAINABLE CITIES AND COMMUNITIES

Camusat's mission is to provide affordable access to telecommunications to as many people as possible while improving the use of resources and reducing their environmental impacts. We expand the telecom infrastructures while strengthening the efforts to protect and preserve the world's cultural and natural heritage. Our infrastructure is built and installed while anticipating the



climate vulnerabilities and the impact of natural disasters on our assets to avoid human and economic losses.

[View pages 28 to 31](#)

SDG 12 – RESPONSIBLE CONSUMPTION AND PRODUCTION

Camusat subsidiaries continued in 2024 their efforts to recover the waste generated by their activities. More and more recovery channels are identified making it possible to prioritise recycling and reuse, especially of hazardous waste. Furthermore, our teams identify levers to eliminate waste at source. Actions have also been undertaken by our subsidiaries aiming achieving a more sustainable management and more rational use of natural resources.

[View pages 28 to 39](#)

SDG 13 – CLIMATE ACTION

Since 2022 Camusat has been supported by a consulting company climate expert tasked with defining the Group's low-carbon trajectory to 2030. Our decarbonization trajectory has been validated by SBTi with specific and distinct greenhouse gas reduction targets



for our two divisions Opco and Aktivco. At the same time, our subsidiaries carry out their carbon footprint each year on scopes 1, 2 and 3 and have already implemented actions to reduce their energy consumption.

[View pages 28 to 39](#)

SDG 15 – LIFE ON LAND

The Group's subsidiaries have implemented biodiversity management plans to limit the negative impacts of our activities on terrestrial ecosystems, limit the degradation of natural environments, protect endangered species, and prevent their extinction. Our activities for the construction of new sites may sometimes require cutting trees. Our subsidiaries aim to replant as many trees as have been cut. This also helps provide habitat for wildlife and helps prevent soil erosion. Camusat's subsidiaries planted 7,305 trees in 2024, while 416 had to be cut.

[View pages 32 to 39](#)

VALIDATION OF OUR CLIMATE TRAJECTORY BY THE SCIENCE BASED TARGETS INITIATIVE (SBTi)



APPROVED
NEAR-TERM SCIENCE-BASED TARGETS



In 2025, our Group has taken a strategic step in its environmental responsibility approach by obtaining official validation of its greenhouse gas emissions reduction trajectory by the Science Based Targets initiative (SBTi).

This international recognition certifies that our decarbonization objectives are scientifically aligned with the Paris Agreement, aiming to limit global warming to 1.5°C.

As a major player in the construction and maintenance of telecom sites, we have a key role to play in the energy transition. Our trajectory, validated by the SBTi, includes:

- Reducing our direct emissions (scope 1) related mainly to the use of vehicles,
- Decreasing our indirect emissions (scope 2) from electricity consumption of our facilities,
- A strong commitment towards our scope 3, particularly through responsible procurement practices, logistics optimization and promoting less carbon-intensive energy solutions.

We implement a structured action plan, based on:

- The development of the eco-design of our sites and the integration of high energy efficiency equipment,
- The widespread use of renewable energy sources when such is possible,
- Training technical teams in low-carbon practices,

- Optimized management of maintenance operations to reduce emissions linked to travel and the use of consumables.

This validation strengthens our credibility and confirms our commitment to building a more resilient, efficient, and sustainable digital and energy infrastructure.



OUR COMMITMENTS TO RESPECT THE IFC PERFORMANCE STANDARDS



Member of World Bank Group, the International Finance Corporation (IFC) shares the fundamental objective with all institutions of its Group: improve the quality of life of the people of its developing member countries. IFC has developed as well eight Performance Standards (PS) which define the sustainable criteria linked to the environment, social, health and safety leading to be complied with during the entire investments' life cycle. IFC provides the sustainability practices aiming to improve the performance of projects. These performance standards are the references used at the international level for the identification and management of the 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.

Having raised funds from private investors to finance the development of its Aktivco division, Camusat has adopted the IFC standards as a reference for our subsidiaries since 2022. These standards help us manage and improve our environmental and social performance through a results-oriented approach and provide us with a solid foundation to enhance the sustainability of our economic activities.

The intended outcomes are described in the objectives of each Performance Standard, followed by specific requirements designed to help us achieve these results in a way that aligns with the nature and scale of our projects.

THE IFC PERFORMANCE STANDARDS COVER THE FOLLOWING EIGHT DOMAINS:

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

The Group has recently defined a new Environmental and Social Management System consisting of a set of policies, procedures, guidelines, operating procedures, etc. aiming the integration of the Environmental and Social (E&S) risk management into regular decision-making processes. To develop this system, the Group takes into account the severity and scale of the identified risks and the nature of the services that the Group offers to its customers.

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

- Subsidiaries deploy the E&S risk and recruit / appoint experts on this domain if necessary;
- The E&S / EHS department defines and monitors the progress of the Environmental and Social Plans (ESAP) of the subsidiaries;
- The E&S department centralizes and coordinates the needs in terms of development of the E&S risk management framework.

Our subsidiaries are regularly audited by the independent third parties as part of due diligence and monitoring audits which may sometimes result in updates of our management system framework 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 impacting on, the activities of the Group, and who have an interest in its decisions or activities. They directly influence the organization's legitimacy, the performance and sustainability. The ESG issues are cross-functional by nature: they affect strategy, risk management, reputation, and operational performance. The stakeholders are key players who can influence or be impacted by the Group's ESG strategy.

Our ESG approach is based on our relationships with our main stakeholders namely our employees, our customers, our shareholders, our suppliers, our subcontractors, investors and even our local communities. Since 2014, Camusat has been updating its stakeholders mapping, analyzing their level of influence and their particular

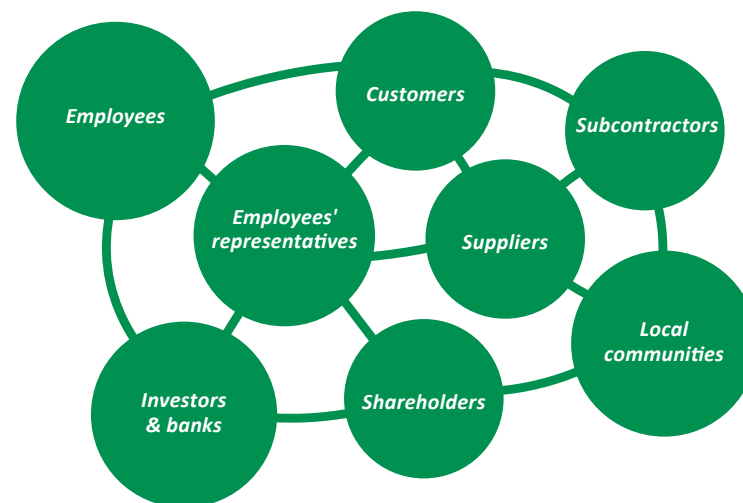
expectations. This mapping is implemented in each of the Group's subsidiaries.

We establish a regular dialogue with them within the framework of stakeholder engagement plans. Consultations, surveys and roundtable discussions are organized to ensure their expectations are taken into account in all strategic decisions made by the Group's subsidiaries. Mechanisms for concerns and complaints reporting are put in place. Active listening and appropriate responses are thus integrated into the management processes of the Group's subsidiaries.

We are committed to being transparent towards all our stakeholders and involving them in the value creation process of our Group. Thus, we report to them on the main challenges in terms of sustainable development and the associated actions through our ESG report, our "Communication On Progress" report submitted to the Global Compact,

the annual EcoVadis evaluation and finally through various ESG reporting intended for our shareholders / investors. These reports incorporate information on the risks, policies, actions and extra-financial indicators of Camusat Group. For example, our employees are regularly made aware of our ESG commitments and this happens since their integration.

Our commitments are displayed in the offices of all our operational subsidiaries and Camusat regularly publishes communications on the ESG topic.



EXTERNAL PARTNERSHIPS AND OUR ESG RECOGNITIONS



The United Nations Global Compact offers to its participants a voluntary commitment framework based on ten principles, draws the fundamental texts of United Nations to be respected in matters of human rights, labor law, environment and fight against corruption. This voluntary commitment in terms of CSR enables the alignment of the economic world with the 2030 Agenda and the UN Sustainable Development Goals (SDGs).

Committed since 2015, Camusat is a signatory of the United Nations Global Compact. At the same time, Camusat is committed as well to contribute to the achievement of the UN Sustainable development Goals (SDGs).

This membership enables Camusat to strengthen its commitment to sustainable development and to communicate every year with its stakeholders on the achieved progress in areas covered by the Global Compact.



EcoVadis is an independent rating organization in the CSR domain, evaluating the organizations' maturity and extra-financial performance. The EcoVadis rating covers the following topics: environment, social and Human Rights, business ethics, and responsible procurement. Each company is evaluated based on criteria adapted to its size, location and sector of its activity.

Since 2015, Camusat is assessed by EcoVadis in terms of its extra-financial performance.

In 2024, Camusat achieved a score of 54/100 and received the "Committed Company" badge for its ESG performance. Based on this assessment, Camusat's ambition is to implement ESG action plans supporting the improvement of its rating.



As ESG goes hand in hand with risk and compliance, we are focused on continuously improving the third-party risk management thanks to the use of ESG criteria. In 2022, we have initiated a partnership with Grant Thornton to accompany us gaining a better understanding on the risks our Group is exposed to thanks to an anti-corruption risk mapping performed in accordance with Sapin II law in all regions we operate in. This exercise enabled us to confirm the reliability of our internal control procedures while identifying risk scenarios requiring to strengthen the awareness of our field / operational teams on the fight against corruption key topic.



OuiACT company, climate expert serving companies and territories, accompanies Camusat Group since 2022 on all topics related to Climate. Following on from our carbon footprint reporting initiated in 2021 and carried out systematically each year, OuiACT provided support to Camusat in defining its decarbonization strategy aligned with the criteria and recommendations of the Science-Based Targets Initiative (SBTi). SBTi recently validated Camusat low carbon trajectory by 2030 horizon. We now have an overview of our transition to a low carbon footprint, with action plans and defined performance indicators. All these initiatives are highlighted each year in the Carbon disclosure Project (CDP) questionnaire.



Since end of 2024 Camusat has been collaborating with Shuttle company, a provider of IT solutions enabling the management of the sustainable and financial performance of organizations while ensuring their regulatory compliance (CSRD, Carbon, European Taxonomy, etc.). By using this new integrated reporting solution, we have strengthened our ESG reporting protocols, made our data more reliable, and we are now autonomous in producing our subsidiaries' carbon footprint. We are as well able to track every year the low carbon trajectory validated by SBTi.



CDP (Carbon Disclosure Project) is a non-profit organization that manages a global disclosure system to help companies, cities, and regions measure and manage certain aspects of their environmental impact. Camusat responded to the climate change questionnaire for the first time in 2023, aiming to assess the Group's efforts to reduce its carbon footprint. This questionnaire includes around fifteen sections covering topics such as governance, risks and opportunities, greenhouse gas emissions accounting methodologies, energy, and biodiversity. Camusat received a score of C in 2024.



In 2022, Camusat Group initiated the strategic partnership with Almond Consulting team, a leading international expert in cybersecurity, cloud and IT infrastructures. Through this cooperation, Camusat strengthens each year its Cyber Security Action Plan as well as its capacity to guarantee the business continuity and management of the inherent risks related to the protection of our data. Camusat leverages Almond's cybersecurity incident tracking platform. This means Camusat has real-time information on potential cybersecurity incidents.

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



“Camusat relies on advanced technologies, artificial intelligence, and big data management to develop sustainable and long-lasting telecom infrastructure. Our innovative approach to infrastructure solutions optimizes energy consumption and thereby contributes to the reduction of carbon emissions. By aligning digital innovation with environmental responsibility, we empower our teams to deliver eco-efficient and flexible solutions, thus making a tangible contribution to decarbonization and a sustainable future.”



Joseph TOUMA
Group Chief Operations &
Technology Excellence Officer

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



TWESCO site - Madagascar

DEVELOPING LOW ENVIRONMENTAL IMPACT SOLUTIONS FOR TELECOM SITES

Reducing fuel consumption and, more generally, respecting the environment is one of environmental policy pillars and at the heart of our customers' concerns. As part of our environmental strategy, we are actively developing low-carbon

technical solutions for powering telecom sites. In particular, we design and deploy:

- 100% solair solutions, suitable for areas with high levels of sunlight, reducing the use of generators and fossil fuels ;
- Hybrid systems, aiming at reducing diesel consumption, while ensuring continuity of service.

These solutions enable:

- Significant reduction of CO₂ emissions related to operation of sites
- Reduced local pollution (noise, fumes, waste management),
- Improved energy reliability in isolated or unstable areas,
- Optimized medium-term operating costs.

Our ambition is to generalize these approaches whenever the technical and geographical context allows it, in alignment with our climate commitments validated by SBTi.

We closely monitor the CO₂ emissions avoided each year for our Opco and Aktivco divisions. In 2024, a total of 14,325,183 liters of fuel were avoided, thus allowing us to estimate 42,761 tons of CO₂ avoided over the year.

The quantity of CO₂ avoided thanks to the installation and management of energy systems has been calculated since 2015. We are therefore able to estimate a total of 267,247 tons of CO₂ avoided over the past 10 years. Related to this total of CO₂ avoided, the Aktivco division of Camusat Group plays a crucial role in reducing CO₂ emissions compared to a conventional telecom site. In 2024, 99% of the CO₂ avoided comes from the energy solutions managed by the Aktivco division.



TWESCO site - Madagascar



7,463

« pure solar » and hybrid sites
installed and managed in 2024



42,761

Tons of CO₂ avoided, 99%
of it thanks to our Aktivco
division in 2024

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



Energy equipment on an ESCO site - Senegal

By end of 2024, there are a total of 7,450 hybrid and SaaS sites installed and managed for our Aktivco division. We estimate a total of 69,107,704 liters of fuel avoided since 2017, the year this division was created. This represents 206,775 tons of CO₂ avoided over the past 7 years. This very significant reduction in emissions is explained in particular by the ability of our teams and our partners to develop new generation solutions, combining:

- Photovoltaic solar energy,
- High-efficiency battery storage system,

- Low-consumption power generators, used as backup in case of renewable energy failure or when the environment of the telecom site does not allow the usage of any renewable energy solutions.

These systems are designed to:

- Maximize the solar autonomy during the day,
- Store excess energy for nighttime use,
- Minimize the use of diesel fuel, while ensuring that the power generators only start as a last resort, according to an intelligent logic of energy priority.

Thanks to this new generation equipment, we have managed to significantly reduce logistics and travel costs for our technicians for maintenance operations purposes, which also represents a significant lever for reducing the carbon footprint of telecom sites.

Less maintenance also means less hazardous waste. Reduced dependence on diesel and less reliance on generators also reduce wear and tear on mechanical components subject to intensive use, thereby reducing the amount of used consumables to be processed. Among the most impactful wastes that we limit:

- Used oil and fuel filters classified as hazardous waste,
- Used engine oils requiring specific treatment,
- Contaminated packaging (cans, rags, etc.),
- And, more broadly, end-of-life mechanical parts.

The progressive modernization of our power supply systems on the telecom sites, particularly by installation of hybrid and solar solutions, plays a key role in reducing polluting air emissions, particularly nitrogen oxide (NOx) emissions. Conventional solutions using fixed combustion sources such as stationary engines



Solar panels on a technical building - Dominican Republic

for power generators have a harmful effect on human health and contribute significantly to the development of the ozone layer. The installation and management of pure solar solutions and hybrid systems have prevented 125 tonnes of NOx gases in 2024.



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



Energy Systems Maintenance - Cameroon

ENVIRONMENTAL INNOVATION, A KEY LEVER FOR PERFORMANCE AND COMPETITIVENESS

In a rapidly evolving industry, we have made environmental innovation a pillar of our strategy. Our objective: combining operational performance and reducing our ecological impact. We develop technical solutions that make it possible to design telecom infrastructures that are more energy-efficient, while remaining reliable and sustainable.

Our main areas of innovation are as follows:

- Artificial intelligence at the service of energy efficiency. We are exploring several use cases of machine learning to optimize the energy consumption of our sites. By analyzing massive volumes of data from the field, we seek to improve performance, anticipate failures and reduce costs in several key areas: energy & generators, solar performance & equipment, batteries & cooling, and mapping & intelligent monitoring.
- The scaling up of Big Data. With more than 4 TB of data stored, we have reached a milestone in our information management. This change of scale is profoundly transforming the way we collect, process and value data. Our processes are becoming more dynamic, automated and collaborative. It is also a cultural evolution: data is becoming a real strategic asset, shared by all teams.

- Smarter energy reporting. With advanced monitoring tools, we turn field data into action. These analyses allow us to identify effective and measurable energy performance levers.

Our technical experts also work to develop solutions and processes aiming to reduce the environmental footprint of our other business lines.

In 2024, as part of a process to optimize the telecom site typologies, our technical teams launched a study on the wind speeds used to size the tower foundations. Instead of relying on a historical one-size-fits-all approach, we now rely on the experience of our field teams and meteorological experts with more than 30 years of experience in climate change. This new method therefore takes into account the actual conditions observed in countries and even at the regional level.

These detailed studies of the

local environment have allowed the adjustment of technical requirements, in particular those related to the structure of the foundations. The result: a significant reduction in the volumes of concrete and quantity of steel required for construction, with a double benefit — cost optimization and a significant reduction in the carbon footprint of telecom sites.

As part of our solar projects, in 2024 we investigated the use of screw piles as an alternative to concrete foundations, which are the main sources of CO₂ emissions in the construction sector.



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



This new foundation solution ground-anchored solution has many advantages from technical, economic and environmental points of view:

- Quick and simplified installation: no need for heavy machinery or specialized equipment, which reduces deployment duration and

facilitates implementation, even in hard-to-reach areas.

- Cost reduction: savings on materials, logistics and alternative solutions.
- Low environmental impact: elimination of CO₂ emissions related to concrete, no water consumption and a system that can be dismantled at the end of its life.
- Flexibility and reliability: a stable solution, adaptable to different types of soil and perfectly compatible with photovoltaic structures.

By choosing screw piles, we make a choice for a cleaner, faster and more economical solution to support the energy transition.

Finally, our teams have studied and validated the replacement of a traditional battery for starting the power generators with an

ultracapacitor starter which is proving to be a reliable and durable solution for starting the power generators. This system has many advantages:

- Maximum reliability: ensures an instant start-up, even after a long period of inactivity.
- Exceptional service life: more than 10 years and no loss of performance.
- Less maintenance: reduces field interventions and the risk of breakdowns.
- Resistant to extreme conditions: operates from -40°C to +65°C.
- Less environmental impact: limits waste and emissions.



All of these innovations not only allow us to make quick decisions about the performance of our operations, but also reduce our CO₂ emissions, better control our operating costs, increase the lifespan of our equipment and improve the quality of service.

Share of turnover of sold products and services that bring environmental value added

39%
2023

48.5%
2024

OBJECTIVE 2: PROTECTING THE ENVIRONMENT

IDENTIFYING AND MANAGING OUR ENVIRONMENTAL IMPACTS

Biodiversity provides essential resources: raw materials, water, pollination, climate regulation, etc. As an economic organization, Camusat depends on these ecosystem services. It is therefore crucial to respect biodiversity for several reasons: environmental, economic, social, and regulatory. With a predominant presence on the African continent, preserving biodiversity is strategic for our Group for several reasons specific to this continent:

- Exceptional but vulnerable biodiversity: Africa is home to a significant portion of the world's biodiversity (savannas, tropical forests, humid lands, endemic species, etc.);
- High dependence of local populations on ecosystems: local communities, particularly rural ones, are highly dependent on ecosystem services. Economic activities that degrade biodiversity may therefore exacerbate poverty, social tensions, and inequalities;

- An evolving regulatory framework: many African countries are strengthening their environmental policies (forestry laws, protected areas, etc.). Failure to anticipate these developments can expose the Group's subsidiaries to legal risks or blockages on their projects.

Through its telecom site construction and energy equipment maintenance activities, Camusat has a direct and indirect responsibility towards biodiversity. The installation of towers, antennas and energy equipment as well as their maintenance may involve clearing vegetation, disturbing local species, and fragmenting natural habitats. Construction work can increase erosion, disturb soils and open protected areas to other human activities. Maintenance can generate local pollution (waste, fuel, used batteries, etc.) if rigorous practices are not respected.

The Group's subsidiaries therefore developed their Biodiversity Management Plan (BMP) in 2024,

a structuring tool with the aim to reduce their environmental impact, meet and anticipate regulatory and contractual requirements. These plans have as starting point objective to diagnose the biodiversity footprint (mapping existing sites and their location in relation to protected areas and areas of high ecological value) and to identify the pressures exerted by activities (deforestation, habitat fragmentation, noise and light disturbances, pollution, etc.).

The subsidiaries have thus defined actions to mitigate their impact on biodiversity: avoiding areas of high ecological sensitivity, reducing impacts through design (lighter infrastructure), and offsetting them where necessary through ecological restoration or reforestation projects.

Effective since many years now, our objective within the « 1 cut tree = 1 planted tree » program is systematically achieved. In 2024, Camusat subsidiaries planted 7,305 trees while cutting only 416 trees



11,242 trees planted
since 2021

in order to be able to perform their activities. By planting trees, we contribute to the CO₂ emissions reduction and fight against climate change. In addition, the trees provide a habitat for the local fauna and flora and help prevent soil erosion.

OBJECTIVE 2: PROTECTING THE ENVIRONMENT



Tree-Planting Campaign - Madagascar

BUILD AND DEVELOP A LOW-CARBON CORPORATE CULTURE

Aiming to involve our employees in our decarbonization strategy, it is essential to train them on the consequences of climate change. All new employees of the Group are trained as part of their induction program, and refresher

courses are also organized to update their knowledge and, above all, to provide information on the progress of our greenhouse gas reduction trajectory, recently validated by the SBTi organization. The employees play a vital role, and a true climate commitment requires collective

mobilization. It is therefore imperative that employees understand the issues, feel involved, and be trained and encouraged to act. This helps create a low-carbon culture, where everyone contributes within their own scope.

We also organize environmental challenges every year in order to raise awareness among our employees about environmental protection. Through these challenges, we seek to empower 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: circular economy of products/ materials consumed, waste recycling, eco-driving, daily and reasoned data management etc.



Tree-Planting Campaign - Malawi



Tree-Planting Campaign - Dominican Republic

OBJECTIVE 3: REDUCING OUR ENVIRONMENTAL FOOTPRINT



RESPONSIBLE MANAGEMENT OF OUR WASTE

Our responsibility is to minimize waste production and manage unavoidable waste targeting to decrease the impact on environment, climate, and communities. Present mainly on the African continent, which is experiencing rapid economic and

demographic growth, Camusat faces a major challenge. Despite policies in place in countries aiming sustainable waste management, waste management infrastructure remains insufficient in the context of rapid waste growth, particularly for waste classified as hazardous, which is often difficult to treat and poses a significant environmental and health risk. Ultimately, everything relies on private economic actors and corporate responsibility.

In recent years, significant investments have enabled certain African countries to implement real waste recovery projects and efficient sorting collection systems. It is in this rapidly changing environment that we are challenging our subsidiaries to find collection channels that allow the recovery of their waste for reuse and recycling for a second life.

Our waste and hazardous products



management procedure and associated management plans implemented by the Group's subsidiaries deal with these points and are integrated into the management processes of the Group's subsidiaries. The objective is to have a reasonable management of waste generated by their activities. Our subsidiaries strictly

monitor the stored waste and hazardous products as well as those collected with the aim of being recycled. The ultimate goal is to precisely determine the quantities of waste generated and, secondly, the quantities that were valorized. This allows us to accurately identify the waste generated by type for all of our subsidiaries.

OBJECTIVE 3: REDUCING OUR ENVIRONMENTAL FOOTPRINT

Since 2024, the Group has added a required information to the monitoring of waste of its subsidiaries, namely the quantities of waste remaining in stock on the last day of the year, in order to have complete visibility of the quantities generated and the performance of each in terms of waste treatment. Thus, the Group's subsidiaries generated 822.7 tonnes of waste in 2024, of which 66.8% was recycled and 6.4% reused without transformation for a second life. 73.3% of the waste generated is thus recovered.

70.1% of our total waste is classified as hazardous. This percentage is evolving due to the strong growth in energy equipment maintenance activities on the telecom sites, which require changing the batteries, solar panels, oils, air, and diesel filters. In total, 65.4% of the hazardous waste generated in 2024 was recycled.

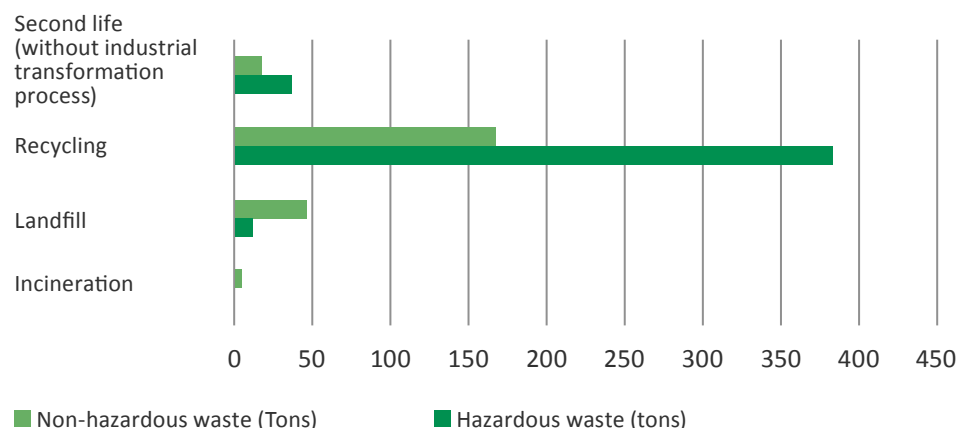
Aiming to reduce waste at source, the

Group challenges subsidiaries on the necessary circular economy, which offers a way out of the throwaway model and can reconcile economy and the environment. It helps limit consumption, resource waste, and waste production. As a result, 52.84 tons of waste have been reused

either for other activities or for local communities, which reuse it to manufacture new equipment. Targeting prevention, we train our employees and contractors on the impact the waste has on global warming and the urgency of reducing it. The objective is also to raise their

awareness of the importance of this circular economy in their consumption patterns, starting from the moment they are hired.

DISTRIBUTION OF OUR WASTE RECOVERY METHODS IN 2024



OBJECTIVE 3: REDUCING OUR ENVIRONMENTAL FOOTPRINT



Solar panels on a technical building - Senegal

MANAGE OUR ENERGY CONSUMPTION

Camusat closely monitors its energy consumption, in particular thanks to a comprehensive carbon assessment carried out by the subsidiaries for four years now and which covers the three scopes. The subsidiaries are constantly challenged on their direct greenhouse gas emissions (scope 1) and their indirect emissions associated with energy (scope 2).

Two categories of emissions for which their reduction is immediate if means/actions are implemented quickly.

With this objective in mind, annual CO₂ reduction plans have been defined for each subsidiary since 2022, thus enabling them to reduce their greenhouse gas consumption. This translates into numerous awareness-raising actions on

eco-friendly actions, eco-driving, switching to LED lighting, and installing self-consumption systems for logistics warehouses and offices. Thus, the subsidiaries in Senegal, Burkina Faso, Mali, Romania, Dominican Republic, and Madagascar have installed solar panels on their administrative buildings since

2023. This is an effective way to reduce their energy consumption and contribute to the ecological transition. The installation of these systems is crucial to achieving the Scope 2 emissions reduction targets in accordance with our trajectory validated by SBTi.

Refrigerants
consumed in 2024

149 kg

- 14.36 % vs 2023

Electricity consumed*
in 2024

1,087,555 kWh

- 6.02 % vs 2023
(*consumption for office buildings and warehouses)

Water consumed*
in 2024

9,014 m³

- 28.81 % vs 2023

(*consumption for the office buildings and warehouses)

4,339,252 liters

of fuel consumed for the use of our equipment
(excluding consumption of energy equipment on
telecom site. This mainly concerns here

the vehicles) in 2024

- 3.61 % vs 2023

Average vehicle-fleet CO₂ emissions

290 g/km

- 6.75 % vs 2023

OBJECTIVE 3: REDUCING OUR ENVIRONMENTAL FOOTPRINT

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

OUR METHODOLOGY

Camusat counts its greenhouse gas emissions using two methodologies:

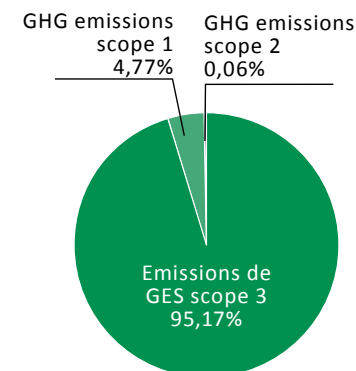
- Greenhouse Gas Emissions Assessment (BGES), created in 2010 and introduced in France following the Grenelle II law. This methodology provides a comprehensive picture of all direct and indirect greenhouse gas (GHG) emissions of an organization or project. Regarding fixed assets, it also has the advantage of distributing emissions over the actual lifespan of purchased equipment. This methodology thus avoids artificial peaks in emissions during years of significant investment, which is the case for the Aktivco division where, during the start-up phase of projects, these require large volumes of energy equipment to be purchased and installed on telecom sites.

- GHG Protocol, developed by the World Business Council for Sustainable Development (WBCSD) and World Resources Institute (WRI), aiming to create common international standard on calculating the greenhouse gas emissions of companies. This methodology for the greenhouse gas emissions assessment is today the only one recognized by the SBTi international organization and imposes the calculation by allocating all emissions of the assets on the year they were purchased, without taking into consideration their lifespan of those assets.

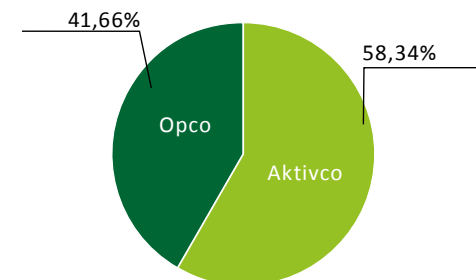
Because the Aktivco division manages investments that result in significant purchasing volumes at the start-up phase of projects, Camusat has chosen to communicate its results using the BGES methodology in its annual report.

The reported GHG emissions take into account the subsidiaries' energy consumption, refrigerant

Distribution of 2024
GHG emissions by
scope (BGES)



Distribution of GHG
emissions by division
(BGES)



OBJECTIVE 3: REDUCING OUR ENVIRONMENTAL FOOTPRINT

consumption, waste generated, purchases of goods and services, employee business and commuting travel, fixed assets, the use and end-of-life of sold products, and the transportation of equipment. All subsidiaries are included in the Group's carbon footprint.

The GHG emissions saved and avoided by customers thanks to the energy efficiency and to the renewable energy technologies are presented at page 28, but they are not counted to the negative emissions in the carbon footprint report.

OUR GHG EMISSIONS IN 2024

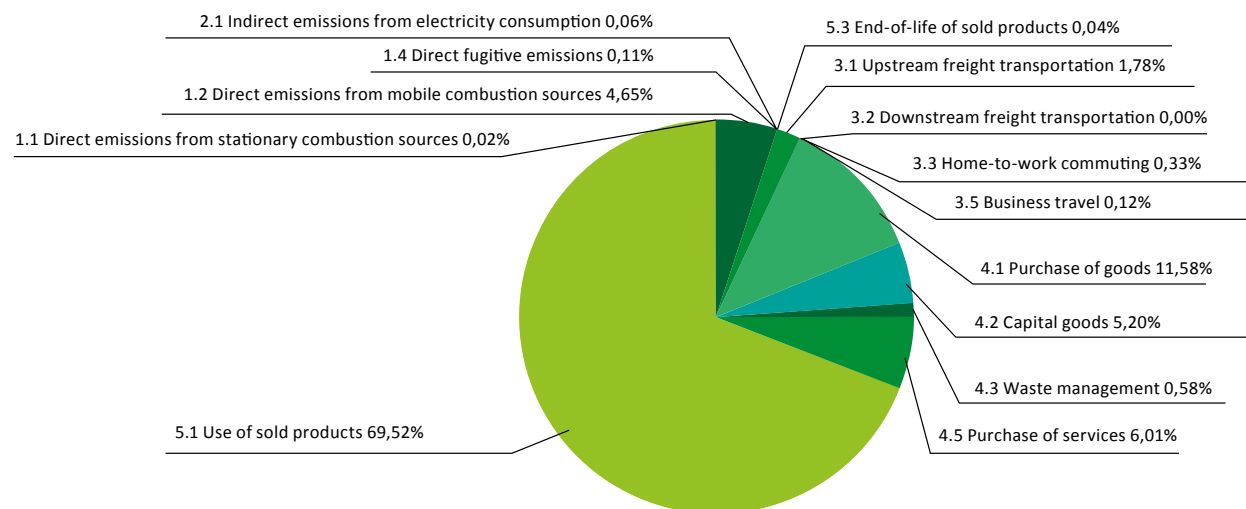
In 2024, Camusat emitted a total of 214,975 tonnes of CO₂ equivalent (BGES Methodology). Scope 1 and 2 emissions represent 4.83% of the Group's carbon footprint and come mainly from electricity and fuel consumption for the subsidiaries' vehicle fleet. Scope 3 emissions represent 95.17% of the Group's carbon footprint. Purchased

products and services account for 17.6% of emissions, fixed assets 5.2%, and the use of products sold 69.5%. Between 2023 and 2024, Camusat's GHG emissions increased by 10.7%.

This increase is explained by the growth of the Aktivco division, which requires significant purchases of energy equipment, fuel, and kWh of electricity to operate them. The graphs

illustrated above show the distribution of Camusat's 2024 carbon footprint across scopes 1, 2, and 3, including all greenhouse gas (GHG) emissions and all entities in the BGES version.

Distribution of GHG emissions by category in 2024 (BGES)



OBJECTIVE 3: REDUCING OUR ENVIRONMENTAL FOOTPRINT

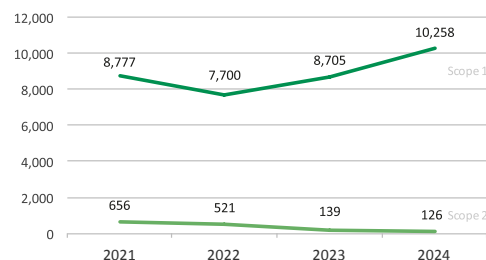
REDUCING OUR CARBON INTENSITY

Despite greenhouse gas emissions increasing in absolute value due to the Group's strong economic growth, Camusat reduces its carbon intensity between 2023 and 2024. This drop in intensity is the result of all the actions undertaken by the Group to reduce its environmental footprint.

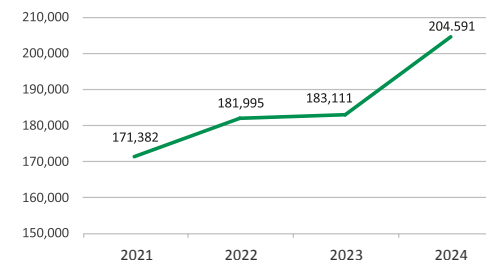
OUR CLIMATE COMMITMENTS

At end of 2022, Camusat committed to SBTi to define targets for reducing its greenhouse gas emissions, in line with the scientific recommendations drawn up at the end of COP21. The year 2023 was dedicated to the assessment of the Group's maturity in regard to Climate and redefining its low carbon strategy. Camusat was thus able to provide in 2024 its reduction targets by 2030 horizon to SBTi, who recently validated them.

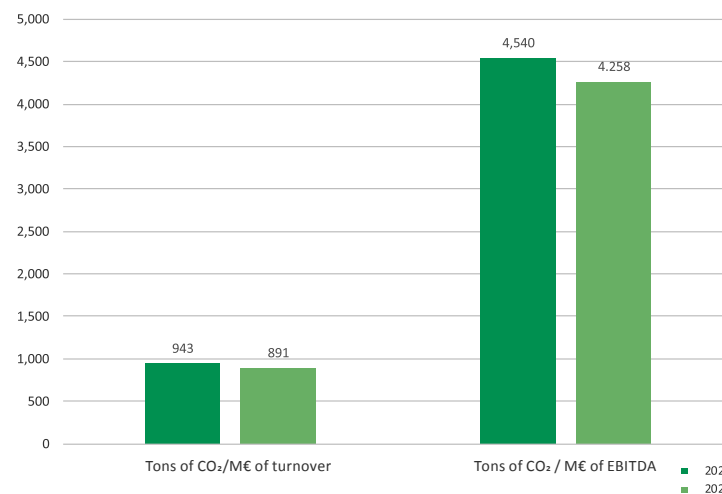
CO₂ emissions evolution for 2021 - 2024
Scope 1 et 2 (TCO₂)



CO₂ emissions evolution for 2021 - 2024
Scope 3 (TCO₂)



Carbon intensity - TCO₂/ M€ of Turnover and TCO₂ / M€ Ebitda



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



“Supporting our employees goes far beyond words — it’s about creating real opportunities for learning and development, making safety a shared priority, and valuing the diverse perspectives that strengthen us all. This is how we foster a culture where well-being is tangible, and everyone is encouraged to contribute and succeed.”



Caroline RICHARD
HR-ESG & EHS Group Responsible
for Africa & Indian Ocean

OBJECTIVE 1: CONTINUOUSLY STRENGTHENING ACCIDENT PREVENTION AND PROTECTION OF EMPLOYEES



EHS audit performed by the Management team - Kenya

GUARANTEE THE HEALTH AND SAFETY OF OUR EMPLOYEES AND PARTNERS

Engaging in occupational risk prevention is a demanding but valuable path. Beyond its regulatory nature, prevention is a real performance lever, helping to reduce absenteeism and turnover.

As part of the development of our new Environmental and Social Management System, we have reviewed and strengthened our procedures in terms of prevention and protection for both our employees and partners. These procedures cover, among other things, noise management on construction

sites, road safety, exposure to extreme temperatures, and the handling of hazardous materials.

This new system has also enabled us to refine our health approach, which is now focused on more structured management of our risks. The major risks are identified through systematic assessments and analysis of incident trends. They are then ranked in order to define targeted and effective action plans. Currently, the main risks identified concern driving vehicles, working at heights, and working on electrical installations.

From the moment they are integrated in our organization, our employees

are trained on these priority risks. Numerous tools are made available to our subsidiaries to ensure a continuous training process: an eLearning platform, interactive modules, and a network of internal EHS trainers.

Training is a fundamental pillar of our approach. In 2024, EHS training accounted for 69.4% of all training hours provided within the Group. The covered topics include working at height, electrical hazards, first aid, road safety, operating automated machinery, and preventing pollution incidents.

Our EHS training modules are available online and allow our EHS to



Road risk training - Romania

organize training sessions according to the on-field needs. This dynamic of continuous learning is regularly enriched to offer varied content with high value added.

Our subcontractors and customers benefit as well of these trainings. In 2024, our in-house trainers have provided them 765 hours of EHS training.

24,940

Number of EHS training hours in 2024

7,925

Hours of EHS training provided by our in-house trainers in 2024

7.96%

Frequency rate of work-related accidents

0.33%

Gravity rate of work-related accidents

2024 : 48 (+6.25% vs 2023)

Number of work-related accidents

75% of the work-related accidents resulted in work stoppage and **1,503** days lost in 2024

OBJECTIVE 1: CONTINUOUSLY STRENGTHENING ACCIDENT PREVENTION AND PROTECTION OF EMPLOYEES



RELYING ON AUDIT TO IMPROVE PERFORMANCE AND PREVENTION

Continuous improvement of our subsidiaries' performance is achieved through regular audits, particularly EHS compliance audits. These assessments verify the consistency and effectiveness of our risk management policy while anticipating potential crises.

Each year, EHS audits are conducted within our subsidiaries. They contribute to the improvement of the working conditions, detection of malfunctions, and implementation of appropriate corrective and preventive action plans.

This approach also applies to subcontracting management to ensure the quality of work and the safety of all personnel working on our telecom sites.

STRENGTHENING THE HEALTH AND SAFETY CULTURE

Workplace safety is an essential priority for Camusat. It forms the basis of a serene, rewarding professional environment that fosters team development. For several years, the Group has been actively committed to fostering a genuine culture of health and safety at all levels of the organization.

This is translated into the continuous training of our employees and managers, posting instructions

and best practices, the regular organization of safety briefings and talks, as well as internal challenges that encourage involvement and creativity around these issues.

Since 2024, a new procedure for managing and reporting Health, Safety, and Environment events has been deployed across our entities. It allows us to report any dangerous situation, incident, or near-incident, regardless of its nature. A true accelerator of our health and safety culture, this procedure strengthens prevention by promoting the rapid detection of weak signals and empowering everyone to continuously improve safety on a daily basis.

SUPPORTING THE WELL-BEING AND MENTAL HEALTH

At Camusat, workplace health is not limited to accident prevention: it includes the physical, mental, and emotional health of employees. Preserving health capital is a central issue for the Group.

The respect for individuals, carved in our Code of Ethics, is a fundamental value. In this regard, harassment or any form of violence in the workplace is strictly unacceptable.

Since 2023, a training module on the prevention of moral and sexual harassment has been systematically integrated into the induction process for new employees. This approach aims to ensure a respectful, safe, and dignified working environment for all.

93.4%

of permanent employees are covered by a health costs insurance

92%

of our permanent employees are covered by life and work-related accidents insurance

311

hours of training on fight against harassment and all forms of discrimination

115

members in health and safety committees with our subsidiaries

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



East Africa and Indian Ocean Regional Seminar - Uganda

ENCOURAGE THE ENGAGEMENT AND MOTIVATION OF OUR EMPLOYEES

Workplace fulfillment is an essential lever for stimulating the motivation, creativity, and involvement of our employees. This is why well-being and quality of life at work occupy a central place in the management strategy of the Group's subsidiaries. Beyond our duty to protect our teams, these commitments actively contribute to improving the overall performance of our entities.

Our managers have the responsibility to encourage a motivating work environment while assuring a high level of productivity. This is particularly achieved by concrete actions aimed to reinforce the team spirit, the cooperation and a feeling of belonging. The exchange of positive experiences, the recognition of individual and collective achievements and the celebrating the end of projects have become usual practices within our subsidiaries. These unifying moments help to strengthen team

cohesion and promote everyone's involvement.

In 2024, to develop further this approach, we launched an internal satisfaction survey with the aim of better understanding the expectations, feelings and needs of our employees. The results of this survey enabled us to identify the directions of concrete improvement and drive targeted action plans to sustainably reinforce the engagement and motivation of our teams.

Furthermore, the Covid-19 pandemic has profoundly transformed working methods and highlighted the importance of work-life balance. In response to these societal changes, our HR teams are rolling out social benefits policies adapted to local realities, including measures promoting safety, well-being, and flexibility. Teleworking, initially introduced for specific situations, has gradually become a hybrid work

organizational model. It is now offered regularly, when functions allow it, with the aim to offer our employees better time management and a more balanced work environment.

14.6%

voluntary
departure rate*
(* Resignation, retirement and
negotiated separation)

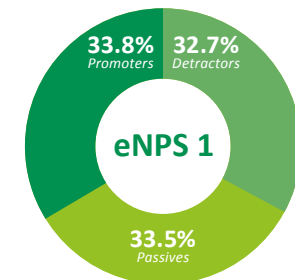
31.44%

staff turnover rate*
(* Including contracts with
limited duration)

4.8 years

of average seniority

Employees satisfaction:



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



Team Meeting - Tanzania

SOCIAL DIALOGUE, A LEVER OF OUR GLOBAL PERFORMANCE

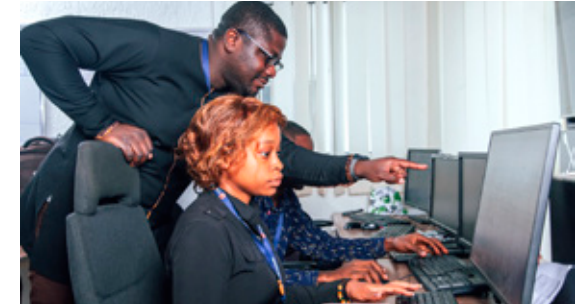
Quality social dialogue is a strategic asset for sustainably improving company's performance. The employees who are listened to, respected, and recognized contribute positively to the quality of life at work, strengthen their engagement, and, consequently, collective productivity.

Beyond its role in internal cohesion, social dialogue helps anticipate transformations in the world of work, support job development, and ensure a protective regulatory framework in the face of economic and social changes.

By the end of 2024, the Group had 91 employee representatives within its subsidiaries. Their mission is to

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

To strengthen these exchanges, several subsidiaries have implemented two-way communication systems between managers and their teams. This approach promotes a better flow of information, an active listening, and a climate of trust favoring the expression of ideas and collective problem-solving. It takes the form of suggestion boxes, think tanks, webinars and regular thematic meetings, real spaces for exchange and sharing.



91
employees' representatives
within our subsidiaries

82
employees
representing a labor union

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



Global Support Group Seminar - Romania

TRAINING, A STRATEGIC LEVER FOR OUR PERFORMANCE

In a sector as competitive and constantly evolving as telecommunications, the evolution of our employees' skills is a key differentiator. Investing in their professional development is essential provision to meeting our customers' expectations and supporting the sustainable growth of our business.

The yearly individual review is a key moment in the company's life, eagerly awaited by both employees and managers. It provides a

unique opportunity to review the achievements, discuss on areas for improvement, and set goals for future. Much more than a formality, it is a strategic tool for personal and collective development.

In 2024, 91.68% of employees had received an annual review. This exchange helped identify the skills that need to be strengthened to support the evolving professions and technologies. Each employee is thus encouraged to play an active role in their career direction, working with their manager to define their training needs.

On this ground, the training plans of each subsidiary are built to respond to operational priorities while remaining aligned to the Group's overall strategy.

A total of 10,993 hours of training were delivered in 2024, primarily focused on management, leadership, business management, language and digital skills, as well as environmental and social issues.

Developing internal training is a key focus of our strategy: in 2024, it represented 51.6% of the training provided. It allows us to leverage internal expertise while developing the teaching skills of our trainers.

Our eLearning by Camusat platform, launched in 2021, plays a central role in this dynamic. More than just an online learning tool, it integrates webinars, promotes sharing of best practices, and strengthens cross-functional communication within the Group. It is also used to relay strategic directions to subsidiaries. Today, it serves as a benchmark



Lean Six Sigma training - Uganda

for learning, information, and collaboration across the entire Camusat network.

35,932

total number of training hours in 2024

16.5

total average training hours by employee in 2024

91.68%

of employees had a yearly individual review in 2024

Distribution of training hours by professional category

Worker	61%
Administration	14.8%
Supervisor	11.2%
Manager	13%

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



West & Central Africa Seminar - Morocco

MOBILITY, A LEVER TO ACCELERATE PROFESSIONAL CAREERS

The opportunities for internal mobility are regularly discussed during yearly reviews, allowing each employee to freely express their desire to move within another subsidiary of the Group. The intra-

group transfers generally take two forms:

- Specific reinforcement of operational teams on specific projects,
- Training our teams on new expertise as part of the integration of complementary activities into certain subsidiaries.

This mobility dynamic promotes skills transfer and creation of synergies between subsidiaries, and contributes to the development of skills, staff retention, and motivation of employees. It also represents a real opportunity to accelerate the career paths and enrich field experience.

A TALENT AND KEY EMPLOYEES MANAGEMENT POLICY ADAPTED TO LOCAL REALITIES

Beyond the development of general competences, Camusat commits to identify and accompany a pool of high-potential employees. This approach, initiated many years ago, targets to sustainably support the development of talents and key managers within the Group.

Each year, a customized monitoring program is implemented with the aim to strengthen their competences in engineering, project management and management. These specific



West & Central Africa Seminar - Morocco

actions meet the Group's strategic needs on a mid and long-term horizon while promoting local talents in a development approach anchored in the countries where our subsidiaries are located.

OBJECTIVE 3: PROMOTING DIVERSITY AND INCLUSION



Fiber optic training for students - Romania

PROMOTING INCLUSION IN ALL OUR SUBSIDIARIES

Social inclusion aims to enable everyone to play their full role in society, particularly through access to employment. In several countries where the Camusat Group operates, many people remain excluded from the labor market due to barriers such as age, health, qualification

level, origin, or even career path interruptions.

Promoting inclusion in employment area means taking concrete action to support these groups towards stable professional activity, restoring their confidence, and enabling them to sustainably participate in economic and social life. This approach is fully aligned with our ESG policy and

constitutes a powerful lever in the fight against poverty and exclusion.

Through its subsidiary Aktivco, the Group works to secure career paths by offering stable contracts and long-term career prospects. This helps reduce job insecurity while promoting local skills.

Aware of the vulnerability to professional exclusion of young people, our subsidiaries also carry out actions to support training and education. They regularly welcome interns and apprentices, which represents both a recruitment pool and a concrete commitment to inclusion in the regions where we operate.



Partnership with a university - Cameroon

300

interns / work-study students in 2024, 22% of them being women

36

nationalities within our Group

OBJECTIVE 3: PROMOTING DIVERSITY AND INCLUSION



Celebrating Women's Day - Ivory Coast

PROMOTING EQUALITY OF CHANCES AND DIVERSITY

Through its commitments, particularly its membership of the UN Global Compact, Camusat affirms its commitment to making diversity a lever for performance and social cohesion. Our policy is based on fundamental values: equality, secularism, and mutual respect. It aims to prevent and actively combat all forms of discrimination.

We make it a point of honor in guaranteeing an inclusive environment, regardless of disability, age, origin, culture, gender, sexual orientation, physical appearance, or social status. Since 2023, a mandatory training module has raised awareness of these issues for all new employees upon their induction. It also addresses our commitment to equal opportunity and the principles of non-discrimination in recruitment processes.

Aware of the persistent gender imbalance, particularly due to the technical nature of our professions, we actively encourage our subsidiaries to promote the employment of women, including in technical and managerial roles. We regularly showcase the career paths of our female employees on our social media to inspire future candidates and provide a concrete demonstration of career prospects within the Group.

The professional training remains a powerful tool for reducing the gender inequality. In 2024, 12.6% of training hours were provided to the Group's female employees, a rate that reflects their share of our overall workforce and which we are committed to increasing.

Since 2023, we have also been piloting new mechanisms to accelerate professional equality. Following a successful pilot phase, a gender equality index has been rolled out across all subsidiaries since 2024. This tool makes it possible to objectively identify pay gaps, track progress, and implement concrete corrective action plans.

Finally, a new flagship initiative was launched in 2024: the organization of webinars dedicated to women. These exchange sessions, led by internal and external facilitators, aim to encourage the exchange of best practices, share inspiring stories, and strengthen the sense of belonging

and self-confidence of our female employees. These webinars provide a space for dialogue and inspiration to strengthen the position of women in our organization.

33.33%

of women represented
in Group Executive
Committee in 2024

26.67%

of women represented
in Management
Committees of our
subsidiaries in 2024

Staff at 12/31/2024

14.66%

(+1.76% vs 2023)

85.34%

311

hours of training provided on the professional
equality, non-discrimination and fight against any
form of harassment

INVESTING IN THE DEVELOPMENT AND RECOGNITION OF LOCAL COMMUNITIES



“Working in emerging countries means understanding that our success depends as well on the success of the communities around us. Investing in their development is investing in stability, trust, and the future. When local populations feel acknowledged and supported, they become our strongest allies.”



Florin CIUREA
Country Managing Director,
Camusat Madagascar

OBJECTIVE 1: CREATING JOB OPPORTUNITIES FOR LOCAL COMMUNITIES



NOC team - Uganda

INCLUSION TO CONTRIBUTE TO ECONOMIC DEVELOPMENT

Our Group places the development of local skills and the creation of economic opportunities at the heart of its corporate social responsibility strategy. In all the territories where we operate, particularly in Africa, we make local employment a key lever for our positive impact. It represents our proactive outreach to communities in the countries where we operate. It aims

to prevent and resolve problems, foster partnerships with local organizations and stakeholders, and demonstrate good corporate citizenship. Beyond being a responsibility, local roots are one of Camusat's main strengths, with a presence in more than sixteen countries across several continents.

As part of our construction, energy equipment installation, and telecom site maintenance projects, we

implement an active policy aiming at:

- Recruiting local talent as a priority, in line with the economic and social realities of the concerned regions;
- Developing partnerships with local service providers (subcontractors, transport companies, suppliers, etc.);
- Creating sustainable direct and indirect jobs, as close as possible to the sites of operation.

Camusat has also set itself as objective to participate to the improvement of the conditions under which the individuals and groups can participate in the life of the society. And to improve the conditions for their participation, strengthen their capacities, and give them more opportunities to live in dignity, the Group's subsidiaries are behind numerous actions aimed at combating social exclusion, the factor of which is

often linked to identity. The identities that are most often the cause of exclusion are sex, gender, race, ethnic origin, religion, age, professional status, or even disability.

Our E&S experts within our subsidiaries are responsible for the coordination of local stakeholders. Their main objectives, in alignment with HR managers, are to restore the social diversity, facilitate professional integration and guarantee the professional development of employees. For this purpose, their actions concretely consist of reaching out to communities and mainly to women and young populations in schools, universities and recruitment fairs. Offering internship opportunities is also an objective set for the subsidiaries in order to contribute to the professional integration of populations who may be far from employment.

OBJECTIVE 1: CREATING JOB OPPORTUNITIES FOR LOCAL COMMUNITIES



Technical expertise - Madagascar

DEVELOPMENT AND PROMOTION OF OUR LOCAL MANAGERS

Our Group is actively committed to creating sustainable economic opportunities for local communities in all the countries where it operates. Beyond employment, we place professional development and the promotion of local talent at the heart of our HR strategy, particularly in management positions.

We have made the choice to:

- Identify internal potential, with particular attention paid to employees from local communities;
- and Promote their access to positions of responsibility, including team management, project management, and technical supervision.

Multiple actions put in place contribute to reaching these objectives, such as the implementation of technical and management training programs adapted to field context, mentorship programs assured by the high experienced managers and development of internal mobility with the aim to give everyone the opportunity to broaden its competences.

To this date, several of our local subsidiaries are managed and co-managed by local talents from our teams. This policy enables to:

- Strengthen local anchoring of our Group;



Employees in managerial and technical positions - Cameroon

- Enrich our management culture through a better understanding of national contexts;
- and contribute to the sustainable economic development of the territories where we operate.

98%

local employees in 2024
(employees originating or having permanent residence in the countries where they work)

93%

of managers and supervisors originate or are permanent residents of the countries where they work

16

local partnerships in 2024

OBJECTIVE 1: CREATING JOB OPPORTUNITIES FOR LOCAL COMMUNITIES

APPLY SUSTAINABLE PURCHASE PRACTICES

In 2022 Camusat reviewed its Responsible Purchasing strategy, which aims to combine competitiveness, quality of purchased products and sustainable development. The objective is to simultaneously seek optimization of financial cost and the environmental and social cost. The fundamental aim 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 developed following a detailed analysis of supplier purchasing risks, which represent inherent dangers related to market developments and suppliers, and which could potentially cause harm to our Group. In a working group with our operational experts and our purchasing department, major

supplier risks were identified by analyzing risk factors, assessing their criticality, and implementing action plans to mitigate their impacts.

As part of a continuous improvement approach, the effectiveness of these action plans is monitored by our procurement department. Our responsible purchasing strategy is therefore a genuine purchasing performance tool that allows us to anticipate and mitigate risks.

Camusat has also defined a Supplier Code of Conduct back in 2023 which was submitted and presented to current suppliers. This Code is annexed to each contract or purchase order. The issuance of this Code aims to ensure that suppliers apply the highest standards in terms of safety, work conditions, fair and respectful treatment of employees, respect and protection of

environment and ethical practices. Our expectations towards suppliers are therefore clearly stated in the content of this Code and allow them to consult our requirements and expectations and interact with them.

To manage our responsible purchasing strategy, our teams have defined performance indicators as monitoring and evaluation tools. This reporting is developed starting from quantitative and qualitative elements and aims to assess the evolution of our action plans.

Aiming to guarantee that our responsible purchasing strategy reaches the set objectives, our Group buyers and technical experts were trained on sustainable development and climate change topics. The objective is firstly to raise awareness that sustainable development is an opportunity rather than a constraint and secondly to provide concrete

directions for reducing our risks, costs and creating value: seeking more energy-efficient resources, eco-responsible products and select suppliers aligned to our commitments to sustainable development.

47.3% of Group managed suppliers were evaluated based on ESG criteria

Representing **95.6%** of Group's total purchase volume

40.5% of Group managed suppliers integrate the ESG commitments into their global strategy

Representing **95.4%** of Group's total purchase volume

OBJECTIVE 1: CREATING JOB OPPORTUNITIES FOR LOCAL COMMUNITIES



INTEGRATING ESG CRITERIA: A CATALYST FOR LOCAL AND SUSTAINABLE EMPLOYMENT

The integration of ESG criteria into our purchasing practices has enabled us to promote suppliers and subcontractors committed on the environmental, social and ethical fronts. By giving priority to local and regional partners, we contribute in a direct manner to the economic development of the territories where we operate.

To put our Group on the path to a

sustainable approach, our responsible purchasing strategy plans the development of proximity. The aim being to develop a proximity sourcing and thus a more reasoned, respectful and responsible sourcing in terms of environment. Privileging the locally operated purchasing allows to reduce our CO₂ emissions related to transportation of equipment on one hand, and on the other promote economic development of the countries where Camusat operates. In other terms, by supporting local purchase we

contribute to the creation of indirect employment within the organizations of our suppliers and subcontractors.

In addition to technical criteria, selecting contractors based on ESG criteria ensures that the responsible procurement strategy achieves its objectives. As part of the implementation of our recent environmental and social management system, a contractor selection and management procedure is applied by our subsidiaries, thus harmonizing the scoring system for the selection and monitoring of suppliers and subcontractors at the central and local levels.

Our responsible purchasing becomes as well a real lever for positive impact and promotes:

- The creation and sustainability of jobs for local communities by stimulating the activity of small and medium-sized business and local artisans;

- The development of contractors' competences through shared requirements in terms of quality, safety, and sustainability;
- The inclusion of population excluded from employment by collaborating with insertion structures or social and solidarity economy.

95.7%

of our suppliers
are local suppliers (in number)

Distribution by number of Group managed suppliers based in vs outside Europe (in number):

In Europe

24.6%

Outside Europe

75.4%

OBJECTIVE 2: ENHANCING RESPONSIBLE AND REGULATION-COMPLIANT ACTIVITIES



ETHICS AT THE HEART OF OUR BUSINESS RELATIONSHIPS

As member of the United Nations Global Compact since 2015, the respect for Human Rights, of its fundamental rights, and ethical rules in general represents the foundation

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

media, respect for confidentiality, respect for individuals, social dialogue, and diversity.

Operating mainly in emerging countries exposed to corruption risks, Camusat defined in 2022 its corruption risk mapping for all its subsidiaries. Two major risks have been identified in the usual exercise of activity of our managers. An action plan has been established to emphasize raising awareness of our employees towards them. The main raising awareness actions are systematic training upon employment and periodic training on ethics in general and our own rules, practices and control and monitoring procedures.

The objective is to ensure that each new employment and all Group's employees are well informed on our policy prohibiting any form of favoritism, promise or request for unethical or illegal benefits. The

employees are also informed about the sensitive transactions' validation procedure, allowing them to contact an internal manager in delicate transactions involving an external party which could be perceived as or implies a favor. The validation criteria may vary from one country to another, particularly in terms of value and type of accepted benefits.

OBJECTIVE 2: ENHANCING RESPONSIBLE AND REGULATION-COMPLIANT ACTIVITIES



OUR ETHICS AND GRIEVANCE MANAGEMENT SYSTEM

All chapters of our Code of Ethics, such as combating conflicts of interest, fraud, money laundering, anti-competitive practices, and information security, are integrated into our awareness-raising efforts. These initiatives aim to strengthen the culture

of ethics within the Group and limit operational, legal, and reputational risks.

Aware that our employees are the primary stakeholders in ensuring the compliance, we regularly conduct awareness campaigns on ethics and anti-corruption issues. These actions

contribute to a better risk management and to the continuous improvement of our ESG performance.

A due diligence program is implemented through internal audits conducted annually by the HR-ESG & EHS department. These spot checks confirm the effective application of our Code of Ethics across all Group entities.

The received alerts are reviewed by the Ethics Committee, which ensures their impartial treatment in a strictly confidential manner. Where appropriate, investigations are conducted to determine corrective measures to be implemented.

In addition, a new grievances management mechanism has been put in place in 2024 with the aim of guaranteeing a rigorous and confidential treatment of such alerts. This mechanism, open to all our internal and external stakeholders, allows reporting of any suspicious situation or situation that is contrary

to our Code of Ethics to the law or to current regulations.

These voluntary measures are part of an approach of transparency, responsibility and prevention, serving a work environment that is honest, secure and respectful of the fundamental rights.

2,260

training hours in 2024
dedicated to ethics and
anticorruption topics

0

disputes and fines for
non-compliance with
regulations

OBJECTIVE 2: ENHANCING RESPONSIBLE AND REGULATION-COMPLIANT ACTIVITIES

PROTECTING PERSONAL DATA AND INFORMATION

Since the General Data Protection Regulation (GDPR) came into force in 2018, the personal information processing has been regulated uniformly throughout the European Union. This legal framework aims to:

- Strengthen the rights of individuals;
- Empowering data processing organizations;
- Strengthening regulation through cooperation between competent authorities.

Beyond regulatory compliance, protecting the personal data and confidential information of our clients, partners, and employees is a priority for Camusat. It directly contributes to the trust we build with our stakeholders, as well as to preserving our reputation.

Several actions have been implemented, including:

- Appointment of a data protection officer in each subsidiary;
- Update the internal policies and procedures relating to the management of personal data;
- Review of contracts with our clients, partners, and employees to ensure GDPR compliance;
- Strengthening of contractual clauses with our partners who process data on our behalf;
- Continuing improvement actions and security measures designed to preserve the security and confidentiality of personal data and confidential information.

PROACTIVE MANAGEMENT OF RISKS RELATED TO DATA PRIVACY AND CYBERSECURITY

In 2022, Camusat has performed a complete assessment of its maturity level in terms of protection of personal information and cybersecurity, with the support of an external specialized expert organization. This assessment has enabled us to identify the priority axes of improvement for the improvement and to structure our risks prevention strategy.

Since then, an operational partnership with this specialized company has allowed us to ensure the continuous monitoring of our information systems and to reinforce our response capacity in case of incidents.

In 2024, a security incident was detected, rapidly managed thanks to our monitoring mechanisms and to the activation of our response cell. No major data compromise was observed,

and corrective measures were implemented immediately to prevent any recurrence.

Raising employee awareness remains at the heart of our approach. All new hires receive mandatory training on data protection and cybersecurity, which is rolled out across all our subsidiaries.

This training covers:

- Social engineering risks,
- Best password management practices,
- Detecting malicious links and fraudulent emails.

Accessible 24/7 on our eLearning platform, this module helps maintain a high level of collective vigilance against digital threats.

Our approach combines anticipation, transparency and continuous improvement to guarantee a secure digital environment for our employees, customers and partners.

OBJECTIVE 3: CONTRIBUTING TO IMPROVEMENT OF LOCAL LIVING CONDITIONS



Equipment donation to a maternity - Chad

ASSOCIATIVE INVOLVEMENT OF OUR SUBSIDIARIES

In accordance with IFC performance standards, our subsidiaries are actively committed to improving local living conditions, working closely with stakeholders in each region. These actions give meaning to our presence on the ground and are fully in line with our economic, social, and environmental responsibility.

Regular dialogues are conducted with local stakeholders to identify real needs and strengthen the positive impact of our activities. This dynamic is integrated into the strategy and governance of our subsidiaries and is driven daily by our EHS Managers.

Each year, an action plan is implemented across subsidiaries to develop partnerships with associations, institutions, and

community initiatives aligned with the priorities and impacts of our activities. These actions aim to:

- Support post-natural disaster rehabilitation;
- Participate in the fight against poverty;
- Contribute to improving health conditions;
- Promote social causes through sport.



Distribution of food and hygiene products following floods - Senegal



Blood donations by local teams - Senegal

The forms of engagement are varied and adapted to local contexts:

- Equipment donations, financial support, or skills sponsorship,
- Support for reintegration and social inclusion programs,
- Employee engagement around solidarity or local development projects.

OBJECTIVE 3: CONTRIBUTING TO IMPROVEMENT OF LOCAL LIVING CONDITIONS



ENCOURAGE AND RECOGNIZE OUR VOLUNTEER EMPLOYEES

Since 2016, Camusat has contributed to the social and economic development of the countries where we operate, notably through its « I volunteer with Camusat » initiative.

Through this initiative Camusat encourages and recognizes its employees actively involved as volunteers for organizations working in Education, Health and Environment areas.

This initiative is fully aligned with the UN Sustainable Development Goals (SDGs) that Camusat had defined as priorities, and embodying the Group's community and human dimension.

The selection of the projects our Group supports goes through several phases:

1. Launching a call for projects: our interested employees submit their project by creating a proposal,
2. Projects' selection: the received applications are evaluated and selected based the criteria indicated by the Group,
3. Setting up a support : the selected volunteer employees are contacted and the management of the Group's HR-ESG & EHS department work closely with them to determine the best way to support the organization to carry out its project,
4. Recognition of the volunteer employees and their project: we periodically communicate about the

selected project and their evolution.

Each project has its own particularities, and the support provided by Camusat to associative organizations could be translated in several types of support: financial, technical/operational or even human support.

To date, Camusat has supported projects in the following countries: Kenya, Haiti, Liberia, Cameroon, Uganda, Romania and Tanzania.

In 2023, Camusat has selected the project of one of our employees in Cameroon, who is a member of *Support for Special Needs Children (The Disadvantaged and Disabled)* organization in Cameroon (SFSNIC). This association aims to provide the necessary needs for disadvantaged, vulnerable, and disabled children in rural and urban areas of the Fako region of Cameroon. The association's initiative helps around fifty children and supports their education.



The association's project benefits fifty children and provides support for their education.

Camusat provided as well financial support for school fees, bags, uniforms and clothing, pens, books, and notebooks. These school kits were distributed to the children during a meeting organized within the school premises by the SFSNIC association team, our volunteer employee, and the Camusat Cameroon management team.

SCOPE AND OBJECTIVES



“Having a reliable ESG reporting is like holding a compass in your hand: without solid data, you're moving blindly. But with high-quality reporting, every decision is grounded in facts. It allows us to measure our impact, adjust our actions, and move toward our goals with confidence.”



Karim CHEKROUN
Country Managing Director,
Camusat Cameroun

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 2024 calendar year, ending at December 31, 2024. The information was collected from all our subsidiaries, taking into consideration of the organizational changes occurred in 2024 (creation, closure, transfer of activity).

OBJECTIVES AND INDICATORS' REPORTING PROCESS

The ESG reporting aims to respond to multiple challenges:

- Performance monitoring, management of ESG commitments and analysis of levers driving actions and progress;

- Expectations of internal and external stakeholders: shareholders, investors, extra-financial rating agencies, general management of the Group, employees, general public, customers, partners, etc.

Part of this approach, the extra-financial indicators are monitored aiming:

- Provide a better visibility of the overall performance of our company and its subsidiaries. In addition to the financial indicators, the extra-financial indicators enable us to identify the strengths, area for improvement as well as the opportunities associated to our activities.
- Measure and communicate the ESG performance and the progress made towards achieving the set objectives.

Our extra-financial information was collected thanks to a new reporting platform that we have developed and integrated in 2024 which enabled us to:

- Make our reporting protocol more reliable and strengthen;
- Have recognized ESG benchmarks (CSRD) and link them with our indicators in order to generate the reporting expected by all our stakeholders;
- Enhance our data with qualitative observations;
- Comply with the requirements of the auditing bodies thanks to a complete traceability;
- Carry out independently carbon footprint reporting of our subsidiaries using BGES and GHG Protocol methodologies;
- Analyze the most significant emission sources in order to target the most effective actions and achieve our decarbonization objectives.



The extra-financial information is collected each semester and some of them annually from each of our subsidiaries. Once the information collected, it is then subject to control from our HR – ESG Regional Managers. After the information is validated, a second verification is performed by the HR ESG EHS Group management who further consolidates the data for the publication in the present report.

INFORMATION ON OUR EXTRA-FINANCIAL REPORTING

ENVIRONMENT	Unit of measure	2024	2023
CO₂ EMISSION (BGES methodology)			
CO ₂ emissions	TCO ₂	214,975	191,955
CO ₂ emissions scope 1	%	4.77	4.53
CO ₂ emissions scope 2	%	0.06	0.07
CO ₂ emissions scope 3	%	95.17	95.39
CO ₂ emissions avoided	Tons	42,761	43,396
Nox gas emissions avoided	Tons	125.345	149.83
Weight of turnover providing environmental added value	%	48.5	39
WASTE			
Waste generated	Tons	822.7	542.59
Proportion of hazardous waste	%	70.1	37.8
Proportion of incinerated waste	%	0.5	4
Proportion of recycled waste	%	66.8	79
Proportion of recycled waste intended for a 2nd life (without transformation)	%	6.4	-
Proportion of landfilled waste	%	6.9	17
ENERGY CONSUMPTION			
Electricity consumed on telecom sites (scope 3)	kWh	135,662,976	91,858,479
Electricity consumed by offices/ warehouses (scope 2)	kWh	1,087,555	1,157,209
Natural gas consumed	kWh PCS	146,807	121,292
Refrigerant fluid consumed (scope 1)	Kg	149.6	174
Water used (offices/warehouses)	m3	9,014	12,662
"Fuel consumed to use our equipment (vehicles, work equipment, etc.) (scope 1)"	Liters	4,339,252	4,502,037
Average emissions of CO ₂ from vehicles fleet	G/km	290	311
Total energy production (telecom sites)	kWh	230,177,000	-
Including production of energy from renewable sources	%	28.5	-
Solar energy production capacity installed over the period	Kwc	19,220	-

BIODIVERSITY	Unit of measure	2024	2023
Number of telecom sites equipped with Aktivco energy system(s) located in areas where biodiversity is protected	Number	228	173
Trees cut for telecom sites construction needs	Number	416	425
Trees replanted	Number	7,305	2,222
SOCIAL			
HEADCOUNT ON 12/31			
Total headcount (number)	Number	2,176	2,521
Total headcount (FTE)	Number	2,168	-
Women (number)	%	14.66	12.9
Men (number)	%	85.34	87.1
Women (FTE)	%	14.60	-
Men (FTE)	%	85.40	-
Headcount distribution by professional category and gender			
Women workers	%	2.6	2.4
Men workers	%	50.5	56
Women administrative	%	8.1	6.9
Men administrative	%	11.5	11.1
Women supervisors	%	0.8	0.8
Men supervisors	%	12.5	10.4
Women managers	%	3.1	2.8
Men managers	%	10.8	9.6
Headcount distribution by type of contract			
Permanent employees	%	69.4	76.95
Temporary employees	%	30.6	23.05

INFORMATION ON OUR EXTRA-FINANCIAL REPORTING

Temporary workers	Unit of measure	2024	2023
Temporary workers (FTE)	Number	1,721.1	-
Women temporary workers (FTE)	%	3.5	-
Men temporary workers (FTE)	%	96.5	-
Headcount distribution by geographical area			
West and Central Africa	Number	707	618
East Africa and Indian Ocean	Number	838	902
CALA and Europe	Number	631	1,001
Hirings/ Leavings			
Hirings	Number	640	936
Leavings	Number	945	566
Turnover (including temporary contracts)	%	31.43	33.77
Voluntary leavings	%	14.6	14.21
LABOUR RELATIONS			
Employee representatives	Number	91	58
Members of Health and Safety Committees	Number	115	71
Subsidiaries with employee representatives	%	71.4	64
Employees representing a union	Number	82	-

TRAINING AND SKILLS	Unit of measure	2024	2023
Training hours delivered	Number	35,932	43,292
EHS training hours delivered	Number	24,940	35,559
EHS training hours delivered by our internal trainers	Number	7,925	7,341
Training hours carried out internally	%	52	45
Average training hours by employee	Number	16.5	17.2
Training hours provided to Women	%	13	12
Training hours provided to Men	%	87	88
Training hours provided to "Workers"	%	61	61
Training hours provided to "Administrative"	%	15	12
Training hours provided to "Supervisors"	%	11	15
Training hours provided to "Managers"	%	13	12
Climate change training hours	Number	139	-
Ethics/ anticorruption training hours	Number	2,260	-
Training hours on gender equality, non-discrimination and the fight against all forms of harassment	Number	311.43	-
Annual reviews achieved	%	91.68	93.13

INFORMATION ON OUR EXTRA-FINANCIAL REPORTING

HEALTH AND SAFETY AT WORK	Unit of measure	2024	2023
Work-related accidents	Number	48	45
Work-related accidents leading to a work stoppage	Number	36	39
Work-related accidents which resulting in death	Number	1	0
Calendar days of work stoppage following a work-related accident	Number	1,503	2,678
Work- related accident severity rate	%	0.33	0.56
Work- related accident frequency rate	%	7.96	8.21
Sick leave calendar days	Number	6,105	7,250
Maternity leave calendar days	Number	2,322	2,647
Paternity leave calendar days	Number	794	-
Absenteeism rate	%	0.24	-
Permanent employees covered by a collective agreement	Number	599	-
Permanent employees (permanent contract) of the registered headcount benefiting from a health insurance scheme	Number	1,411	-
Permanent employees (permanent contract) of the registered headcount benefiting from insurance which covers work-related accidents	Number	1,390	-
DIVERSITY			
Nationalities	Number	36	36
Women members in the Group Executive Committee	%	33.3	33.3
Women members in Subsidiaries Executive Committees	%	26.67	25.6
Average seniority	Number	4.8	4.42
Average age	Number	38.4	38.8
Employees under the age of 30 years	%	23.8	27.9
Employees above the age of 50 years	%	10.0	8.3
Disabled employees	Number	4	36
Average gender equality index (/100)	Number	53.15	-
EMPLOYEES SATISFACTION			
Latest employee satisfaction survey: eNPS (-100/ +100)	Number	1	-

COMMUNITY & GOVERNANCE	Unit of measure	2024	2023
LOCAL ANCHORING			
Local employees	%	98.1	98.3
Local managers and supervisors	%	93.4	92.8
Internships/ work-studies	Number	300	-
Women interns/ work-study students	%	21.7	-
Subcontractor employees	Number	7,528	-
Women subcontractor employees	%	5.5	-
Local partnerships	Number	16	-
SUSTAINABLE PROCUREMENT			
Local suppliers (number)	%	95.7	96
Suppliers located in Europe (number)	%	24.6	28
Suppliers located outside Europe (number)	%	75.4	72
"Group managed suppliers assessed on ESG criteria (number)"	%	95.6	99.6
"Group managed suppliers integrating the ESG dimension into their strategy (purchase volume) "	%	95.4	97.9
ETHICS AND GOVERNANCE			
Ethics alerts activated	Number	1	1
Litigation and fines for non-compliance with regulations	Number	0	0
Information security incidents	Number	1	0
Ethics, anti-corruption and regulatory compliance audits carried out	Number	3	-



Making sustainability a smart choice for telecom infrastructures



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