



**SUSTAINABILITY
COMMUNICATION
2023**





vantiva 

2023

SUSTAINABILITY COMMUNICATION

Ambitious **Talent Acquisition** and **Development** programs

A commitment to drastically reduce Group's carbon emissions made to the **Science Based Targets initiative**

Recognition of CSR performance by rating agencies (*Platinum medal* by EcoVadis, *Top 2%* rank by S&P Global, *C+ Prime* rating by ISS ESG)

MESSAGE FROM THE CEO

ON CORPORATE SOCIAL RESPONSIBILITY'S ACHIEVEMENTS IN 2023

GRI [2-22 Statement on sustainable development]

Dear Stakeholder,

At Vantiva, Corporate Social Responsibility (CSR) is an embedded value managed at the highest level. All strategic orientations, initiatives, and commitments relating to Sustainable Development are reviewed by the Board of Directors and its Governance & CSR Committee. In line with the emerging criticality of CSR, the Group has added a Chief Compliance Officer who has improved the compliance program substantially in order to keep ethics at the heart of Vantiva's business practices.

One of the foundations of our CSR approach has been our longstanding adoption since 2003 and renewed commitment every year to the Ten principles of the *United Nations Global Compact* (UNGC), and our willingness to integrate the *United Nations Sustainable Development Goals* (SDGs) in our CSR reporting.

More specifically, Vantiva policies and practices prohibit the use of child labor, forced labor, human trafficking, and modern slavery, and any form of discrimination and harassment in its operations and its supply chain, and require our suppliers to comply with our standards. The resulting governance processes have helped to place Corporate Social Responsibility at the center of our business approach and ensure that commercial needs are appropriately balanced with those of local communities, the environment, our business partners, and, of course, our workforce.

Diversity, Equity, and Inclusion (DEI) are key for all businesses of the Group in order to reflect the societies we serve and operate within to foster our creativity and promote an equitable approach. We aim to recruit and retain the most talented people from a broad range of disciplines and experiences, regardless of race, gender, sexual orientation, religion, ethnicity, national origin, or ability status. In 2023, Vantiva joined the *CEO Action for Diversity & Inclusion™*, the largest CEO-driven initiative dedicated to promoting DEI in the workplace, with more than 2,500 CEOs having pledged to create more inclusive cultures. In its pledge, Vantiva publicly shared its actions to reduce its gender pay gap to 1%. In 2023, we strongly encouraged local initiatives to promote Diversity, Equity, and Inclusion in our communities, and new initiatives are being launched in 2024 to be more inclusive of visible and non-visible minorities.

Focused on supply chain vigilance, Vantiva added in 2018 a more systematic risk assessment of suppliers with the implementation of the *EcoVadis* assessment platform to engage and monitor the supply chain for suppliers above a yearly spending threshold of more than €1 million (reduced to €750 thousand in 2022). In 2023, these covered suppliers represented 93.4% of the Group's total spending, and around 73.4% of suppliers above the spending threshold were assessed by *EcoVadis*. Since 2016 Vantiva has been a full member of the *Responsible Business Alliance* (RBA) after adopting its code of conduct in 2014. RBA full membership includes compliance requirements for risk assessment, periodic third-party audits of all critical suppliers, and verified alignment of all RBA code aspects in our own Code of Ethics, with an intense focus on protecting Human Rights. Our focus is not only on compliance, but to deliver products that are manufactured well, are safe for our customers to use, and respectful of fair environmental and labor practices in the supply chain.

Concerning climate change and the circular economy, Vantiva took steps to fulfill its responsibilities as a global corporate citizen and committed a carbon trajectory to the Science Based Targets initiative (SBTi) and the Net-Zero Standard at the end of 2021. The Group submitted its near-term targets for validation during 2022 with an ambitious short-term outcome below 1.5°C by 2030 (57% absolute reduction in Scope 1+2 emissions by 2027 from a 2021 base year and 52% reduction in Scope 3 emissions from use of sold products per unit sold by 2030 from a 2021 base year). Vantiva further committed that 30% of its suppliers by emissions covering purchased goods and services will have science-based targets by 2027. These near-term targets were fully validated and approved by SBTi during 2023. On the longer-term, Vantiva is committed to providing a clearly defined pathway to reach Net Zero before 2050, and we expect SBTi to validate our targets in 2024.

The Company also participated in the Carbon Disclosure Project (CDP) for the sixteenth successive year. The Group started implementing eco-design guidelines in 2008 and has long taken a positive stance towards environmental issues in the

development, manufacturing, energy use and ultimate disposal of its products, bringing benefits for both customers and the environment. More than ever, Vantiva is committed to investing in sustainable products and to supporting its customers achieve their ESG targets.

Content security and protection, areas where the Group has demonstrated strong expertise since its inception, remain high on the CSR agenda. Vantiva has issued a Security Policy and implemented an internal program to address risks such as content leaks affecting customers (video content), suppliers (source code), or employee personal data, as well as to defend its products and systems against cyberattacks or theft of otherwise valuable intellectual property.

Employee health and safety also remain an important focus, demanding continuous vigilance and innovation to ensure we do everything possible to keep our employees safe. During and since the pandemic, Vantiva launched multiple programs and working groups to safely adapt to new and changing conditions, all while continuing to support our customers and business lines. Many aspects, such as global management issues, evolution and tracking of requirements and conditions across multiple sites and countries, care of employees, families, and communities, and continuity of business and operations, have reinforced Vantiva's business resilience and response in managing unforeseen risks.

For the eleventh consecutive year, an external audit of our social, environmental, and societal information reporting took place. Our commitment since 2014 to align our sustainability reporting to the *GRI Standards*, a worldwide reporting framework on sustainability, relies on diligent data harvesting processes, and audits help us retain focus year after year. For 2023, Vantiva has reported in accordance with the *GRI Standards* and has successfully completed the *GRI Content Index - Advanced Service*. Vantiva thereby demonstrates that its non-financial information and disclosures are exhaustive, giving stakeholders more control over the transparency, comparability, quality, and accountability of the Group's sustainability data.

These long-term efforts have all been recognized by external and independent rating agencies. After receiving Gold Medal accolades from *EcoVadis* for the past three consecutive years (2018-2021), Vantiva earned its second "Platinum Medal" in 2023, the highest distinction awarded. We now rank among the top 1% of companies worldwide, regardless of size or industry, with a sustainability performance rated "Advanced" in all categories assessed by *EcoVadis*.

In 2023, for its second year of sustainability assessment by *S&P Global*, Vantiva moved up in the *S&P Global ESG Score 2022* and reached the 98th percentile, ranking among the top 2% of companies in the Communications Equipment industry globally. In 2023, Vantiva achieved *ISS ESG "Prime"* status for the third time, after having reached in 2021 the *ISS "Best-in-class"* status and the *ISS QualityScore Level 1* - the highest rating awarded by *ISS* - for both our Environmental and our Social Performance. Vantiva's ranking assessed by *EthiFinance ESG Ratings* in Europe has steadily improved in past years, and the Group is now ranked, every year since 2019, among the top companies, largely outperforming the average benchmark.

Vantiva remains committed to advancing these goals, which are essential to our business and society.



Luis Martinez-Amago,
Chief Executive Officer



Contents

Message from the CEO	3		
Methodology note			
Company profile			
GRI Sustainability Reporting Standards	5		
1	The Group's Corporate Social Responsibility Risks and Materiality	6	
1.1	Overview and business model of the Group	6	
1.2	CSR risks	14	
1.3	Materiality matrix	15	
1.4	Approach to sustainability	16	
1.5	United Nations Global Compact and Sustainable Development Goals	16	
2	Human Capital	18	
2.1	Workforce evolution and composition	18	
2.2	Management and development of talent	21	
2.3	Management of business cycles	27	
2.4	Diversity, Equity and Inclusion	28	
2.5	Business transformation and social dialogue	31	
2.6	Health and Safety at work	33	
2.7	Absenteeism	35	
2.8	Community impact and regional development	36	
2.9	Relations with external stakeholders	36	
2.10	Customer satisfaction – case studies	37	
3	Human Rights and working conditions	42	
3.1	Human rights and working conditions in the supply chain	42	
3.2	Fight against harassment and discrimination	44	
4	Climate change	46	
4.1	Carbon emissions	47	
4.2	Energy efficiency	49	
4.3	Renewable and decarbonated energy	50	
5	Circular economy	52	
5.1	Recycling of waste and optimization of raw material	53	
5.2	Environmental footprint of products	57	
5.3	Sustainable water management	61	
5.4	Additional environmental aspects	62	
6	Green taxonomy	64	
7	Safety of customers, protection of content and business resilience	72	
7.1	Product compliance and ban of hazardous materials	72	
7.2	Content security, cyber risks and respect of intellectual property	74	
7.3	Business continuity and business resilience	76	
8	Fairness of business practices	78	
8.1	Competition rules and anti-bribery	78	
8.2	Tax management	80	
9	CSR key data	82	
9.1	Key Sustainability Data	82	
9.2	Sustainability data collection method and rationale	84	
10	CSR performance assessment	86	
11	Report of one of the Statutory Auditors, appointed as independent third party, on the verification of the consolidated non-financial performance statement	90	
12	Vigilance plan	94	
13	GRI content index	96	
14	Abbreviations	120	

Methodology note

(about 2022 spin-off of Technicolor Creative Studios and non-financial disclosures)

GRI [2-4 Restatements of information]

Vantiva legal entities and activities were part of the former Technicolor group until September 27, 2022, when the Technicolor Creative Studios legal entities and activities were spun off from the Vantiva group. The respective non-financial performances of these activities have been reported under the Technicolor group in recent years.

As part of the process of spinning off the Technicolor group between Vantiva and Technicolor Creative Studios, and during a temporary transitional period which ended in 2023, a number of employees working for Technicolor Creative Studios had a working contract with a legal entity of the Vantiva group and vice versa.

According to the French Commercial Code, the disclosure of non-financial performance must be carried-out on the basis of the Vantiva group's legal entities. Tables and figures will be primarily presented according to this legal

requirement, based on the legal entities that are part of the Vantiva group, throughout 2023.

To provide a consistent view of the scope of activities, a comparison with the years 2022 and 2021 will be primarily provided based on the scope of Vantiva's legal entities. It also includes employees working exclusively for Technicolor Creative Studios but who are part of Vantiva legal entities.

The same approach will be applied to health and safety data as well as environmental data.

For the purpose of allowing comparison with previous years, an estimate of health, safety, and environmental data will be provided for 2021 on the basis of the breakdown of information published in the past between the different activities of the Technicolor group, if the breakdown by legal entity proves impossible or not relevant.

Company profile

GRI [2-1 Organizational details] [2-3 Reporting period, frequency and contact point] [2-7 Employees]

Legal and business name: VANTIVA

Registered office:

10, Boulevard de Grenelle
75015 Paris
France

E-mail: investor.relations@vantiva.com

Website: www.vantiva.com/

X (Twitter): [x.com/vantiva](https://twitter.com/x.com/vantiva)

Domicile, legal form and applicable legislation: Vantiva is a French joint-stock company (*société anonyme*), governed by the French Commercial Code, by all laws and regulations pertaining to corporations, and its by-laws.

The Company is registered with the Trade Registry (*Registre du commerce et des sociétés*) of Paris under No. 333 773 174. Its APE Code, which identifies a Company's type of business and activities, is 7010Z, corresponding to the business of corporate administration.

Date of incorporation and term of the Company: Vantiva (ex-Technicolor) was formed on August 24, 1985. It was registered on November 7, 1985, for a term of 99 years, expiring on November 7, 2084.

Fiscal year: January 1 to December 31.

Stock Exchange: Vantiva is listed on the Euronext Paris exchange (symbol: VANTI).

For more information, please refer to Chapter 1 (Presentation of the Group), section 1.4 (Share capital and shareholding) of [Vantiva Universal Registration Document 2023](#).

Activity: Vantiva is a global technology leader comprising Connected Home and Vantiva Supply Chain Solutions (the former DVD Services division), two market-leading businesses, led by world-class management teams. All other unallocated business activities and functions are presented within the "Corporate & Other" segment. For a detailed description of the Group's segments, please refer to chapter 1.1 of this report (Overview and business models of the Group), and section 1.2 (Organization and business overview) of [Vantiva Universal Registration Document 2023](#).

In fiscal year 2023, Vantiva generated consolidated revenues from continuing operations of €2,075 million. As of December 31, 2023, the Group had 4,328 employees in 20 countries.

GRI Sustainability Reporting Standards (GRI Standards) and disclosures

Since 2014, Vantiva has followed the **GRI Standards**, the globally recognized framework for sustainability reporting, to structure its economic, environmental, and social reporting.

For the period January 1, 2023, to December 31, 2023, Vantiva has reported **in accordance with the GRI Standards**, thereby demonstrating that the Group's non-financial information and disclosures are exhaustive.

The report includes a **GRI Content Index** with a statement of use for reporting in accordance with the GRI Standards. Vantiva has successfully completed the GRI Content Index - Advanced Service (please refer to Chapter 13 of this report). The Content Index - Advanced Service is the most detailed review of the GRI content index for reports based on GRI Standards. It ensures a high standard of accuracy and usability for the GRI content index.

For the **Content Index - Advanced Service**, GRI Services reviewed that the GRI content index has been presented in a way consistent with

the requirements for reporting in accordance with the GRI Standards, and that the information in the index is clearly presented and accessible to the stakeholders.

GRI Disclosure labels (for example GRI [2-1 Organization details], GRI [3-1 Process to determine material topics]) are included in both [Vantiva Universal Registration Document 2023](#) (available on Vantiva's website) and in this Sustainability Report. Disclosures labels help report readers to navigate and locate the information that they are looking for as indicated in the GRI Content Index. They contribute to giving more control over the transparency, comparability, quality, and accountability of the Group's sustainability data.

All sustainability reports covering Vantiva activities for the past 12 years are available on the Group's website in the CSR section: <https://www.vantiva.com/corporate-social-responsibility/>, and include a GRI Content Index since 2014.

1. The Group's Corporate Social Responsibility Risks and Materiality

GRI [2-14 Role of the highest governance body in sustainability reporting]



“Corporate Social Responsibility and Sustainability are no longer about doing less harm, they are about creating more benefits for the long-term. These topics have moved from the periphery of the business to its very center and have become necessary to its survival. Businesses that focus on CSR, and excel at it, are discovering it brings a competitive advantage with broad benefits to all stakeholders, and I am very happy that Vantiva is working in this way.”

Tom Sipher, Head of Corporate Social Responsibility

At Vantiva, all strategic orientations, initiatives and commitments relating to Corporate Social Responsibility (CSR) and Sustainable Development are reviewed by the Board of Directors and its Governance & Social Responsibility Committee.

Within the Group, the Corporate Social Responsibility Department oversees the CSR processes in cooperation with the business divisions. CSR

is supported by the People and Talent network and the Environment Health and Safety network, each with responsible local members located at the main sites. CSR reports to the Chief Officer – People and Talent, CSR and Corporate Legal, who is a member of the Group's Executive Committee, and who defines Human Resources and CSR strategic priorities in line with Vantiva's Strategic Plan, and drives initiatives across the Group's activities.

1.1 Overview and business model of the Group

GRI [2-6 Activities, value chain and other business relationships] [2-9 Governance structure and composition] [3-3 Management of material topics: Economic performance] [3-3 Management of material topics: Market presence]

For more information on the Group's activities, as well as the associated business models, please refer to sections 1.1 (Overview and historical background), 1.2 (Organization and business overview), and 1.3 (Strategy) of **Vantiva Universal Registration Document 2023**, available on Vantiva's website.

For more information on the Group's economic performance, please refer to chapter 2 (Operating and financial review and prospects) of **Vantiva Universal Registration Document 2023**, available on Vantiva's website.

For more information on the Group's Corporate Governance, please refer to section 4.1 (Corporate Governance) of **Vantiva Universal Registration Document 2023**, available on Vantiva's website:

<https://www.vantiva.com/investor-center/regulated-information/>

Following the spin-off of Technicolor Creative Studios (TCS) in September 2022, Vantiva has remained a leading global technology innovator, driving digital advancements with a rich legacy of expertise spanning the Americas, Asia Pacific, and EMEA regions. Positioned at the cutting edge of innovation, Vantiva boasts decades of experience and is home to industry-leading professionals in both creative and technological domains. Vantiva operates across two core activities:

- **Connected Home (“CH”)** is at the forefront of the design and supply of solutions for the delivery of digital video entertainment, data, voice, and smart home services to pay-TV operators and

Network Service Providers, including broadband modems and gateways, digital set-top boxes, and other connected devices.

In addition, the division has launched «IoT for Verticals» as a strategic diversification activity in 2022, fostering accelerated IoT growth and focusing on empowering industries and businesses to save costs, bolster safety and security, and cultivate innovative smart spaces;

- **Supply Chain Solutions (“SCS”)** is the worldwide leader in replication, packaging, and distribution of CD, DVD, and Blu-ray™ discs for video, games, and music. The division is also focused on diversifying beyond packaged media, offering end-to-end supply chain solutions, comprising distribution, fulfillment, freight brokerage, and transportation management services. In addition, it has developed new non-disc related manufacturing businesses, including the production of vinyl records and polymer-based microfluidic devices for use in medical diagnostics.

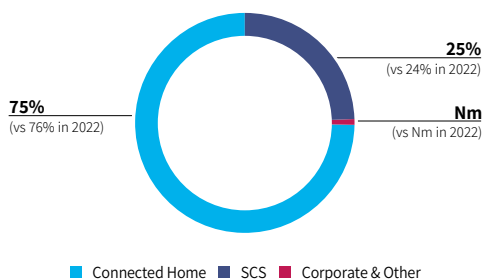
On October 3, 2023, Vantiva announced it has entered into an agreement to acquire CommScope's “Home Networks” division, aimed at bolstering the Connected Home division by increasing both its scale and capabilities.

The deal was completed on January 9, 2024, with CommScope emerging as the Group's largest shareholder, holding a 27.5% stake in the current capital (25% on a fully diluted basis). Given the timing of this acquisition, sustainability data related to CommScope's “Home Networks” division are not part of this 2023 sustainability report.

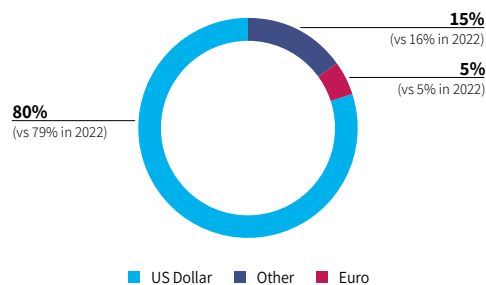
Vantiva Financial Highlights in 2023

In fiscal year 2023, Vantiva generated consolidated revenues from continuing operations of €2,075 million, and Adjusted EBITDA of €142 million. Vantiva net financial situation at the end of the exercise consisted of net debt of €442 million, and the Group had liquidity of €133 million, not including an undrawn credit line of \$76 million.

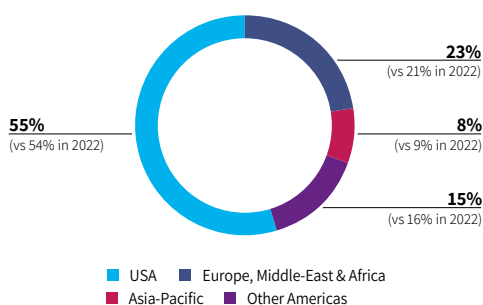
2023 revenues of continuing operations by segment



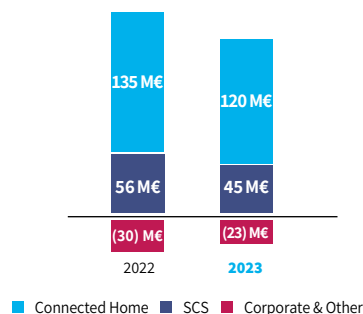
2023 revenues of continuing operations by currency



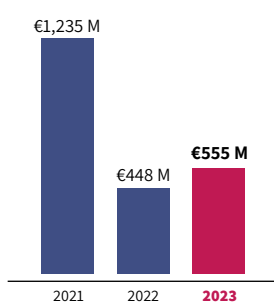
2023 revenues of continuing operations by destination



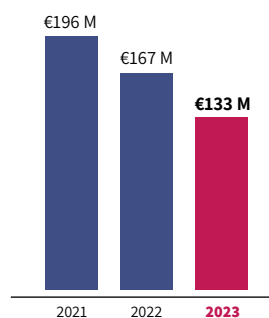
2023 adjusted EBITDA by business segment



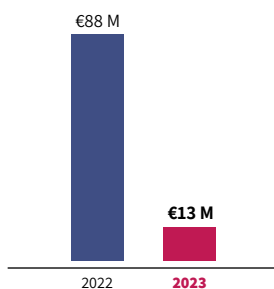
Gross debt evolution (IFRS)



Cash position evolution

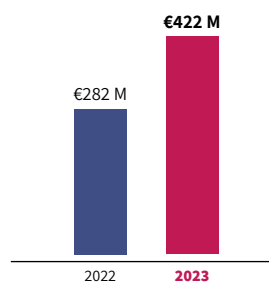


Free cash flow of continuing operations *

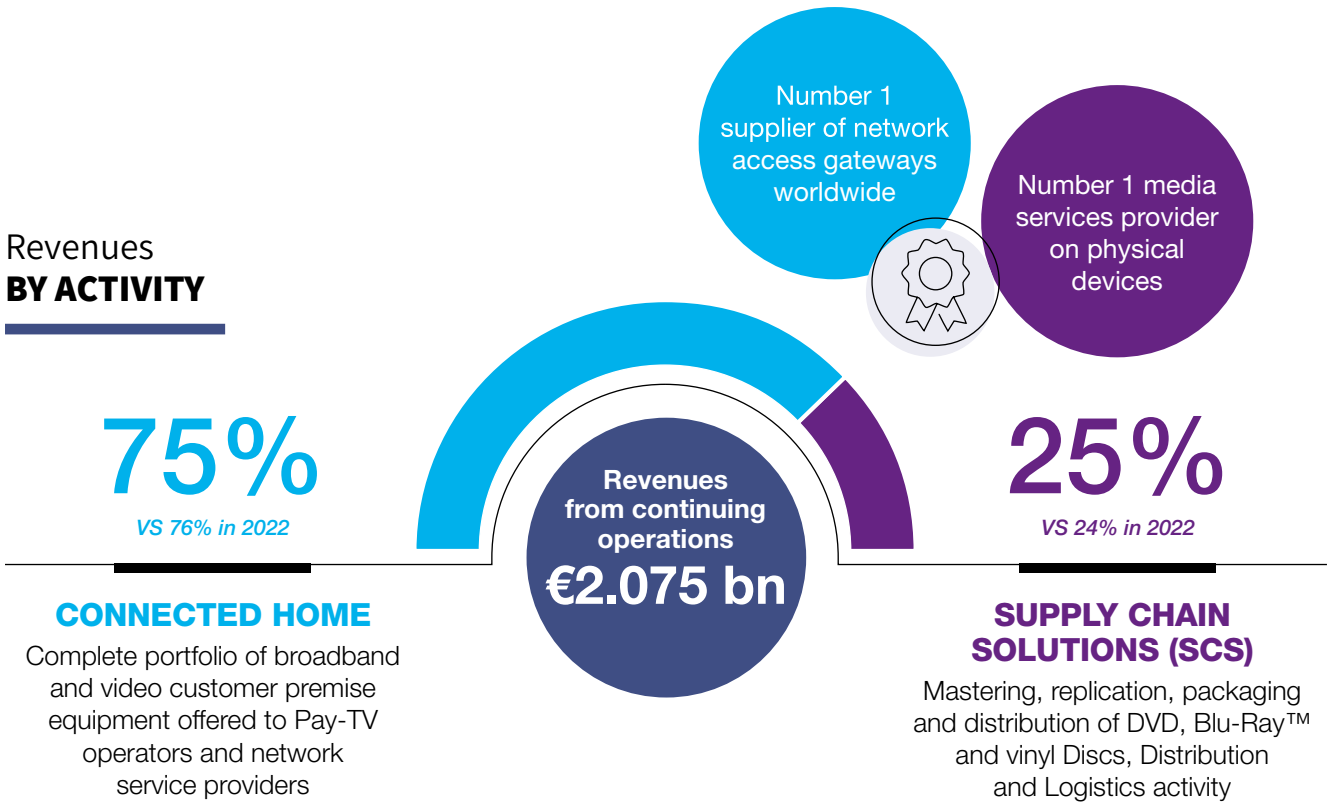


* Before interest and tax.

Net debt



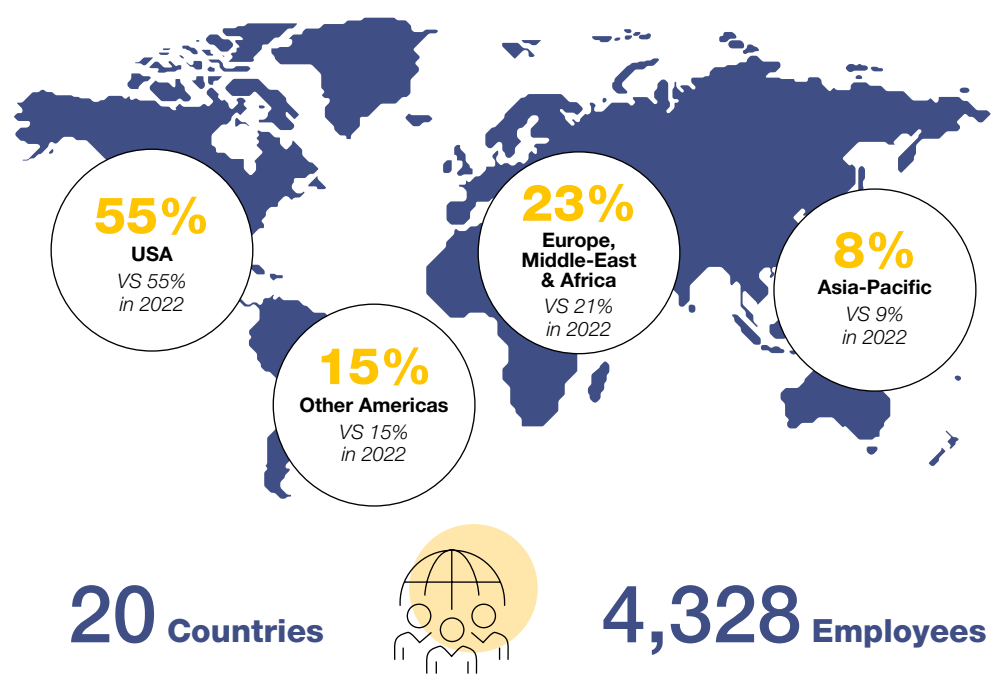
Overview of Vantiva in 2023



Revenues BY CURRENCY



Revenues BY DESTINATION





GOVERNANCE - BOARD OF DIRECTORS

(as of publication of Vantiva Universal Registration Document - April 30, 2024)



Brian Shearer ●
Chairperson of the Board of Directors



Luis Martinez-Amago
Chief Executive Officer

Katleen Vandeweyer ●●
Lead Independent Director

Bpifrance Participations ●●
Represented by Thierry Sommelet
Independent Director

Laurence Lafont ●●
Independent Director

Karine Brunet ●●
Independent Director

Tony Werner
Independent Director

CommScope Holding Company, Inc. ●
Represented by Krista Bowen
Director

Angelo, Gordon & Co., L.P.
Represented by Nicola Mueller
Director

Loïc Desmouceaux ●
Director representing the employees

Marc Vogeleisen ●
Director representing the employees

Barclays Bank Ireland Plc
Represented by Shabab Ditta
Board Observer

Bain Capital Credit
Represented by Gauthier Reymondier
Board Observer

16

Board meetings
in 2023

55%

Independent
Directors

(without the Directors
representing the employees)

93.20%

Attendance rate
at Board
of Directors
in 2023

AUDIT COMMITTEE

In 2023

9

Meetings

92.60%
Participation

REMUNERATION & TALENT COMMITTEE

In 2023

6

Meetings

100%
Participation

GOVERNANCE & SOCIAL RESPONSIBILITY COMMITTEE

In 2023

6

Meetings

100%
Participation



SHAREHOLDING

(as of publication of Vantiva Universal Registration Document - April 30, 2024)

VANTIVA SA Parent Company of the Group

27.48%

CommScope Inc

20.72%

Briarwood Chase Management LLC

16.25%

Angelo, Gordon & Co., L.P

7.84%

Bpifrance Participations S.A.

4.97%

Bain Capital Credit, LP

22.74%

Other Shareholders

Vantiva Business Model



RESOURCES

Human resources: Diverse, experienced and qualified employees

- 4,328 employees
- Multicultural teams: 20 countries represented
- CEO Luis Martinez-Amago joined the CEO Action for Diversity & Inclusion™ program, November 2023
- Dedicated teams focused on Security operations, Business continuity, Data and IP protection

Market position & ecosystem

- Strong commercial position:
 - Number 1 supplier of network access gateways, and Android TV set-top-boxes worldwide
 - Disc business: Number 1 worldwide, with 65% world market share and 90% US market share
- Strong ecosystem of strategic partnerships with key customers and suppliers

Industrial & organization

- Footprint in key geographies: 20 countries in 2023
- Connected home: an agile organization and a robust supply chain:
 - Organizational footprint near suppliers and factories
 - Flexible manufacturing - Ability to move between manufacturing locations rapidly
 - Supply chain mapping, logistics excellence, ...
- Supply Chain Solutions: 19 Facilities - Global end-to-end manufacturing and supply chain solutions enabled through strategically located facilities across 3 continents: N.A., Europe and Australia

Innovation

- A strong innovative ecosystem: diversification in "Smart spaces" through a start-up of 28 persons
- 760 engineers
- Existing know-how applied to new domains
- 3.3% R&D expenses

Environmental resources

- Average recycling rate of waste generation for all Vantiva operations 78.8% (+10% vs 2022)
- Environment, Health and Safety Charter available in 9 languages
- Eco/sustainable design rules for European market incorporated in all new products
- Circular economy projects increasing for recycled content and for elimination of single-use plastics

Finance & Governance

- Enhanced board: 3 new independent Directors in 2023 with strong expertise
- Capital employed: €622m
- Rigorous management of Capex and Working Capital Requirement

A unique know-how in the value chain



OUR MISSION

Vantiva is a global technology company that enhances digital lives by DESIGNING, DEVELOPING and SUPPLYING INNOVATIVE PRODUCTS and SOLUTIONS that connect consumers with the content and services they love at home, work or in other smart spaces.

A CLEAR STRATEGY

Capitalizing on our position as a key player in its sectors, enriching our offer with new features and services to support growth.

FOR A STRONG AMBITION

To offer high-quality, environmentally friendly products and services to support growth and further improve financial performance for the benefit of all stakeholders.



CONNECTED HOME

76%
of total sales

SUPPLY CHAIN SOLUTIONS

24%
of total sales

DIVERSIFICATION
Smart spaces

VALUE CREATION FOR ALL STAKEHOLDERS

Economic impact / societal impact

- Through Network Service Providers and the communities in which Vantiva operates:
 - Enabling digital transformation of end customers
 - Enabling teleworking
 - Improving experience at home
- An improved protection of Data and Content

Customers

- Connected Home:
 - Unlock product potential providing knowledge and skills
 - Bring significant investments in R&D, hardware, software, ...
 - Make ESG and regulatory compliance easier
 - Streamlining the supply chain thanks to strategic relationships with key suppliers
- Supply Chain Solutions:
 - Serves all major Hollywood studios through an integrated, multi-business global asset base with unmatched manufacturing capabilities and scale
 - **16** Years Top 10 average client relationship tenure
 - Cultivated relationships with blue-chip diagnostic and life sciences clients
- Smart spaces:
 - Empowering organizations with robust Wi-Fi Connectivity and cutting-edge Internet of Things (IoT) innovations for unprecedented business impact

CSR

- Recognition of CSR performance by rating agencies: rated Platinum by EcoVadis for the second year running and ranked S&P Global's Top 2% most responsible companies in its sector
- New environmentally friendly products: Livebox (95% recycled plastic, zero single-use plastic, sustainable packaging) and Polymèle first Wi-Fi 6 box with TÜV Green Mark certification (95% recycled plastic, FSC certified packaging)
- ISCC plus certified bio-vinyl records beginning 2024

Employees

- **40.8%** female employees
- Gender pay gap **-3%** for all of 2023

Financial performance

- **€142** million of adjusted EBITDA from continuing activities
- Management initiatives to secure future profitable growth
- Permanent focus on profitability and cash generation

Organization

Connected Home

The **Connected Home division** offers a complete portfolio of broadband and video Customer Premises Equipment (“CPE”) to pay-TV operators and Network Service Providers (“NSPs”), including broadband modems, gateways, Wi-Fi extenders, digital set-top boxes, and Internet of Things (“IoT”) devices.

The CPE portfolio of the Connected Home division can be further described as follows:

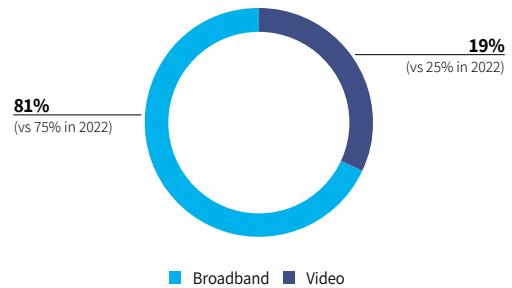
- in broadband, CPE connectivity devices such as modems and gateways are designed to allow cable, telco, and mobile operators to deliver multiple-play services (video, voice, data, and mobility) to residential and business subscribers over fixed wireline and wireless networks (cable, xDSL, fiber, LTE/5G). Connected Home offers a complete range of broadband CPE devices from entry to top-end, home gateways, business gateways, fixed wireless gateways, integrated hybrid access devices, as well as Wi-Fi routers, extenders, and IoT devices;
- in video, digital set-top boxes are designed to allow cable, satellite, and telco operators to deliver digital video entertainment and advanced services to subscribers over broadband, broadcast, and hybrid networks. Connected Home offers a wide range of products including IP, broadcast, and hybrid set-top boxes and media servers. These products enable NSPs to provide access to broadcast TV, Internet TV, and OTT services in standard (“SD”), high (“HD”), and ultra-high definition (“UHD”) and advanced services on sound experience.

Vantiva provides the design, validation, and full integration of the CPE, hardware, and software capabilities. In addition, it manages all

the logistics and supervises manufacturing, assembly, and post-sale services. The manufacturing and assembly services are performed by CEMs (Contract Electronics Manufacturers) in a diversified and de-risked geographical distribution spread across Asia (Vietnam, Thailand, Indonesia), India, and Latin America (Mexico, Brazil) with a flex manufacturing model to expand its manufacturing capabilities. The Group operates and owns a manufacturing facility in Manaus (Brazil) to serve the Brazilian market.

Connected Home is committed to developing a responsible business as our Ecovadis CSR Platinum Rating demonstrates. Vantiva started to implement eco-design guidelines in 2008 and has long taken a positive stance towards environmental and efficiency issues in the development, manufacture, and use of its products.

Connected Home Revenues by product



Supply Chain Solutions (SCS)

The **Supply Chain Solutions (SCS) division** is a global provider of optical disc manufacturing and supply chain services. The division provides turnkey integrated manufacturing solutions for optical discs (DVD, Blu-ray™, CD, etc.), vinyl records, and microfluidic cartridges for diagnostic and life science applications. Manufacturing services include design/mastering, replication/production, assembly, kitting, and packaging activities. Supply chain services include warehousing, distribution/fulfillment, transportation management, and related value-added services for business-to-business and direct-to-consumer channels.

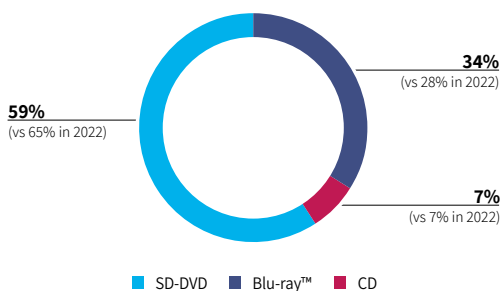
Supply chain services are provided to manufacturing customers as part of an integrated solution. Additionally, these services are available on a stand-alone basis to a wide variety of other growing industry segments.

SCS operates strategically positioned key manufacturing facilities in Guadalajara (Mexico) and Warsaw (Poland). Microfluidic prototype services are supported by a dedicated innovation/manufacturing center in Camarillo, California (USA).

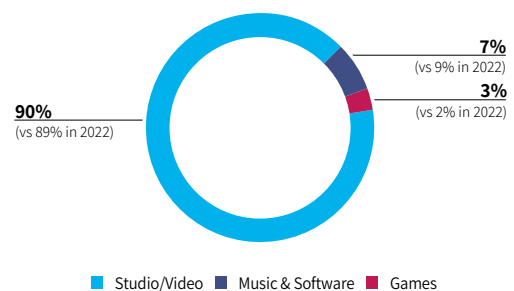
Supply chain services such as packaging, distribution, and transportation management in the United States, Europe, and Australia are supported by a multi-region/multi-site facility platform. In North America, the Group operates primarily from its Memphis, Nashville (USA) and Mexicali (Mexico) facilities.

All supply chain services facilities and operations implement rigorous security processes to combat piracy and prevent any losses of our customers’ data, IP, and products.

Supply Chain Solutions (SCS) Volumes by format



Supply Chain Solutions (SCS) Volumes by segment



Strategy

Recent Strategic Evolutions

Vantiva's strategy aims to strengthen its leading market position by offering high-quality products and services to customers while generating sufficient cash flow to finance its future endeavors.

To achieve these objectives, the Group's main priorities are to:

- deliver state-of-the-art products and services, offering high reliability and quality at competitive prices;
- design innovative, eco-friendly, and cost-effective products and ensure efficient production;
- develop strong and transparent partnerships with our key customers and suppliers;
- expand addressable markets by adding products and services linked to core competencies and markets;
- improve profitability and cash generation through business expansion and rigorous management;
- invest in promising new opportunities to secure future growth for the Group.

On October 3, 2023, Vantiva announced that it had entered into an agreement with CommScope to acquire its Home Networks division. This acquisition has been completed on January 9, 2024. Thanks to this operation, Vantiva has reinforced its leadership in the connected home market.

The expected benefits of this acquisition are the following:

- a complementary geographic presence that strengthens Vantiva's access to key markets for the "Connected Home" sector, building on their success and historical presence in the USA, Canada, and Europe;
- attractive additions to Vantiva's business portfolio, enabling it to offer a complete range of products in all segments of the "Connected Home" sector, better meeting the specific needs of each customer;
- access to a complete innovation portfolio and high-level R&D and engineering resources to further strengthen Vantiva's technological positioning in connectivity solutions.

Vantiva's objective is to improve the operating potential and profitability of the activity. To achieve this goal, Vantiva will rely on identified levers:

- scaling up and reaching the critical size necessary to absorb costs, particularly fixed costs optimally;
- introducing innovative, environmentally friendly solutions that also provide the quality of service that customers expect;
- optimizing the use of the technology platform approach;

- strengthening commercial negotiating power with both customers and suppliers;
- expanding commercial presence in key regions where Vantiva aims to establish a foothold.

In summary, this operation presents new opportunities for the development of the Group's activities, significantly enhancing its competitiveness and reinforcing its position as a key player in the sector. Concrete synergies have been identified, and Vantiva aims to achieve over a hundred million euros in net pre-tax cost synergies annually from the third year following the completion of the acquisition. These synergies, net of implementation costs, primarily stem from three sources:

- optimization of operating costs through economies of scale, simplification of product design, and knowledge sharing between the two entities;
- reduction in functional costs by streamlining sales and support functions;
- combining R&D strengths and best practices.

Connected Home key pillars are:

- continue to develop its broadband leadership. The division is consolidating its market leadership in Cable and Fiber while stepping up on wireless/5G technologies. Connected Home is also at the forefront of the new generation of Wi-Fi;
- exploit the potential of Android TV by adding features such as soundbars to the set-top box;
- focus on growth by targeting high-volume customers through a platform-based model;
- leverage the Group's expertise in connectivity to penetrate the IoT market for verticals (enterprises).

Supply Chain Solutions (SCS) key pillars are:

- continue substantial business transformation, focusing on cost optimization and automation within the specialist manufacturing, supply chain, and fulfillment services division;
- capitalize on our expertise, facilities, existing supply chain infrastructure, and manufacturing capability and capacity to expand our presence within the four current strategically selected growth-oriented market segments: Microfluidics, Supply Chain Services & Fulfillment, Freight Brokerage, and Vinyl Manufacturing and Distribution Services.

While pursuing its strategic plan, the Group remains vigilant in assessing potential strategic options to further create value for its stakeholders.



1.2 CSR risks

GRI [3-1 Process to determine material topics] [3-3 Management of material topics]

Beyond the global risk factors of the Group's businesses presented in section 3.1 of **Vantiva Universal Registration Document 2023**, and regarding the implementation of Articles L. 225-102-1 and L. 225-102-4 of

the French Commercial Code, the Group has identified six macro risks concerning CSR, resulting in 20 CSR issues. Policies and results regarding these issues are detailed throughout this Report.

CSR MACRO RISK	CSR CHALLENGES AT STAKE RELATING TO MACRO RISK
Safe and Fair	1 Product Safety (see chapter 7.1 of this report)
Any non-compliance generates significant risks in an internationalized and competitive business environment with increasing business ethics requirements.	2 Business ethics, anti-corruption, fraud, bribery, compliance (see chapter 8.1)
Human Rights	7 Business Continuity / Resilience (see chapter 7.3)
As national legislation related to human rights and prevention of human trafficking increases, the global organization for our operations and the performance of our supply chain with multiple contributors requires strong, coordinated vigilance.	12 Management of business cycles (see chapter 2.3)
Workforce	19 Community Support and Development (see chapter 2.8)
In the context of constant and rapid transformation of our businesses, and while the profile of talent may vary according to each business's needs, diversity, availability, development, commitment and attention to talent are at the core of our production capabilities and competitiveness.	3 Human Rights in Supply Chain (see chapter 3.1)
Secure and Private	11 Discrimination, Harassment, Absence of Retaliation (see chapter 3.2)
In an international and competitive business environment, any non-compliance, leak, or breach generates major risks.	13 Transparency and Evidence in Supply Chain (see chapter 12)
Climate Change	8 Diversity, Equality, Inclusiveness (see chapter 2.4)
Climate change requires improvements in efficiency at every stage in the life cycle of our products and services.	9 Worker Health and Wellness (see chapters 2.2 and 2.6)
Circular Economy	10 Worker Engagement (see chapter 2.2.3)
The depletion of raw materials and water resources creates a risk for both our business and the communities in which we operate. Resources must be saved, reused, or recycled.	14 Talent attraction, development, management, and retention (see chapter 2.2)
	15 Worker Safety (see chapter 2.6)
	4 Customer content, business and personal data protection, cyber-risks and data security (see chapter 7.2)
	5 Carbon emissions reduction (see chapter 4)
	16 Engagement of Supply Chain (see chapter 4)
	6 Eco-Design of products (see chapter 5.2)
	17 Responsible Sourcing (see chapter 3.1)
	18 Waste Generation, Reduction, and Recycling (see chapter 5.1)
	20 Sustainable Water (see chapter 5.3)

The CSR risks and related challenges were derived from a materiality review performed in 2022.

Identification of the CSR challenges is based on CSR requests from customers, rating agencies, peer evaluation, and on internal

analysis of key levers to anticipate trends in customers, markets, and regulations. It was updated in 2022 to reflect the revised Group's scope. In 2023, there were no major changes that could have affected the materiality review.

1.3 Materiality matrix

GRI [2-29 Approach to stakeholder engagement][3-1 Process to determine material topics][3-2 List of material topics][3-3 Management of material topics]



The importance of each CSR challenge for the Group was determined by and based on:

- the impact on the Group’s operations, activities, and reputation (the most important element for the Group’s two business divisions, as the impact of any single CSR topic on a business division can differ widely from one theme to the other);
- the likelihood of occurrence;
- the likelihood of a risk being generated by the supply chain (suppliers and subcontractors).

The importance for the stakeholders was determined based on:

- the impacts of the Group’s activities and business relationships on the economy, environment, and people, including impacts on their human rights;
- the focus of customers’ requests for each CSR issue;
- feedback from employees;
- the focus of questions and alignment with subjects deemed important by CSR rating agencies and investors.

1.4 Approach to sustainability

GRI [2-29 Approach to stakeholder engagement]

Vantiva's approach to sustainability relies on three elements:

- **ensuring a safe, healthy, and fair work environment in our operations and throughout the supply chain** – Every worker, whether directly employed or part of our supplier's team, must be able to work in an environment that is free from discrimination and harassment. This means ensuring safety and security, promoting good health, and providing fair wages and reasonable working hours. In our industry, the nature of our work often involves cyclical activities and project management, demanding flexibility from our employees and the recruitment of temporary staff to manage peak production periods without compromising quality. We understand that maintaining a balance between flexibility and fairness is crucial. In a competitive job market, we recognize that building lasting relationships with our employees is essential for both retention and satisfaction. A safe and fair work environment is not only a moral imperative but a driving force behind fostering long-term commitment from our team members;
- **implementing a sustainable business toward the environment** – This pillar includes climate change mitigation, reduction of carbon emissions, increased use of recycled materials in products, and waste reduction. Innovation in electronic product design and video technologies must support the energy efficiency of modems and set-top boxes and improve video performance and resolution. The

improvement of physical distribution networks, logistic resources, reduction in packaging volumes, and improvements in recyclable waste must lead to a reduction in the environmental footprint of physical media;

- **establishing and maintaining global leadership in data and content protection** – Content and data protection is at the core of Vantiva's industry-leading Cyber Security program. Vantiva has dedicated teams focused on Security Operations, internal and external Security Assessments, Physical Security, and Security Governance, Risk, and Compliance. Setting themselves apart from other industry Cyber Security programs, Vantiva's Security Assessment experts routinely evaluate customer-facing products and have a comprehensive suite of security policies on which all employees are required to take approved training annually.

Vantiva implements a thorough Data Management Program to cover all enterprise data, ensuring our data assets' uniform identification, handling, and retention. This program facilitates services such as backup, archival, and disaster recovery for all critical applications used throughout the Group. Distributed teams manage all other data in compliance with Vantiva's Information Protection Policy and Content Protection Guideline.

1.5 United Nations Global Compact and Sustainable Development Goals

GRI [2-23 Policy commitments] [2-24 Embedding policy commitments] [2-28 Membership associations] [3-3 Management of material topics]

Vantiva has been a Member of the United Nations Global Compact (UNGC) since 2003. The Global Compact is a United Nations (UN) initiative which challenges Member companies to align their operations and strategies around the Ten universally accepted principles in the areas of human rights, labor standards, environmental practices and anti-corruption, and to develop best practices in these fields. Vantiva seeks to comply with the highest ethical standards, to take into account the legitimate and ethical interests of all its stakeholders as well as the United Nations founding principles. Each year Vantiva submits a Communication on Progress (CoP) as part of its support of, and engagement with the Global Compact.

In 2024, **Vantiva Communication on Progress** was published using the CoP Questionnaire available on the UN Global Compact website, together with our CEO Statement of Continued Support, publicly expressing Vantiva's ongoing commitment to the Ten Principles of the UN Global Compact at the highest level.

All past Vantiva Communications on Progress are available as part of the Sustainability reports on the Group's website at the following location under the Corporate Social Responsibility section: www.vantiva.com/corporate-social-responsibility, and can be also consulted on the UN Global Compact website at the following address: <https://www.unglobalcompact.org/>

In the past years, Vantiva has started to evaluate how to integrate the 17 United Nations Sustainable Development Goals (SDGs) in its CSR reporting. By identifying and mitigating risks to people and the environment and by providing new products and services that support sustainable development, the Group believes that businesses can reap benefits for themselves and for the markets they serve.

Based on its CSR risks and materiality analysis resulting in 20 CSR challenges (please refer to chapter 1.2 and 1.3 of this report), Vantiva has identified 7 priority Sustainable Development Goals, to which it contributes directly or indirectly:

- SDG 3: Good health and well-being
- SDG 4: Quality education
- SDG 5: Gender equality
- SDG 8: Decent work and economic growth
- SDG 10: Reduced inequality
- SDG 12: Responsible consumption and production
- SDG 13: Climate action

2. Human capital



“Corporate Social Responsibility is part of our DNA as a human being and this should be reflected in both our personal and professional life. Human Resources plays a key role in ensuring that sustainable transformation is embedded in business strategy, operational activities, and people’s behaviors. We promote the value of Diversity, Equity and Inclusion in all our processes and projects. We engage in business, employees, and communities’ development. We act together to provide ecofriendly, safe and collaborative environment to our employees, customers and suppliers.”

Olga Damiron, Chief Officer - People and Talent, CSR and Corporate Legal

2.1 Workforce evolution and composition

GRI [2-7 Employees] [2-8 Workers who are not employees] [401-1] [405-1]

On December 31, 2023, the Group had 4,328 employees (59.2% male and 40.8% female), compared to 5,322 employees on December 31, 2022, a decrease of 18.7%.

The highly competitive, rapidly changing sector in which the Group provides its products, technology, and services requires constant adjustment to the workforce.

Employee split by geographical region

The table below shows Vantiva’s total workforce within its legal entities as of December 31, 2023, 2022 and 2021, as well as the distribution of personnel across geographical regions:

	2023	2022	2021
Europe	1,050	1,191	1,435
North America	803	1,111	1,371
Asia ⁽¹⁾	897	979	991
Latin America ⁽²⁾	1,578	2,041	2,226
Total number of employees	4,328	5,322	6,023
Number of employees in entities accounted for under the equity method	-	-	-
Permanent contracts	3,831	4,552	4,986
Fixed-term contracts	497	770	1,037
⁽¹⁾ Including India:	549	611	581
⁽²⁾ Including Mexico:	1,456	1,906	2,067

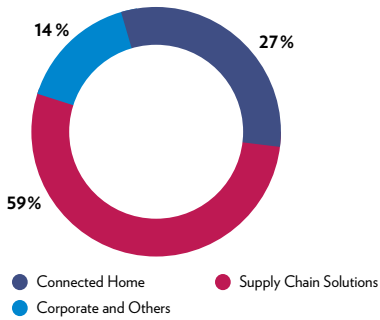
Total workforce figures above account for executives, non-executives, and workers. Agency workers, trainees, and apprentices are excluded.

Employee split by business segment

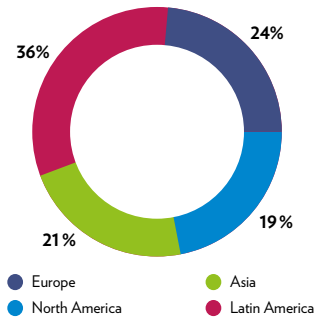
The following table indicates the number of Group employees by segment as of December 31, 2023.

Segment	Number of employees	Percentage
Connected Home	1,185	27.4%
Supply Chain Solutions	2,543	58.7%
Corporate & Other	600	13.9%
Total	4,328	100%

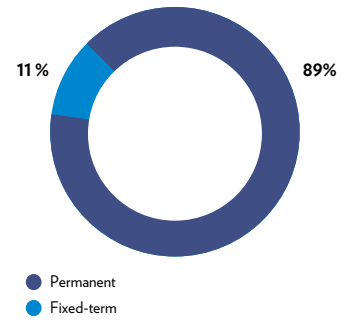
Employee split by business segment in 2023



Employee split by geographical region in 2023



Employee split by type of contract in 2023



Employee split by gender and job status

At the end of December 2023, the Group employed 1,767 women representing 40.8% of Vantiva headcount, and 2,561 men (representing 59.2% of Vantiva headcount). The following table shows the split by gender and job status:

	Women	Men	Total
% Total workforce	40.8%	59.2%	100%
Total workforce	1,767	2,561	4,328
% Exempt jobs	29.5%	70.5%	100%
Exempt jobs ⁽¹⁾	230	549	779
% Management committee members (including Excom members) ^{(1) (2)}	28%	72%	100%
% Excom members ^{(1) (2)}	20%	80%	100%
Excom members ^{(1) (2)}	2	6	8
% Board of Directors ^{(3) (4)}	55%	45%	100%
Board of Directors ^{(3) (4)}	5	4	9

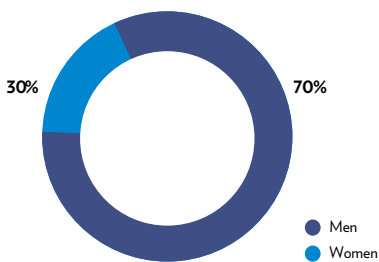
⁽¹⁾ On December 31, 2023

⁽²⁾ Including CEO Luis Martinez-Amago

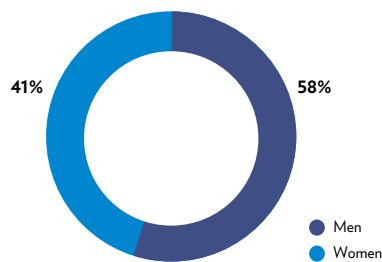
⁽³⁾ As of the date of publication of Vantiva Universal Registration Document, on April 30, 2023.

⁽⁴⁾ Pursuant to the AFEP-MEDEF Corporate Governance Code, the Directors representing employees are not included in this number

Gender by job status in 2023 Exempt



Gender by job status in 2023 Non Exempt

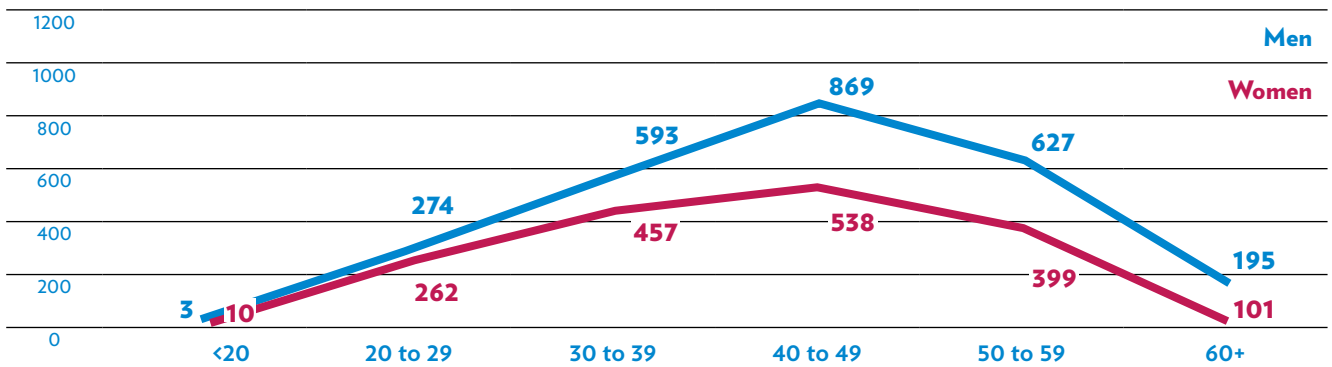


Employee split by gender and age

At the end of December 2023, 12.7% of employees are aged under 30; 24.3% are aged 30-to-39; 32.5% are aged 40-to-49, and 30.5% are aged over 50. The breakdown by gender and age is as follows:

Age	Women	Men	Total
<20	10	3	13
20 to 29	262	274	536
30 to 39	457	593	1,050
40 to 49	538	869	1,407
50 to 59	399	627	1,026
60+	101	195	296
Total	1,767	2,561	4,328

Employee split by gender and age in 2023

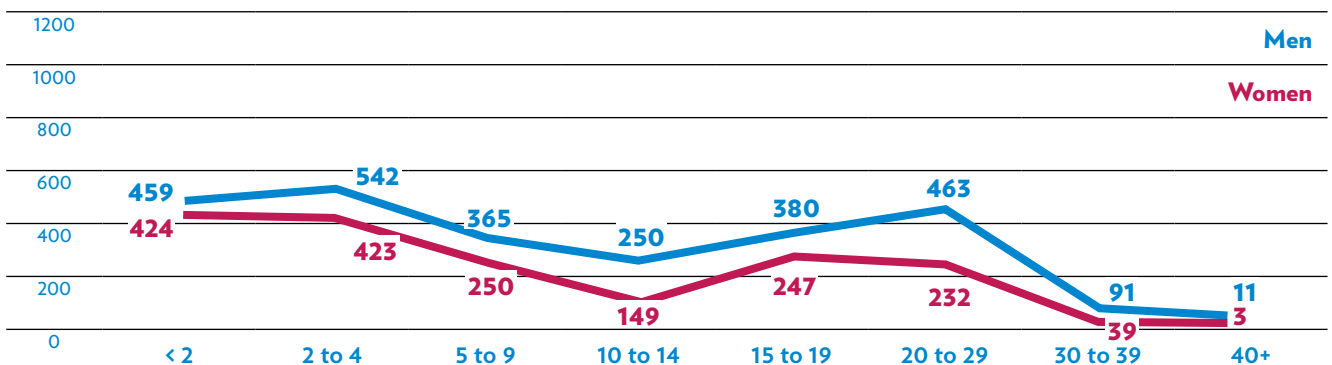


Employee split by gender and seniority

The scale shows the total number of years of employment with Vantiva. 20.4% of employees have worked for Vantiva for less than 2 years. 36.5% have worked for Vantiva for 2 to 9 years. 23.7% have worked for 10 to 19 years, and 19.4% have been employed for 20 years or more. At the end of December 2023, the breakdown by gender and seniority is as follows:

Seniority (years)	Women	Men	Total
< 2	424	459	883
2 to 4	423	542	965
5 to 9	250	365	615
10 to 14	149	250	399
15 to 19	247	380	627
20 to 29	232	463	695
30 to 39	39	91	130
40+	3	11	14
TOTAL	1,767	2,561	4,328

Employee split by gender and seniority in 2023



Hiring and termination

In 2023, among Vantiva legal entities, 1,888 employees were hired, and 363 employees were made redundant.

	2023	2022	2021
Hiring of permanent employees	237	453	1,007
Hiring of fixed-term contracts	1,643	2,130	1,880
Transfer from Vantiva legal entities to Technicolor Creative Studios legal entities	206	109	105
Transfer from Technicolor Creative Studios legal entities to Vantiva legal entities	8	20	18
Number of open positions filled by internal candidates	8	NA	NA
Acquisitions	-	-	-
Divestitures	-	13	127
End of fixed-term contracts	1,850	395	174
Resignations	425	1653	737
Dismissals	363	496	1,142
Other (retirement...)	38	37	30



Methodology

Employees and workforce figures are extracted from the Vantiva worldwide HR repository system currently implemented in Vantiva.

2.2 Management and development of talent

GRI [3-3 Management of material topics: Employment] [3-3 Management of material topics: Training and Education]



“It is important to meet the unique learning and development needs of our businesses as well as align behaviors to the values promoted by the Company and its management. Our Talent Development Team is providing consultancy in building tailor-made career-patch frameworks, in vendor selection for technical skills enhancement, in creating and delivering on-the-shelf or customized soft skills development initiatives. The team is leveraging on a learning digital factory where live modules are available for either mandatory trainings such as compliance and DEI or self-service training, and where all training hours are consolidated.”

Emmanuel Horeaux, Head of Talent Development & DEI

2.2.1 A global organization

With the exception of global support functions, most of Vantiva’s employee profiles are business-division specific:

- **Connected Home:** primarily relies on engineering expertise, encompassing R&D hardware and software engineers, quality engineers, technical customer support, sourcing and manufacturing engineers, sales engineers, and a limited percentage of production workers. Employee turnover is minimal, and recruitment is largely in Asia and Americas, which allows for a relative degree of diversity. This diversity level is complemented by our varied site locations and the internal mobility opportunities available to employees;

- **Supply Chain Solutions:** Involves a diverse range of roles, including line operators, warehouse and material handling workers, content security specialists, facilities and equipment maintenance technicians, health and safety specialists, supervisors, and managers. Recruitment practices are localized, and the nature of the activity is seasonal, leading to the regular staffing of various temporary employees and agency workers, and overtime work, to offset peak production requirements.

This demonstrates how the management and the development of talent therefore require a flexible organization to meet these different requirements. Since 2020, when Vantiva launched the re-engineering of its operating model with the implementation of the People & Talent & CSR organization, the Head of People & Talent, CSR, and corporate governance, a member of Vantiva’s Executive Committee, defines Human Resources and CSR strategic priorities in line with Vantiva’s Strategic Plan. This role implements and adapts the People & Talent and CSR model, identifies organizational needs and related resources, and pilots People & Talent and CSR initiatives across all of the Group’s activities. The organization has **four dimensions**:



- **Global Centers of Excellence (CoE)** leaders design the strategy in their respective fields. They ensure consistency and delivery of key Group HR projects and provide Group-wide expert advice in the following areas:
- *Global Rewards*, which focuses on compensation & benefits, rewards, incentive programs, individual contribution to team performance management. This CoE is also involved in leading material changes in local pension schemes, medical care and other benefits,
- *People & Talent Operations*, which includes information systems and processes, HR performance KPIs, leading and managing the re-engineering projects of systems and data management, and focusing on implementing user-friendly, agile, coherent, and sustainable tools. This CoE is also involved in leading material payroll systems upgrades and/or replacements. This CoE also manages the Global People Services organization located in India, delivering data management, transactional, and onboarding services as a global tiered operating and service delivery model for all countries,
- *Global Talent Development*, which focuses on people and team development to:
 1. Enhance technical skills by leveraging on learning platforms like O'Reilly and implementing ad-hoc training with the support of external parties,
 2. Enhance soft skills by leveraging on learning platforms like Cornerstone (H1) and SAP Success Factor LMS (H2) and developing ad-hoc training supported by both internal and external trainers,
 3. Enhance cultural awareness by leveraging platforms like CultureWizard,
 4. Provide all compliance required training, recorded in the HR database,
 5. Enhance management skills set at all levels, from line managers to senior managers,
- *Global Diversity, Equity, and Inclusion (DEI)*, which focuses on inclusion and equity programs and initiatives to attract and retain our

diverse workforce,

- **Corporate Social Responsibility (CSR) & Compliance**, which focuses on all areas pertaining to Sustainable Responsibility: Human Rights, Health and Safety, Environmental Care, Business Conduct and Ethics, and Social Responsibility as well as Compliance;
- **Talent & Business Partners** define the operational talent requirements and objectives in partnership with their respective business divisions. Talent & Business Partners work closely with each business division leader to analyze and plan the evolution of Vantiva's workforce skills and competencies, to ensure they are in line with their business strategy, as well as play a key role in the domains of organizational design, defining career paths, and specific development strategies aligned with business priorities. Based on the Resource & Development Plans drawn up each year by the divisions, the Talent and Business Partners define and lead, together with the management of their organization, an HR strategy for their scope based on 4 pillars: Talent Acquisition and Development, People and Teams Performance, Recognition, and Retention;
- **People Partners** regionally and locally deliver Human Resource services to the businesses including:
 - talent identification and development,
 - employee relations,
 - Performance Management,
 - Global Rewards including benefits and payroll, and
 - employment compliance and labor relations;
- **Local DEI or Wellness initiatives** ensure a consistent HR approach across all sites and functions within each geographical region and guarantee that Vantiva complies with local employment laws and practices. The People Partners also contribute to the implementation of Corporate People & Talent programs and facilitate local communications. Within each country, People Partners can be shared between businesses and transversal functions or dedicated to a single business when the site's business is specific.

2.2.2 Talent Acquisition

Within each division, managers and Talent & Business Partners or People Partners identify the types of profiles and skills needed to ensure the success of the business's current and future projects and initiatives. When the internal profiles or skills identified are not available in-house, the People & Talent team recruits the best talents for our businesses, projects, and culture externally.

In the case of individual recruitment (replacements, job creations, team creation), the manager published a vacancy request with the help of the local People Partner, who will then recruit for the positions to be filled.

To optimize its recruitment capabilities, Vantiva has set up internal recruitment teams in locations where hiring is more complex than others due to highly competitive markets, demanding job specifications or language requirements like in India or mainland China. In other countries, Vantiva has partnered with a well-known international outsourcing company to cover all positions, except senior management. Special initiatives, such as a referrals program or recruitment fairs, were relaunched post-pandemic attended by both business and People & Talent representatives. In 2022, Vantiva invested in a new hiring platform to improve the candidate's experience, add employment job on-boarding capabilities, and improve hiring process monitoring through live KPIs.

Lastly, the Group has been fostering local development wherever it operates for many years. It aims to uphold an appealing employer brand, enabling candidates to easily identify Vantiva as an employer of choice, distinguished by its culture and values.



2.2.3 Performance, recognition and retention

GRI [2-20 Process to determine remuneration] [401-2] [403-6] [404-3]

Since 2010, Vantiva has been evaluating the individual performance of all employees.

In March 2018, the Group launched a project to overhaul performance evaluation and employee development system as a show of commitment to offering the best support possible in alignment with the constant evolution of businesses (project mode, constant technological changes, continuous improvement, etc.) and the needs of employees (purpose, transparency, feedback in real-time, etc.).

This tool, called “TEAM,” is based on 4 fundamental principles:

- the concept of contribution replaces that of performance: In this tool, contribution is defined as the overall assessment of an individual’s material contribution to the results and successes of the Group as a whole;
- observed behaviors (the “how”) are considered in the evaluation of the contribution as well as the results obtained (the “what”);
- “ongoing” conversations aim at ensuring frequent exchanges between employees and their managers: setting or modifying objectives or assignments, feedback loops on results achieved and behaviors observed;
- for those who wish to do so, the inclusion of justified and formalized opinions from relevant stakeholders who have worked with the individual being assessed is an option in the contribution evaluation (multi-source feedback).

47.9% of all employees now use the TEAM tool (+5.2% since 2022). Temporary workers with less than 6 months contracts within Vantiva Supply Solutions nevertheless are not expected to be integrated into the annual TEAM process. Their performance is monitored separately at the site level par the local management and local People Partners.

In a competitive environment, the compensation and benefits policies, including the total remuneration policy, constitute a key pillar of the retention of acquired talent. The remuneration policy is tailored to recognize and fairly reward an employee’s contribution to the Group’s short and long-term success.

Vantiva uses a classification structure based on the Willis Towers Watson’s methodology, with grades and bands that ultimately emphasize and reinforce the strong link between contribution and remuneration. Vantiva is steadily reviewing its job definitions and levels to reflect the evolution of the Group. This classification allows the Group to ensure remuneration packages are equitable. Moreover, Vantiva takes part in relevant salary

surveys to assess the competitiveness of remuneration in the proper marketplaces. This provides Vantiva with sustainable, objective, and equitable means of remunerating employees while closely controlling its wage bill.

The remuneration policy is structured around flexible and competitive fixed and variable compensation elements driven by market best practices and the Group’s objectives for long-term value creation appropriate to circumstances and goals:

- **Competitiveness:** Vantiva maintains competitive employee compensation packages by referencing market benchmarks for total compensation against similar companies. This approach ensures that Vantiva continues to attract, motivate, and retain high-potential individuals and key contributors in the international marketplace while effectively managing cost structures;
- **Equitable Approach/Internal Fairness:** Vantiva is committed to compensating its employees fairly across all geographical locations, in alignment with local market norms and corporate programs. The remuneration policy is established based on the Group’s “broad-banding policy”, providing a consistent evaluation of responsibility, contribution, and expertise internationally across all businesses and functions. Furthermore, Corporate Human Resources oversees the remuneration policy for top executives to ensure consistency in various compensation components and facilitate international and cross-business mobility;
- **Business and Skills Focus:** the remuneration of professionals, engineers, and managers is a sound, market-driven policy and is administered to stimulate business performance. A substantial part of the total remuneration package comprises variable elements that drive a performance culture and support the Group’s strategy. These variable elements are meant to stimulate, recognize, and reward individual contribution, especially innovation and risk-taking, and in solid and consistent group and division performances.

In accordance with the principles and rules established by the Group, any group or division entity is entitled to recognize the potential and encourage the development of its employees by using the different compensation elements in force within the Group.

The evolution of remuneration is measured at constant currency exchange rates (end of year) and at constant population of employees (all employees present both in the reporting year and the past year), and on the evolution of the base salary payroll mass (without variable elements and social contributions paid by the employer).

	2023	2022	2021
Evolution of remuneration	3.85%	5.62%	8.15%

2023 and 2022 figures include only Vantiva entities while 2021 figures are for Vantiva and TCS.

Employees’ profit-sharing and shares held by employees

The total annual bonuses distributed to employees in connection with Incentive Plans over the last three years amount to the following:

- amounts distributed in 2021 for the year 2020: €1,460,555;
- amounts distributed in 2022 for the year 2021: €1,361,901; and
- amounts distributed in 2023 for the year 2022: €617,106.

Additionally, several of our locations offer their employees profit-sharing plans based on results and/or achievement of objectives.

As of December 31, 2023, the number of Vantiva shares held by the Group’s current and former employees was 37,533 in the Group Saving Plan (Plan d’épargne entreprise) via Vantiva’s Employee Mutual Funds (Fonds communs de placement d’entreprise). This does not take into account the Company shares held directly in registered form by employees or former employees.



Benefits policy extension

As part of this total remuneration policy, Vantiva regularly expands its benefits policy with the double objective of fairness and equity between employees of the different countries and divisions, and of attractiveness.

In 2023, however, after the improvements provided during the pandemic years, the separation project launched in February 2022 prevented commitments for future separated companies in several countries. Therefore, improvements were made only in the USA:

Area of action	Type of action	Description of the extension	Country
Health	Flat Premium Costs	No increase to employee health care premium costs	US
Vision	Benefits Enhancement	Increase in allowance for frames and contact lenses (\$200)	US
Health	Benefits Enhancement	Development of a Bariatric/weight loss program for Kaiser members to be effective Jan 1, 2024	US
Commuter	Benefits & Digitalization Enhancement	Self-service portal where employees can manage their commuter benefits online at any time	US
Financial Protection	Benefits Enhancement	Development and implement new Life and AD&D plans, and grandfathered plans to be effective Jan 1, 2024	US
Health, Retirement & Social	Wellbeing	Expand Wellbeing & Lifestyle Rewards program to employees by adding 7 new activities. Wellbeing program is a series of 24 activities targeted towards medical & dental prevention, virtual care, financial webinars & consultations, social, mind and community involvement to engage employees and their families. Medical premium discount incentive applies to employees who complete 4 of the Lifestyle activities	US
All Benefit Plans	Benefits Enhancement & Communications	Development and implementation of targeted benefits guides for Vantiva (4 versions), personalized live webinars for Vantiva (4 sessions), flyers, various email campaigns & countdown, and videos during the Open Enrollment period to inform Vantiva employees about the benefits enhancements and changes effective Jan. 1, 2024	US
All Benefit Plans	Communications & Digitalization	Customization and enhancement of benefits website www.MyVantivaBenefits.com Launch of a new email address mybenefits@vantiva.com dedicated to any communications sent to Vantiva employees	US
Health & Retirement	Onsite Event	Onsite presence of Benefits Partners during Open Enrollment Benefits fairs in Memphis: retirement & financial advisor, healthcare & medical experts, life coach with the Employee Assistance Program and Wellbeing program consultant	US

Employees' engagement

- Over and above the processes and initiatives described above, a key objective for Vantiva is to continue to strive to detect any significant trend that may hamper our talent retention. Vantiva has historically undertaken annual surveys to gauge employee satisfaction and engagement across chosen businesses and sites. In 2023, to enhance business specific focus, surveys were conducted at the division level.
- Surveys were launched about the diversity of our employees and seeking to understand their perceptions and expectations about the way diversity is managed at Vantiva. As diversity was understood in a very broad sense, this survey could not be conducted in countries where national legislation prevents the collection of such information (data privacy and personal information).

In addition to this global approach, several site-specific surveys were launched to address particular topics: Quality of life at work in Rennes, France, return to work and listening sessions in several Supply Chain Solutions sites in the USA, and climate surveys in Brazil.

In addition to surveys, numerous effective processes are integrated into the employee lifecycle to maintain continuous feedback. For example, qualitative onboarding and exit surveys serve as pivotal touchpoints along the employee journey.

2.2.4 Training and Development

GRI [404-1][404-2][404-3]

In order to guarantee a constant match between the expectations of our customers and the skills of our employees, the Group has set up a

2.2.4.1 Training

At the end of 2023, the concept of Learning Organization was launched to embark a transformative journey, to foster the culture of continuous learning and development among our employees, thus enhancing the skills and knowledge to better adapt to the business.

The concept of Learning organization revolves around fostering an environment where learning is embedded into the culture of organization. It emphasizes continuous learning, knowledge sharing, and adaptation to change. By investing in the culture of learning organization the aim is to build a workforce that is agile, innovative and equipped with the skills necessary to drive organizational success in an ever-changing market.

The Learning Management System (LMS) – MyDevelopment was relaunched during 2023, with a renewed focus on technical as well as behavioural training. A new partner was onboarded for the launch of LMS thus refocusing the aim on enhanced user experience, expanded content offering, and provide learning paths for employees which support them in achieving their learning goals. The LMS serves as a central platform for learning content, tracking progress, and conducting Virtual instructor led programs. LMS fosters the culture of self-directed learning – a hallmark in Learning Organizations.

2023 Training	Women	Men	Total
Number of hours of training delivered	28,182	39,380	67,562
Number of employees trained	2,489	2,819	5,308
Number of hours of training per employee trained	11.3	14.0	12.7

Overall, training initiatives offered in 2023 encompassed 74,567 hours of training for both employees and external persons working under Group supervision, of which 67,562 hours were delivered to 5,308 Vantiva employees. This represents 12.7 hours of training per employee on an annualized basis. The training hour gender gap is monitored to ensure training is delivered on an equal basis to women and men, as part of our strategy to prevent a structural gender pay gap.

The training focused on the following categories:

- technical and functional training with 51,058 hours for 869 employees;
- Environment Health and Safety with 10,589 hours, of which 4,290 hours were attributed to employees and 6,299 hours for agency workers and supervised contractors (see chapter 2.6 for more details);
- security of IT use with 5,525 hours for 3,876 employees;
- leadership and management with 1,387 hours for 1,047 employees.

In 2023 the Talent Development team has launched a coordinated training cohort to train all employees on “Feedback”. The initiative has 2 components – one dedicated to managers and one for employees.

To optimize the efficiency of the training and to enhance our HR team members’ skills, all People Partners were trained on this topic through a

training program and pragmatic development approach that is aligned with business challenges to the greater extent possible.

Our roadmap for achieving the learning organization encompasses several initiatives in the coming years. Use coaching methodology to help employees understand their true potential for their own growth, investing in building capabilities of our training and development team to design and develop effective training interventions, fostering a culture of learning and knowledge sharing through open communication and collaboration. The aim is to empower our workforce, enhance business agility and achieve sustainable growth.

In 2023, training occurred more frequently and in shorter iterations. The emphasis on soft skills and well-being led to sessions that concentrated on maintaining a focus on behavior and stress management throughout 2021 and 2022. The training emphasized both remote work and the return to the office, prioritizing adapting employees to the uncertainties of the modern workplace while ensuring effective collaboration. E-learnings were extensively deployed through the Learning Management System, MyDevelopment, providing all employees access to a comprehensive library of soft skills learning and compliance training. This platform facilitated convenient access to voluntary and assigned learning and progress monitoring.

Train-the-trainer session. They are therefore now capable of conducting these training courses when required. This approach enhances the impact of the training as it is delivered by their local People Partner and in their local language.

- **Dedicated to managers:** The training was focused on the importance of feedback, various models for delivering effective feedback, and delivering feedback to different generations. It is strongly encouraged that feedback happens continuously throughout the year, in order to maintain a constant exchange of information and ensure employees gradually develop:
- **For all employees:** Feedback is paramount to ensuring employees progress in their career. Talent Development conducted sessions to help employees understand the importance of feedback, how to ask for feedback so they receive it regularly, and how to improve from the feedback given to them. Employees are taught to view feedback as a gift (a piece of information they did not have before), so they are more welcoming to the information and more likely to accept/adopt it. In doing so, we encourage employees to seek out feedback (rather than waiting for it), so they can be proactive in their own development/career aspirations and to help better achieve business goals.



Connected Home

Besides technical training, initiatives were focused on the development of a curriculum training track for managers.

Empower program: Management training

- Empower 1: New/junior manager
- Empower 2: Experienced manager
- Empower 3: Senior manager

To help prepare our managers to lead their teams after multiple organization changes and transformations, the Talent Development team created the Empower learning journeys for managers at all levels. As an employee is promoted into a managerial role, they can start their Empower journey, and work their way through the learning journeys as their progress through their career. Empower is meant to develop,

2.2.4.2 Talent Review and Leadership Development

A yearly Leadership Talent Review process is conducted in all divisions. The process involves managers at all levels of the organization, as well as the members of the Executive Committee and of the Management Committee. These stakeholders participate in the identification of employees with the right level of potential and performance to feed the pool of future managers at the division or Group level. The members of this talent pool are eligible to benefit from dedicated leadership development training, activities, and events during the year.

Several programs are managed at the Group level:

- the Leadership Talent Pool and the Leadership Development program:

Each business has unique learning and development needs with a common need for foundational management behavior development. The Talent and Development Center of Excellence is designed to be an internal full-service consultancy to support and offer both Group and custom solutions for these diverse businesses.

The Talent & Development Center of Excellence (CoE) works with businesses to provide foundational e-learning and virtual instructor-led curricula in such areas as DEI, well-being, remote work, presentation skills, change management, and foundational behavior expectations for managers. The Center tailors content and delivery modalities to fit the business culture.

The mission is to shift our culture and improve effectiveness by cultivating awareness, common language, interpersonal skills, and connection among our talent across the globe while creating a “habit of learning” across the organization.

The 2023 development initiatives were delivered remotely, for shorter periods of time. This allowed for greater participation and increased exposure across the globe with a focus on well-being, DEI and foundational people manager behaviors. This “Blended learning” approach, combining e-learning and virtual instructor-led sessions, continued in 2023. The Talent & Development (T&D) CoE sponsored 3,724 individual training hours focused on creating a best-in-class

reinforce, and refresh the skillsets of new, experienced, and senior managers, depending on where they are in their career. Additionally, Empower inculcates the values of Connected Home, and helps establish a common language across managers, thus accelerating the growth of the business with more ease.

Supply Chain Solutions

Training actions were focused on:

- creating cross-trained resources;
- developing upskilling opportunities to offer a career path;
- mental health training;
- re-training of operational and support departments to implement process efficiencies.

baseline for employee soft skills. Talent & Business Partners kept the T&D CoE informed of changes as they happened, and T&D CoE adapted, managed, and facilitated programs to support the changes.

With an increased focus on soft skills development for managers, the foundational curriculum, Empower, was launched at Connected Home, and aimed at developing manager self-awareness, definition/appreciation of differences in management styles, and skills building on delegation and motivation. Empower has an additional focus on transformational leadership and continued in 2023.

Focus on divisions

In 2019, the Continuous Feedback App, a new feedback tool and talent evaluation system, was introduced to support talent development and to provide transparent feedback. The App has changed the way employees think about and track feedback. It empowers individuals to own their development and learning and take control of their career trajectory. This tool also promotes a culture of recognition between managers and employees, and amongst peers.

Management Training: in 2022, Vantiva launched a management training program for each of its businesses (Connected Home and Supply Chain Solutions).

At Connected Home, the program, called Empower, became available to 200 managers and covered many topics such as leadership, feedback, change management, diversity management, and emotional intelligence. This content was delivered using a blend of instructor-led training and e-learning. The program consisted of 8 one-hour modules of 1 hour each and approximately 2 hours of e-learning. Due to its success, Vantiva continued delivering the program to new managers in 2023.

Supply Chain Solutions rolled out a Leadership cohort training in 2022 to more than 90 managers of the Memphis facility. The program consisted of 3 sessions of 4 hours, each covering leadership topics such as effective decision-making, team engagement, entrepreneurial thinking, and managerial courage.

2.3 Management of business cycles

GRI [2-8 Workers who are not employees] [3-3 Management of material topics: Indirect economic impacts] [3-3 Management of material topics: Employment] [203-2]

Working time is managed according to the needs of Vantiva's various business activities in both the parent company and its subsidiaries. The Group complies with regulatory obligations and contractual commitments in terms of working time in each country in which it operates. Through various working time management tools, the Group ensures employees do not exceed legal thresholds and are appropriately compensated for any overtime according to their employment agreement. However, a large part of Vantiva's workforce is exempt and paid a flat rate for a number of days worked per year, resulting in the monitoring of days worked.

Part-time and remote working are authorized on a case-by-case basis according to the Group policies and depending on the occupational requirements. In 2023, Vantiva had 35 employees working less than 5 days per week. Over the year, part-time employees working at least half-time represent 91% of part-time employees and part-time employees working at least the equivalent of 4 days per week (80% of a full-time worker's time) represent 54% of part-time employees.

Some activities of Vantiva, such as Supply Chain Solutions, experience seasonal peak workloads and require significant interim (agency workers) and temporary (fixed-term) workers to support client requirements, mainly in the distribution and warehouse sites, in addition to overtime. These seasonal workers are typically hired directly over a period of a few months (temporary) or contracted through a third-party labor services

company (interim), while overtime is more achievement-related and is used to complete time-limited peak activity (manufacturing or project development achievement). As Interim workers are not employees of the Group, they are not included in the year-end Group headcount figures. The main countries employing seasonal workers were the United States, Mexico, Poland, and, to a lesser extent, Australia. In the course of 2021, Mexico changed its agency workers legislation, resulting in their replacement by fixed-term contract employees.

Overall, seasonal interim workers represent about 1,751 full-time equivalent jobs and may more than double the number of workers on the relevant sites during the season's peak.

Fixed-term contracts represent about 745 full-time equivalent jobs across the Group's activities.

Unlimited contract employees represent roughly 4,113 full-time equivalent jobs across the Group's activities.

Across Vantiva, total overtime represents close to 113 full-time equivalent jobs.

Working time is managed in the Group's various sites using software such as ProTime, ADP, Punchout, Kronos, Solus, Sisnom and Casnet. There are also some additional manufacturing-related tools that track working time, such as Proscope, Laserbase and CETA.



	2023	2022	2021
Number of part time employees	35	57	119
% of part time employees working at least half time	91%	94%	95%
% of part time employees working at least 4 days per week	54%	48%	49%

2021 figures are for the full Technicolor scope (Vantiva and TCS).

	2023	2022	2021
Full time equivalent number of fixed term contracts	745	892	646
Full time equivalent number of agency workers	1,751	2,183	2,549
Full time equivalent number of unlimited contract employees	4,113	4,784	4,560
Full time equivalent of overtime	113	180	322

2021 figures are for Vantiva legal entities scope.

2.4 Diversity, Equity and Inclusion

GRI [3-3 Management of material topics: Diversity and equal opportunity][3-3 Management of material topics: Non-discrimination][405-1][405-2]



“Our commitment to establishing a culture of inclusion and belonging is now more important than ever. We know great things happen when teams from different gender, backgrounds, geographies, generation and culture collaborate. Creating a diverse, equitable, and inclusive workplace where all employees can mobilize their unique perspectives and talents keeps us future focused, a better employer to our people, and a stronger partner to our clients.”

Emmanuel Horeaux, Head of Talent Development & DEI

Diversity, equity & inclusion (DEI) in the workplace

Towards the end of 2015, Vantiva launched a worldwide Diversity and Inclusion initiative intending to enhance our global processes to foster inclusivity, support under-represented individuals, and guarantee that our practices were free from discrimination. Following the spin-off of Technicolor Creative Studios in September 2022, Vantiva reevaluated and revamped this plan. In early 2023, Vantiva implemented a DEI strategy centered on the following pillars:

- Organizational Culture – The Group aims to continue building and maintaining a company culture that embraces DEI across all focus areas;
- Leadership Commitment – Leaders within the Group continue to help DEI progress within their respective scopes;
- Inclusive Recruitment – We continue to ensure that DEI KPIs are well established and included in recruitment roadmaps and objectives while identifying diverse talent pools to broaden our current ones;
- DEI Training & Education – The first step to establishing DEI in the workplace is raising awareness of our differences. In addition to DEI awareness programs, we created and continue to expand training programs for our managers that support them in developing a diverse team through recruitment and internal promotion;
- Performance Management – To ensure that performance goals within the Group reflect our DEI philosophy, we continue to work towards finding new ways to incorporate DEI into our yearly objectives;
- Community Impact – To extend the Group’s DEI philosophy outside the Company, we have continuously explored various initiatives that allow Vantiva to positively impact our local communities in need of support.

2023 DEI Highlights

- Creation of a DEI Board
- DEI Team Members Certification
- Black History Month: guest speaker Crystal Martin
- Latin Heritage Month
- International Women’s Day
- Pride Month: with guest speaker regarding “The Power of Pronouns.”
- LGBTQ+ toolkit
- CEO Action Pledge
- Job Application Adaptation
- Volunteer Paid Time off
- HRO Functional Updates Action

DEI Board

In March of 2023, the Group announced the formation of Vantiva’s DEI Board. Made up of 10 Vantiva employees from Mexico, India, the United States, the United Kingdom, and France, the DEI Board members volunteer their time to assist in the creation and execution of DEI programs that spread awareness of the unique differences of the individuals that make up the Company’s workforce. The volunteers represent the Group’s diversity and allow for initiatives to be formed from varying perspectives.

Throughout 2023, the Group curated a calendar of varied initiatives/ events that coincided with several globally and nationally recognized awareness and appreciation days, such as, but not limited to:

- Black History Month – Throughout February 2023, Vantiva’s DEI Board hosted weekly Black History-themed game sessions and a curated list of Black History Month movies with pre- and post-movie discussions organized in correlation with Vantiva’s Virtual Cinema Club, led by external speaker, Crystal Martin, founder of the “Untitled Project”;
- International Women’s Day – To acknowledge this day, on March 8, 2023, The DEI Board shared a newsletter explaining the importance of this day of acknowledgment and presented videos of four interviews from four female Vantiva employees sharing both their challenges and successes;
- International Pride Month – (See under LGBTQ+);
- Latin Heritage Month – This USA-recognized month of celebration was observed globally at all Vantiva sites to honor the Company’s numerous Latin heritage employees. Throughout the month, the Group shared three newsletters, each highlighting aspects of history and cultural traditions from Spain, Brazil, Chile, and Mexico.

Two of Vantiva’s DEI Team members earned Diversity, Equity, and Inclusion certificates from Cambridge University this same year. This 3-month program equipped DEI Team leaders with further knowledge to aid in making significant steps in fostering a more diverse and inclusive corporate culture that boosts employee morale, fosters innovation, and drives overall business success.

Gender parity

At Vantiva, we’re dedicated to fostering diversity, equality, and inclusion for our employees and our communities. For this reason, we remain committed to integrating DEI principles into our programs and operations, aiming to bring about positive changes in our society. Amongst these positive changes are the recent improvements concerning the gender pay gap and how it is measured and how Vantiva is performing.

The gender pay gap is a measure that shows how women’s earnings compare to men’s in various pay groups. The gender pay gap varies depending on the type of business and its location, as pay structures can differ significantly between companies and countries. Therefore, tracking

this indicator for each business and location is crucial. At Vantiva, we are committed to increasing the representation of women in higher-paying roles through promotions and new hires to help narrow this imbalance.

Industries that rely on technology and innovation, such as Vantiva, benefit from having a variety of talents on their teams. This diversity helps teams work together effectively, be adaptable, and achieve long-lasting success. However, achieving gender diversity in some professions that are traditionally male dominated can be challenging, for example due to the relatively low number of women who graduate from engineering programs, many of them not always drawn to industries like ICT, to which Vantiva belongs.

In different countries where the Group operates, it's possible that we can overcome obstacles by building stronger connections with our preferred universities and establishing special initiatives to hire more women. These initiatives can include using social media and participating in traditional hiring events. Post-hire, we offer gender-focused development programs to encourage women to advance into management positions as their careers at Vantiva progress.

Broadly speaking, when it comes to Vantiva internal policies concerning hiring and promotion, we always consider important factors like gender, cultural background, education, and experience. This helps us achieve a diverse staff with a balanced mix of perspectives. It also ensures that opportunities, such as projects, technology, training, promotions, and other opportunities, are distributed fairly among all employees as they progress in their careers.

In 2023, the Board of Directors authorized the launch of the following CSR-related programs to increase female representation within the Group's Top Management and better balance the overall diversity of the Group:

- development of a program to identify and support 10 to 15 female talents for potential leadership positions as successors of managers within our business divisions and cross-functional areas within a 2-to-3-year timeframe, along with associated development plans;
- define and implement a "Vantiva Diversity 360°" policy enhancing the importance of diversity in all its aspects, such as gender, age, nationality, disability, education, and more, during the hiring and promotion processes.

At the end of 2023, Vantiva had 4,328 employees, 41% of them being women.

This same year, two women comprised 25% of the Executive Committee, and 12 women represented 28% of the Management Committee.

Since 2018, a non-financial goal for promoting gender diversity has been included in the Chief Executive Officer's performance objectives.

As a business, Vantiva recognizes its role and responsibility in promoting gender equality and empowering women. Our current mission is to advocate for gender parity and to implement initiatives that achieve gender parity and empower women across our businesses, brands, workplaces, and broader business communities where we operate. We constantly strive to guarantee equal pay for equal work, adopt practices that respect equality between men and women throughout the creation of the value chain and we apply a zero-tolerance policy to sexual harassment in the workplace.

Additionally, initiatives to promote gender parity are encouraged locally, such as in France, Poland, and Brazil:

- in France, starting from 2019, we have implemented an action plan to achieve gender equity. This plan is consistent with a collective agreement signed in 2016, which allocates a specific budget to ensure equal pay between men and women. It also provides resources for training initiatives to support women in their careers and promote their advancement within the Company;

- in Poland, at least 50% of candidates on the shortlist for any open permanent position are women. Our industrial operations also actively consider factors like shift duration, physical demands, and social events to manage and accommodate lifestyle expectations. Women are equally represented on the Stakeholder Representatives Committee for the site, which reviews operational changes and provides input to management, reflecting the overall employment composition;

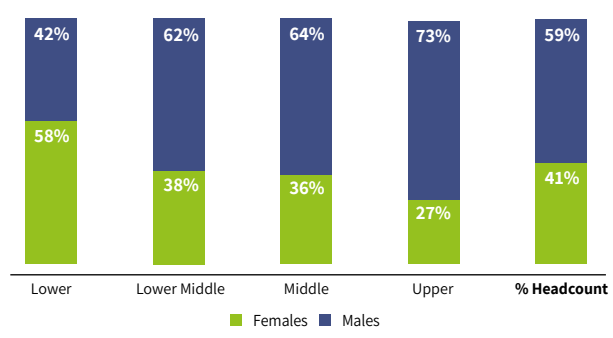
- in Brazil, Pink October (International Breast Cancer Awareness Month) events include lectures, exams, and medical consultations related to the prevention and early diagnosis of breast cancer, while Blue November (International Prostate Cancer Awareness Month) activities focus on prostate cancer in men.

Gender pay gap or GPG

As a solution to diverse and sometimes inconsistent national or local regulations mandating the public reporting of gender pay gap data, Vantiva established an internal global gender pay equity index. This index helps us measure and track the overall pay gap between women and men, specifically within similar local job roles. Its purpose is to pinpoint differences and changes in compensation, allowing us to better focus on taking corrective measures where needed.

Gender pay gap measures the lack of parity for women across the different quartiles of remuneration, reflecting, among other things, the distortion of representation of women across the different levels of responsibility, because unequal pay may amplify the distortion. Gender pay gap is very dependent on business and geography, as the remuneration profile may vary significantly from one business to another and from one country to another, thus, this indicator can only be monitored by business and by geography. Vantiva aims to balance the representation of women across all quartiles, through promotion and hiring.

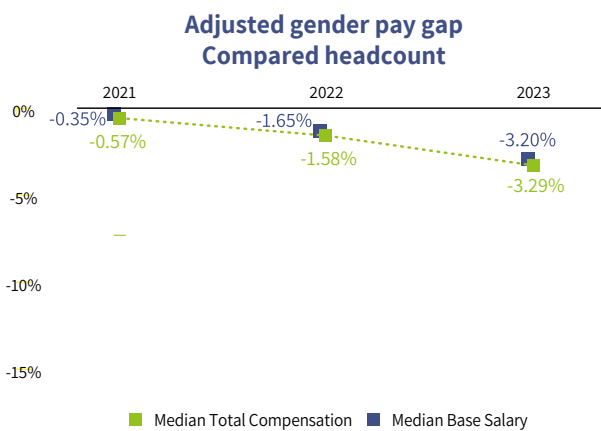
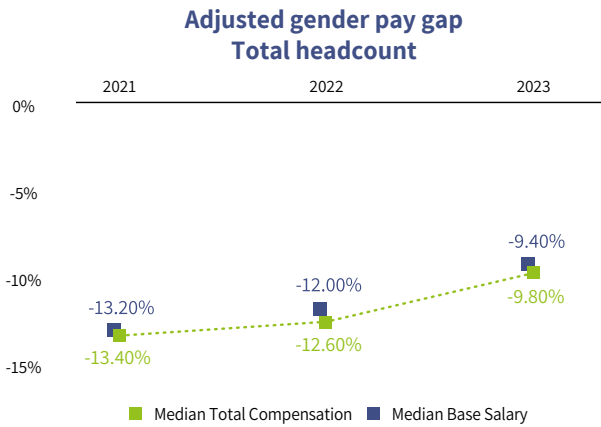
Proportion of males & females in each pay quartile
2023 Total remuneration



There are two distinct, but complementary versions of the gender pay gap: the unadjusted and the adjusted (or weighted). Each measurement provides different insights into the differences in pay and where to look for the root causes of these differences.

- **Unadjusted Gender Pay Gap** – The unadjusted gender pay gap is the difference in median gross annual total compensation between women and men, excluding overtime. It is based on salaries and bonuses (if/when available) before deducting income tax and social security contributions. It does not consider any other factors potentially explaining variability in earnings, such as level of education, work experience, geographical location, or type of business, it is just a top-level reference point comparing the median total compensation of all women to the similar figure for all men. The unadjusted gender pay gap is typically expressed as a percentage of men's median or average earnings.
- **Adjusted (or weighted) Gender Pay Gap** – The adjusted gender pay gap is the difference in median gross annual total compensation

between women and men, excluding overtime – with an important variation in that it considers the geographical location (or buying power) and the job description (to avoid comparing senior VP in country A to entry level factory worker in country B). By focusing on gender in the same location and role, it identifies any systemic differences in pay that can be fairly remediated. The adjusted (or weighted) gender pay gap is typically expressed as a percentage of men’s median or average earnings. Vantiva prefers, and works with, the adjusted gender pay gap when assessing and remediating pay gaps, but it has limitations since not all employees can be included yet (due to some locations not having at least one woman and one man in each job code or job description).



We calculate the pay difference between women and men who hold the same job position within Vantiva, as defined in our internal classification system (using Willis Towers Watson as a reference). This analysis is conducted for each geographical area, such as regions, states, or provinces where we operate. To get a global perspective, we combine all these local differences, considering the number of employees in each area, to assess the gender pay gap across our organizations.

Both the unadjusted and adjusted pay gaps serve as a valuable starting point for us to investigate the underlying reasons for pay disparities. In 2023, the unadjusted gender pay gap, which considers all employees, was -9% when looking at median total compensation. However, when we focused on the portion of the workforce that we could more fairly assess with the adjusted gender pay gap calculation (which accounts for 68% of the workforce), the adjusted gender pay gap was -3% for median total compensation.

Today, there are limitations in Vantiva’s ability to calculate and act on the adjusted gender pay gap because it can only be calculated when there is at least one man and one woman in each evaluated

job code. During 2023, this meant that about 32% of the workforce was excluded from the adjusted gender pay gap assessment and remediation. In future years, Vantiva will work on broadening and combining job codes to include all staff members in the annual gender pay gap assessment and remediation planning.

LGBTQ+

Since June 2022, Staff members worldwide can display their preferred pronouns on their company profiles. In June 2023, throughout International Gay Pride Month, Vantiva’s DEI Board invited all employees to a private event with an external speaker entitled “The Power of Pronouns.” Additionally, the Group partnered with its benefit partner in India, Silver Oak, to offer access to three public events, including a queer support group for queer-identifying individuals. Employees were also given access to an LGBTQ+ toolkit that provides various LGBTQ+-related content, resources, and links.

Employment and integration of disabled people

Legal requirements for integrating or hiring disabled individuals and the definition of disability vary widely or may be nonexistent depending on national legislation. In France, for example, an organization is legally required to employ a minimum of 6% of employees who are either physically or mentally disabled. In certain countries, labeling or categorizing employees as disabled might be legally restricted and require individual authorization, leading to potential statistical inaccuracies.

Beyond legal requirements, Vantiva is dedicated to making its workplaces and factories more inclusive and fairer for individuals with disabilities. This means we are committed to offering equal opportunities in hiring, training, job assignments, promotions, and recognizing achievements. We actively work to remove obstacles that might hinder disabled employees and employ a non-discrimination policy that supports the employment of people with disabilities.



To accommodate disabled employees at work, the Group offers a variety of support materials and software, including, but not limited to:

- special/custom desks or chairs;
- hearing aids;
- speech-to-text technologies.

In France, an agreement was signed in 2019 with labor representatives in support of Vantiva’s Mission Handicap – France program. Aligned with our CSR engagements, this agreement reaffirms the determination of Vantiva to include and support employees with disabilities. Focused on three critical aspects, the agreement aims to: increase recruitment of persons with disabilities; encourage job retention and career development of employees with disabilities; increase the use of service providers with disabled employees. Even though there are no such agreements in other countries, we are committed to offer support for all in each of our locations.

In 2023, our continuous efforts made us exceed government mandates for the employment of individuals with disabilities in countries where it exists, like China, Brazil, South Korea and France. In France, more than 6% of our workforce in 2023 is composed of talents with disabilities.

This is a significant achievement, particularly due to the high industry demand for individuals with such specific competencies. We believe that our ability to attract and retain such talent illustrates the efforts Vantiva puts into the recruitment and development of our employees.

In Poland, Vantiva extended its efforts to families of workers who care for children with disabilities, providing increased benefits to the family via the worker in these cases.

Paid volunteer time off

Employing the values of Vantiva's Community Impact DEI pillar, the Group launched its Paid Volunteer Time Off program in July 2023. With this program, all Vantiva employees with at least one year of seniority will be compensated for time dedicated to their chosen organization (provided that the organization respects Vantiva's Code of Ethics).

Military reserve

At Vantiva, all employees serving in the military reserve are entitled to military leave. In France, the temporary leave of absence is two weeks, paid or unpaid, depending on the seniority of the employee serving in the military reserve.

HRO functional updates action

At Vantiva, it is essential for everyone within the Group to be seen and accepted as the unique individual that he/she is. Our names and pronouns, whether given at birth or chosen for ourselves, impact how others see us and how we self-identify. This is why, in 2023, the DEI team presented the Human Resources Online (HRO) Functional Updates Action. In this action, all employees can choose how they are identified (first name, last name, and pronoun) on all company communication channels. Employees may also add an audio clip to their Microsoft Teams profiles so that any other employee can hear them correctly pronouncing their own name.

CEO action pledge

In October of 2023, as a show of Vantiva's commitment to DEI, the Group's CEO, Luis Martinez-Amago, made a public pledge to continue working towards and maintaining a diverse, inclusive, and equal organization. Launched in 2017, CEO Action for Diversity & Inclusion™ is the largest CEO-driven initiative dedicated to promoting workplace diversity and inclusion. Over 2,400 CEOs have joined this commitment, aiming to create inclusive environments that embrace diverse perspectives and encourage meaningful conversations about diversity and inclusion. In the pledge, Vantiva publicly shared the actions implemented for the Group to reduce its gender pay gap to 1%.

2.5 Business transformation and social dialogue

GRI [3-3 Management of material topics: Labor/Management relations] [3-3 Management of material topics: Freedom of association and collective bargaining]



“At Vantiva, labor unions and employee representatives are key stakeholders with whom we are partnering at site, country, and regional level where applicable. Being a French listed Company, Vantiva also have 2 Board members, representing its employees. Their presence at the Board sessions but also in committees ensure that decisions are taken in the interest of all parties: shareholders, management and employees. This continuous constructive dialog help develop a collaborative working environment contributing to the overall success of the Company. This positive relationship helped us, notably, navigating through the Covid epidemic by constantly adapting our social approach to best support employees during this unique situation.”

Olga Damiron, Chief Officer - People and Talent, CSR and Corporate Legal

Transformation plans

GRI [404-2] [413-2]

Several of the Group's activities are subject to fast-changing competitive environments requiring regular adaptation of their organization and production tools.

The Supply Chain Solutions Division strives to anticipate the evolution of the DVD and Vinyl markets and to gradually optimize its operational footprint.

Throughout the reorganization of the Global Business Services function (finance shared services) in 2021, Mexico, Poland and India required remote hiring due to the pandemic, as well as a retention program, the transfer of employees, a transfer of knowledge program, and intercultural and cross-communication training to facilitate joint working.

The main transformation events of 2022 were the following:

- as a result of the 2022 spin-off of Technicolor Creative Studios from Vantiva, a transition service agreement was signed between Vantiva and

Technicolor Creative Studios providing services performed by Vantiva employees such as payroll, IT, CSR, Global Business Services (account payable, account receivable). This transition agreement is expected to end by March 2024;

- in August 2022, Americas and Eurasia Customer Unit were merged into one Global Customer Unit;
- in Sept 2022, Broadband and Video Product units were merged into one Global Product Division.

The main transformation events in 2023, were related to the following:

- ramp-up of IOT organization;
- Internal Audit organization was split into Enterprise Risk Management (including internal control and reporting to the COO to ensure full alignment with operational performance management) and Internal Audit (reporting to the CEO).

Labor relations

GRI [2-30 Collective bargaining agreements]

Site managers in each country, organized by legal entity, are responsible for local labor relations with Vantiva employees, supported by their local People & Talent Departments.

With respect to its European operations, Vantiva entered into a labor agreement with the European Council of employee representatives (the “European Council”), confirming the Group’s labor practices.

The European Works Council is composed of:

Country	Number of European Works Council seats
France	2
Poland	1
United Kingdom	1

Vantiva’s European Works Council is a supranational body, the purpose of which is to address topics of a transnational nature. The European Works Council is informed of Vantiva’s European operations concerning personnel, finance, production, sales, research and development, and its impact on employment and working conditions. It is also informed of major structural, industrial and commercial changes, as well as organizational transformations within the Group. The European Works Council met eight times in 2023.

In compliance with relevant European Union laws, Vantiva’s managers from each European country convene annually with labor organizations to discuss remuneration and working conditions. In accordance with domestic laws, data regarding the level of unionization is unavailable in most European countries (the laws in these countries do not allow

This council, which meets several times each year, comprises union representatives or members of local Works Councils in European countries. The European Works Council management is the responsibility of the Group’s People & Talent Officer.

Acknowledging the specificities of business divisions, market and regulatory conditions in each country, there is no standardized approach at the Group Level. Instead, central guidance and monitoring are in place to ensure a harmonious social climate. An annual review is conducted at the Group Level to capture and register all newly signed agreements.

these types of statistics to be published). In 2023, Vantiva entered into 22 collective bargaining agreements: 2 in Australia, 1 in Belgium, 6 in Brazil, 9 in France, 2 in Poland and 2 in Mexico.

In several countries, collective bargaining agreements are negotiated on a multiannual basis (three years or more). Because of this, agreements may not have had to be renewed in certain countries in 2023.

In 2023, 58.2% of Vantiva employees in the world were covered by collective bargaining agreements. Vantiva collective bargaining agreements cover a wide range of subjects, such as remuneration, health and safety conditions, working conditions, flexible work, discrimination and harassment, gender equity, training, career management, including for young or senior workers, and disability workers.

Country	Headcount	Number of collective agreements signed in 2023
Mexico	between 1,000 and 1,500	2
USA	between 500 and 1,000	-
India	between 500 and 1,000	-
Poland	under 500	2
France	under 500	9
China	under 500	-
UK	under 500	-
Brazil	under 500	6
Australia	under 500	2
Korea	under 500	-
Belgium	under 500	1
Total		22

2.6 Health & Safety at work

GRI [3-3 Management of material topics: Occupational health and safety] [3-3 Management of material topics: Training and education] [403-1] [403-2] [403-3] [403-4] [403-5] [403-6] [403-8] [403-9] [403-10] [404-1]



“Safety is a key foundational pillar of our culture at Vantiva Supply Chain Solutions, the well-being of our employees is our top priority. We are committed to fostering a safe and secure work environment for each and every member of our team. We encourage a culture where safety is a continuous conversation, where each member of the team plays an active role in ensuring our workplace remains secure. Safety is not just a policy and metrics; it’s an outcome of positive teamwork and a fundamental value in our culture.”

Sandra Breeden, Vice President, Talent and Business Partner, Vantiva Supply Chain Solutions

Vantiva believes an effective occupational Health and Safety (H&S) program looks beyond the specific requirements of applicable laws to address all hazards. The aim of the occupational Health and Safety program is to prevent injuries and illnesses, whether or not compliance is an issue. The Group also believes that the necessary elements of an effective program include, at a minimum, provisions for systematic identification, evaluation, the prevention or control of general workplace hazards, specific job hazards, and potential hazards that may arise from foreseeable conditions.

Vantiva’s health and safety programs are designed to identify potential risks and take appropriate prevention and severity reduction measures. Incident prevention programs include active local Safety Committees and specialized task forces, job safety analysis, written plans and procedures, employee training, monitoring for potential chemical, physical, biological, and ergonomic risks, inspections and audits, incident investigations, and the implementation of appropriate corrective actions.

Charter, policies and guidelines

Standards and direction begin with Vantiva’s Code of Ethics and then flow to the Health, Safety and Environment (HSE) Charter, as authorized by top management. This is complemented by a library of more than 50 HSE Policies and Guidelines, beginning with the Health and Safety policy, supported by numerous topical guidelines such as hazard communication, personal protective equipment, and emergency preparedness.

The HSE Charter has been translated into nine languages and is posted on the Group’s Internet and Intranet. All related HSE policies and guidelines are available on the Intranet.

Training

Vantiva understands that each employee has the ability to impact workplace Health, Safety, and Environment (HSE) efforts and performance. It is therefore critical that they are provided with the appropriate tools, resources and knowledge. HSE training programs develop awareness and skills that allow employees and contractors to perform their jobs in a manner that will ensure compliance with appropriate laws, regulations, and policies, and potentially prevent injury from accidents or harm to the environment. Training programs are evaluated throughout the HSE Audit and are a core requirement in the HSE performance measurement process.

In 2023, Vantiva delivered 10,589 hours of documented HSE training through our reporting systems, HRO, and Enablon. These training sessions were offered to both our employees and contractors. They covered a diverse range of topics, including environmental and safety compliance, protection measures, injury prevention, emergency preparedness/response, and occupational health.

CHARTER - HEALTH, SAFETY, & THE ENVIRONMENT

This charter is designed to confirm our obligation to conduct business in a safe and environmentally responsible manner and to provide direction to employees in their daily work.

VANTIVA IS DEDICATED TO THE PRINCIPLE OF PROTECTING HUMAN HEALTH AND THE ENVIRONMENT THROUGH:

- Complying with regulations and industry standards.
- Protecting our employees and their communities and providing them with an inclusive, safe and healthy workplace where everyone is respected.
- Mitigating climate change and conserving energy.
- Conserving natural resources, minimizing waste and promoting circular economy.
- Implementing operational programs that reduce emissions to air, water, and land.
- Preventing and minimizing negative impacts that could affect the environment, health, and safety related to our facilities, and services.
- Requiring suppliers and subcontractors to actively support complete adherence to our Environment, Health, and Safety, and our Human Rights standards and principles.
- Educating and engaging our employees through Environment, Health and Safety programs.

“Vantiva is firmly committed to continually improving facilities, services, and products in the best interest of our employees, our communities, our customers, our company and the future.”

*Luis Martinez-Amago, Chief Executive Officer
October 2022*

Emergency preparedness and response

Please refer to Chapter 5 of this report (Circular Economy) for its description.

Goals and objectives 2023-2025

Regarding safety at work, Vantiva established the following HSE goals and objectives to be met by its worldwide operations by the end of 2025:

- 5% annual reduction in incident rate;
- reporting to satisfy GRI Sustainability Reporting Standards (GRI Standards).

Safety performance

The following are the results of key safety metrics that were tracked in 2023.

In 2023, while the total number of incidents was stable, Vantiva experienced a 11.6% increase in the work-related injury and illness incident¹ rate from 0.69 in 2022 to 0.77. The work-related lost workday incident rate² also increased similarly to 0.47 from 0.42 in 2022.

Vantiva records all days lost due to work-related injuries or illnesses as calendar days, beginning on the day after the injury or illness occurs. Severity is viewed using a variety of definitions from the French regulatory definition, which equals the average number of days lost per 1,000 hours worked (0.048), the average lost days per incident (12.5), and the average lost days per equivalent full-time worker (0.096).

Work-related incident rates for 200,000 hours worked

	Injury and Occupational Illness		Lost Workday Incidents for Injury and Occupational Illness	
	Number of incidents	Rate ⁽¹⁾	Number of incidents	Rate ⁽²⁾
2021	75	0.95	34	0.43
2022	50	0.69	30	0.42
2023	49	0.77	30	0.47

⁽¹⁾ The work-related injury and illness incident rate is calculated as the number of injuries and occupational illnesses per 200,000 hours worked.

⁽²⁾ The work-related lost workday incident rate is calculated as the number of lost workday injuries and occupational illnesses per 200,000 hours worked.

2023 incident rate and lost workday incident rates for 200,000 hours worked

	Injury and Occupational Illness		Lost Workday Incidents for Injury and Occupational Illness	
	Number of incidents	Rate ⁽¹⁾	Number of incidents	Rate ⁽²⁾
Connected Home	1	0.065	0	0
Supply Chain Solutions	48	1.011	30	0.63
Corporate & Other	0	0	0	0

⁽¹⁾ The work-related injury and illness incident rate is calculated as the number of injuries and occupational illnesses per 200,000 hours worked.

⁽²⁾ The work-related lost workday incident rate is calculated as the number of lost workday injuries and occupational illnesses per 200,000 hours worked.

Local initiatives

There were many notable H&S achievements during 2023. Several of them are summarized below.

At industrial sites, systems certifications, workplace ergonomics, attention to the availability and use of protective equipment, and workers participation concerning worker safety and well-being remained in place.

At Supply Chain Solutions (SCS) sites, Sydney and Melbourne Australian sites were recertified to ISO 45001 during 2023, and a secure system was built to allow for a roller door to stay open for ventilation during very hot days. The industrial site of Memphis (USA), which activity is spread over several facilities, implemented a new program where each facility benefits from a monthly audit for HSE, while a monthly HSE meeting takes place at site level. Several improvements took place such as better safety signage in lobbies, framing the emergency procedures in bright red so that they are better seen, and also refurbishing all shelter areas. Across SCS facilities, special efforts were deployed to promote and improve the availability and use of personal protective equipment, through awareness and training alongside some purchases of safer equipment such as safety knives (with protected blade or blade that automatically retracts when not in use) in packaging operations in Rugby (UK), or PPE adapted to vinyl mastering operations in Piaseczno (Poland). Mexican sites continued the practices in place, reinforcing policies through monthly safety meetings, promoting hygiene, and continuing vaccination programs.

In the Connected Home Manaus site in Brazil, an ergonomic study was carried out to facilitate the handling of product boxes. As one result, upon identifying that operators were developing unfavorable

movements requiring muscular force, a recommendation was made to add cuts in specific areas of the product box to facilitate folding, eliminating ergonomic risks. The site also implemented a new way of organizing work, from line work to cell work, which allows the expansion and/or enrichment of work, permitting variation between movements, which eliminates several ergonomic risks in a process.

In non-industrial sites, practices in place continued, with the communication of many occupational health prevention messages, efforts in contractor safety, providing first aid or AED training, participating in fire drills, and more generally, initiatives to provide satisfactory working conditions. When preparing a reduction of square footage in the R&D center in Rennes, France, a quality-of-life survey was organized, and all efforts were made to preserve a couple break rooms, one for relaxing and another for employees to enjoy home lunches. On a more technical aspect, an acoustic survey was conducted to ensure the move of the RF lab would not result in any nuisance to workers in the surrounding perimeter. In the new Paris Grenelle site, working conditions were much improved with the move from the Renard offices mid-year, with many meeting rooms available now and break and restoration corners preserved, in addition to access to the building restaurant.

As part of fostering team spirit around philanthropic pursuits, sites contributed to various causes, such as the Mexican Guadalajara team providing support in disaster relief post heavy rains and floods that affected the city in 2023, or the US Memphis team putting up a “community closet” where employees in need can come to get clothes or groceries, or the Brazilian Manaus team organizing a health week for the neighboring community, or the Belgian Edegem site giving away whiteboards to neighboring schools.

Promotion of sport and healthy lifestyle activities for employees

The promotion of sport and healthy lifestyle activities for employees takes different aspects, and pursue different goals, (keeping fit, fighting sedentary lifestyles and their long-term negative consequences, or team building and general well-being) and most initiatives are managed at site level. Many are sponsored by the management team, but others may be sponsored by employees’ committees depending on the region. Below are a few examples:

Sport activities

- The Manaus site (Brazil) organized a whole week around sport, including a day focusing on well-being and physical activity, featuring gymnastics, healthy living lectures, a football tournament, stretching and warming up, a dodgeball tournament, and a rhythm class based on different dance rhythms. In addition, at Manaus, throughout the year, different months are dedicated to health and well-being topics like breast cancer, prostate cancer, mental health, and suicide prevention. The Rennes site (France) encouraged employees to participate in

three different running events serving different causes including a green marathon, and the employee’s committee also proposes yoga classes and subsidizes subscriptions to a gym. In Chennai site (India), the People and Talent team organized indoors sports activities. In Piaseczno (Poland), badminton games are organized in the summer, and a subsidized subscription to sports clubs is in place. In Shenzhen (China), several sports are promoted such as swimming, ping-pong, yoga, and badminton.

Health risk prevention

- Many initiatives were deployed either to build awareness on specific physical or mental health risks (such as sexually transmissible diseases or mental health), or to propose on-site health assessments. These initiatives are most often conducted with the support of the occupational doctors and nurses in industrial sites, or partnering clinics, or employer’s health insurance. Sites use these resources creatively, organizing lectures on various topics, team exercises, awareness meetings, and may include individual health check-ups or screenings on topics such as breast cancer, dental, blood pressure, cholesterol, or glucose.

2.7 Absenteeism

Absences are generally defined on an annual basis in terms of holidays, vacations, personal and family medical leave, or other possible unplanned absences such as jury duty, or as specifically described by bargaining unit contract, employment contract, or regulation.

Throughout the year, each employee categorizes any absence according to its definition, and all absences are subsequently reviewed and approved inside the applicable working time tracking software solution.

The average rate of employee absenteeism for sickness and unauthorized absence at the Group level in 2023 is 2.72% :

	2023	2022	2021
Absenteeism rate (in %)	2.72%	4.10%	3.2%

2021 figures for comparable Vantiva legal entities scope.

The absenteeism rate calculation does not include, such as furlough, sites shut down at the request of public authorities, consequences of the health protocol implemented by the Group (potential contamination contact cases sent back to home at the initiative of the Group). It is also difficult to track as a significant number of employees worked from home for an extended period.

Absenteeism methodology

Population coverage: 99% of the employees are covered for the calculation. All Vantiva employees with active working contracts are included in the scope (interns, apprentices, contracted workers, and employees under a notice period are excluded).

However, due to the widespread adoption of remote work in the Connected Home Division during the pandemic, amidst broader lockdowns and health precautions, reported absences for these businesses were comparatively limited. Moreover, the significant shift in job profiles resulting from the separation between Vantiva and Technicolor Creative Studios has notably altered the landscape, with a majority of roles now situated in industrial facilities, making them more susceptible to absenteeism.

Absences reported: paid and unpaid medical leave up to 12 continuous weeks of absence, work-related incidents absence, short-term and long-term disability if employment working contract is not suspended, unauthorized absences – Unpaid leave/absence – other unjustified unpaid absence. All other categories of absence, including maternity leave and military leave, are not included.

The absenteeism rate divides the volume of recorded absence (days) by the product of a theoretical number of days worked during the year and the monthly full-time equivalent average headcount of the covered population.

2.8 Community impact and regional development

GRI [2-29 Approach to stakeholder engagement][3-3 Management of material topics: Indirect economic impacts][3-3 Management of material topics: Training and education][3-3 Management of material topics: Local communities][202-2][203-1][203-2][404-2][413-1]

Vantiva strives to hire most of its employees locally to sustain local employment. Vantiva's locations are usually in large cities and surrounding metropolitan areas, and, as a result, holds a minority employer position, and a limited direct local economic influence in most of these districts. However, Vantiva employment may sometimes represent, at the regional level, a significant percentage of the related industry due to its leadership position and the specific skills required for its business.

Therefore, where there is a local talent shortage requiring that employees be hired abroad, Vantiva supports the regional development or expansion of education bodies targeting the required skills. Vantiva also contributes actively and dedicates time and resources to industry associations and cooperative initiatives aiming at developing education and employment at the regional level (Brazil, Mexico, France, India).

2.9 Relations with external stakeholders

GRI [2-29 Approach to stakeholder engagement][3-3 Management of material topics: Indirect economic impacts][3-3 Management of material topics: Training and education][3-3 Management of material topics: Local communities][3-3 Management of material topics: Public policy]

Vantiva's main activities are in the field of Supply Chain Solutions and Connected Home devices. They require creative talents for innovation in technologies and services and for product development. This leads Vantiva to maintain relationships with a variety of key stakeholder groups to ensure growth and sustainability of its businesses, primarily:

- clients and customers;
- investors and shareholders;
- communities;
- suppliers and subcontractors;
- public authorities.

Within these general categories, specific stakeholders are identified as engagement opportunities based on their nearness to or connection with critical aspects of Vantiva (people, products, services, or property). Dialog may take place in a variety of ways, such as face-to-face meetings, memberships, surveys, contracts, or public event/forum/webinar/panel, as detailed in the examples below.

In 2023, customer satisfaction was monitored and managed through regular video conference calls, email communication and executive review of any customer complaints. In addition, Connected Home also drives customer satisfaction surveys for its activities as they involve a large number of customers. As per previous years, Connected Home launched their Customer Experience Survey, to ascertain long-term customer sentiment and brand loyalty. Over 40 accounts were contacted, encompassing more than 600 individual contacts. The findings of these surveys and meetings are used to correct processes and improve relationships and quality of products and services (please

refer to chapter 2.10 of this report).

Vantiva maintains robust connections with its main shareholders and continues to communicate on a quarterly basis with the investment community. The Company has published press releases whenever needed. However, due to the preparation for the Home Networks acquisition and declining interest from institutional investors following the significant reduction in the market capitalization, Vantiva held less meetings during 2023 than in the previous years.

Establishing long-term collaborations with educational institutions is crucial for rapidly growing and evolving business domains. This approach enables Vantiva to tap into a pool of young, highly educated talent whose skills align our specific requirements (please refer to chapter 2.8).

Furthermore, Vantiva upholds close ties with local communities to mitigate the impacts of the Company's industrial activities on the surrounding environment. This includes addressing concerns related to noise pollution, light pollution, air pollution, and road traffic, but no such complaints were received in 2023. The Group is committed to taking necessary measures in these contexts to ensure a favorable outcome for all stakeholders involved. Relations with suppliers and subcontractors are described in chapter 3.1 as well as in the Vigilance Plan (chapter 12).

Vantiva continues to develop trusted relations with public authorities where it operates to secure a favorable business, social, and technological environment. Such ties are managed directly or indirectly through industry associations and comply strictly with Vantiva's business ethics rules, especially competition and anti-bribery rules, and transparency through the national registration processes of declaration of interest.

2.10 Customer satisfaction – case studies

GRI [3-3 Management of material topics: Marketing and Labeling]

2.10.1 Customer Satisfaction and quality approach

Continuous improvement of the quality of our products and services ranks among Vantiva's top priorities. Sustainable success as a business depends on our ability to gain and maintain customer confidence over the long term. To help ensure that all our people at every level of the organization remain fully committed to build sustained customer satisfaction and loyalty, all employees who work in the quality field are required to engage in our quality management system.

Vantiva quality management system extends to all business units, including the creation, management and delivery of products and services. It establishes a good balance between flexibility and the compulsory guidelines needed to adequately control processes. Designed to guide and challenge business unit management, the guidelines help avoid procedures that might hinder new initiatives or innovation.

To achieve continuous quality improvement, the Group:

- conducts internal audits and customer feedback surveys to track progress;
- tracks quality KPI's, including environmental impact, throughout product life cycle assessment.

Action plans are defined at business unit level and according to geographical regions to ensure that customer needs are taken into account across the broad range of Vantiva products and services.

Vantiva corporate management supports the business units' dedicated quality teams and guarantees their independence. In keeping with a long-standing management approach, middle management is empowered to take responsibility for business objectives, which include quality management goals.



2.10.2 CASE STUDIES

2.10.2.1 Connected Home



"Vantiva is committed to leading the worldwide CPE industry by exceeding our customers' expectations in delivering reliable products and services through multi-faceted continuous improvement methodologies. This program is committed to bringing new technologies to market first, ensuring customer centricity, and focusing on sustainable product engineering practices to deliver best-in-class CPE solutions. We achieve this by applying strict quality guidelines and processes during the product development phase, with our component suppliers and factory partners during manufacturing. Our team is tightly integrated with our suppliers and customers at all levels to assure best practices and prompt, efficient responses."

Larry Gonzalez, Vice President, Quality and Post Sales, Vantiva Broadband & Video

To date, Connected Home has delivered over half a billion Customer Premises Equipment (CPE) products worldwide and continues to ship millions of devices every year. With a consistent shipment volume of over 20 million devices on a yearly basis, Connected Home requires a state-of-the-art quality management system.

As part of the Connected Home's quality policy, the Group has decided to focus its quality management for the maximization of customer satisfaction on the deployment of quality practices, processes and tools across all activities of the business: from R&D through Customer Program Management through to Operations and beyond. The CEQ team drives the broader Connected Home team to remain committed to leading the worldwide CPE industry by exceeding Customer expectations in delivering defect-free product on-time through continuous improvement methodologies.

The Connected Home Customer Experience and Quality department plays a significant transformative role in ensuring process and performance improvements are achieved across all aspects of the business while further reducing non-quality costs.

The Connected Home Customer Experience and Quality department is reporting directly to the Chief Operating Officer of the Division. To achieve its customer satisfaction mission, the department is structured around three primary services:

- the Quality Systems and Assurance, including Quality Management

System and Product Quality Assurance initiatives, are essential elements of the Company's commitment to quality;

- R&D processes and tools including software quality tools for the definition of the complete tool chain required by developers and testers to deliver quality software and thus wholly satisfy customer expectations in this regard;
- transformation initiatives include software and hardware transformation and project & program management transformation with a view to ensuring best-in-class HW and SW design, boosting productivity, and evangelizing best practices across the business.

In our commitment to provide the best-possible quality and service to our customers, the details of the Customer Experience and Quality missions have evolved further and include the following highlights as it relates to service assurance and product quality measures:

- closed-loop corrective action for issue resolution whereby feedback from the field facilitates the more effective deployment of corrective measures if required;
- issues prevention loop whereby quality policies and procedures are consistently enforced;
- a Quality Management System has been established to provide a framework to standardize, to measure, and to continuously improve our processes and our Customer's experience;

- change in culture and mindset of each engineer as supported by persons assigned as advocates in their respective areas of responsibility and expertise;
- quality engineers specifically assigned the task of ensuring that best-in-class processes and suite of associated quality tools are applied and continually enforced within each core team and at each stage of product development and rollout.

Connected Home is also committed to environmental aspects of products and services through the definition of a product's environmental policy to support the Group's eco-design strategy in a clear and consistent manner. More information can be found on Eco-design and Life Cycle Assessment in Chapter 5.2 (Environmental footprint of products) of this report.

Connected Home Quality Management System

With an emphasis on continuous improvement, the Connected Home Quality Management System encompasses both pro-active and reactive quality control. At its core lies the objective of enabling employees to achieve the highest possible levels of quality in their work, ensuring that customer quality assurance is always under control, any necessary improvements identified and implemented, and customer satisfaction thus continually strengthened.

Quality also helps reduce costs: high-quality products and services have lower warranty support costs. This is the intended result of the Group including quality as a key element in its product development and maintenance policy and guidelines, which outline the entire design and manufacturing process. Progress is tracked through a combination of internal and external assessments and measurements, which ensure best practices are shared across the business unit. Internal audits support the effort to continuously improve business processes and product development while minimizing problems and risk.

Various quality certifications from independent third parties boost quality management efficiency and effectiveness and help ensure that Vantiva meets stringent internationally recognized standards. Conformity to the ISO 9001: 2015 standard helps foster a culture of continuous improvement while increasing customer confidence in our products and services.

ISO 9001

Thanks to the deployment of our quality management system, most of Connected Home sites are certified, including those in Paris and Rennes (France), Edegem (Belgium), Hong Kong and Beijing (China), Norcross (USA), Manaus (Brazil), Chennai (India), Sydney (Australia), Tokyo (Japan), and Seoul (South Korea).

ISO 27001

In line with Vantiva's Security Policy, Connected Home uses ISO 27001 framework in its approach to:

- identify and maintain the assets, technologies and processes needed to ensure the confidentiality, integrity and availability of information and supporting services;

- ensure the security of our products and services with a focus on customers' needs and expectations. Currently, Vantiva has implemented an Information Security Management System (ISMS) for a first set of business processes and services in Norcross (USA), and Rennes (France), with a plan to gradually expand and implement the ISMS for other processes and services in the future.

RBA membership

As a Member of the Responsible Business Alliance (RBA), Vantiva fully supports the vision and mission of the RBA by adopting its Code of Conduct (currently RBA Code of Conduct version 8.0) within its global operations for Electronics and Information and Communications Technology (ICT): the adoption of the RBA Code and its principles reflects Vantiva's continuing commitment to recognize transparent and external codes of conduct as an element in Vantiva's long-term plan to manage and improve its sustainability regarding operations, supply chain, and sub-contracting in the Electronics manufacturing and ICT sector.

Wherever commercially possible, Vantiva seeks to internally adopt the RBA approach and tools in practical ways, in the spirit of the industry's common goals. Externally, Vantiva encourages and supports our suppliers to do the same.

The Group looks forward to working together with other RBA industry members and promoting continuous improvement and implementation of the RBA Code in the global electronics supply chain.

The Customer Experience Survey for 2023

One of the most important ways of identifying possible improvements to our products and services portfolio is the customer experience survey which covers the worldwide Vantiva customer base. The goals of this survey are to measure customer satisfaction with the Group's products and services, better understand customer expectations and their perception of the Company and take any remediations identified as being necessary.

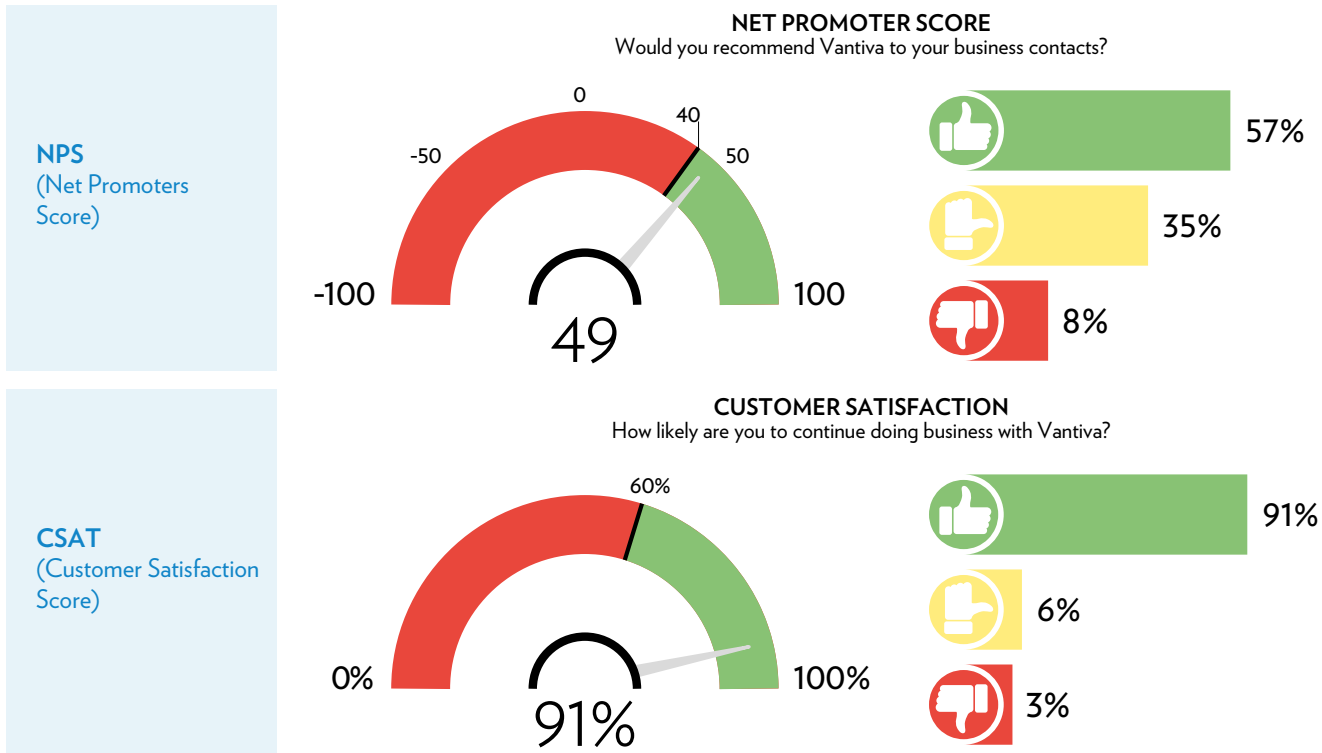
In 2023, as part of the Vantiva Connected Home continuous improvement philosophy, Vantiva Connected Home committed resources for gathering customer feedback on the overall satisfaction, relationship, and partnership.

This approach has allowed Vantiva Connected Home to achieve better and more focused engagement with our customers, which will further enhance our understanding of their perception of Vantiva Connected Home with more insight into their short and long-term expectations.

The Customer Experience (CX) Survey tracks the key areas below, including comparisons with competition on:

- Hardware Quality (HW)
- Software Quality (SW)
- Technical Support
- Partnership and Program Management
- Technology and Innovation
- Supply Chain
- After Sales Support

Results of Vantiva CX Survey for 2023



2.10.2.2 Supply Chain Solutions (SCS)



“Continuous Process Improvement (CPI) at Vantiva Supply Chain Solutions is a constant effort to improve how we can do our work better. Its importance is based on the fundamental belief that the vast majority of operational problems are process-based rather than people-based. Vantiva’s approach is to rigorously determine root causes of issues and design and implement process improvements that are proven to address problems via evaluation of results. A structured approach to CPI based on prior year experience, allows Supply Chain Solutions to materially improve its quality and associated environmental, health and safety standards on an annual basis.”

John Town, SVP Technology, Quality & Compliance, Vantiva Supply Chain Solutions

Vantiva places the highest priority on the quality of its products and services. The Supply Chain Solutions (SCS) business unit specializes in high-volume manufacturing of optical discs, vinyl records and medical devices, plus complementary freight, logistics and distribution services extended to a broad range of industries. For example, in 2023, Vantiva sold a total of 325 million DVD, Blu-ray™ and CD discs with additional annual capacity allowing the flexibility to respond to seasonal demand. SCS has over 5 million square feet of manufacturing and distribution space, with distribution to more than 40,000 locations as well as offering direct-to-consumer fulfilment services.

Global Network

A global network of quality experts manages the division’s quality policies and practices, including supply chain challenges. Quality network members consist of experts located at each site, supervised by

regional U.S. and international personnel and a worldwide coordinator reporting directly to the head of the division.

The members of an independent continuous improvement program team help ensure constant improvement in quality processes.

Improving Quality and After-sales Service Customer Satisfaction Surveys

SCS maintains an ongoing dialogue with major customers through:

- regular face-to-face meetings on overall performance;
- weekly/monthly/quarterly KPI reporting;
- quarterly performance scorecards;
- service level agreements with measurement criteria for most customer contracts.

Supply Chain Solutions ISO 9001 Certification Locations

ISO 9001 Certification	First year of Certification	2021	2022	2023
Memphis Packaging & Distribution - USA	2004	✓	✓	✓
Guadalajara Replication - Mexico	2004	✓	✓	✓
Piaseczno Replication & Packaging - Poland	2005	✓	✓	✓
Melbourne Replication - Australia	1997	✓	✓	✓
Sydney Packaging - Australia	1997	✓	✓	✓
Sydney Distribution - Australia	2014	✓	✓	✓
Rugby Distribution - UK	2009	✓	✓	✓
Nashville Packaging & Distribution - USA	2005	✓	✓	✓

Aiming for Continuous Improvement

Vantiva’s continuous improvement program provides a standardized platform for achieving continuous improvement and sharing best practices across all sites. It includes rules that structure activity and clearly connect each customer and supplier to a specific flow path. The 5S Visual Shop Floor Management system helps simplify the work environment, reduce waste, improve quality and enhance safety.

Continuous Process Improvement and Best Practice Sharing

Best practices identified through Best Practice Sharing Workshops, ISO internal / external process audits, are shared within the Vantiva’s continuous improvement program.

Throughout 2016-2023, major focus was placed on significant footprint/ re-structuring changes in packaging and distribution centered around the addition of new clients/business and the ongoing consolidation of US-based activities. Numerous continuous improvement projects were implemented that were derived from structured review of Supply Chain Solutions quality management systems including identifying a list of opportunities to improve customer experience via process improvements. Weekly discussion and collaboration sessions are conducted between WW site-based QA Leadership under the guidance of SVP Quality.

The CPI approach adopted is to identify areas of opportunity and target specific problems. Solutions are generated through brainstorming among the QA Leadership team and formulating procedures that can be deployed at all locations. Further weekly meetings are used to discuss execution and measurements of success.

3. Human Rights and working conditions

GRI [2-23 Policy commitments] [2-24 Embedding policy commitments] [2-28 Membership associations] [3-3 Management of material topics: Procurement practices] [3-3 Management of material topics: Supplier environmental assessment] [3-3 Management of material topics: Occupational health and safety] [3-3 Management of material topics: Freedom of association and collective bargaining] [3-3 Management of material topics: Child labor] [3-3 Management of material topics: Forced or compulsory labor] [3-3 Management of material topics: Supplier social assessment]

Vantiva adheres closely to the international principles outlined in the International Labor Organization’s (ILO) Declaration on Fundamental Principles and Rights at Work as part of its Business Conduct, Ethics and Social Responsibility approach. This commitment is enshrined in the Group’s Ethics policy and further emphasized through Vantiva membership in the United Nations (UN) Global Compact (see details on Global Compact in Chapter 1.5 of this report). In this way, the Group pledges to ensure freedom of association and the effective recognition of the right to collective bargaining, elimination of all forms of forced or compulsory labor, effective abolition of child labor, and elimination of discrimination regarding employment and occupation. These principles extend into our supply chain, where we monitor supplier compliance with the Group’s ethics and human rights policies. This monitoring is conducted through a Supplier Responsibility program, which aligns with our commitment as a member of the Responsible Business Alliance (RBA).

Vantiva has been a member of the UN Global Compact since 2003. The Global Compact is a United Nations initiative which challenges

member companies to align their operations and strategies around the Ten universally accepted principles in the areas of human rights, labor standards, environmental practices and anti-corruption and to develop best practices in these fields. Vantiva seeks to comply with the highest ethical standards, to take into account the legitimate and ethical interests of all its stakeholders as well as the United Nations founding principles. Each year Vantiva submits a Communication on Progress (CoP) as part of its support of, and engagement with the Global Compact. The Communication on Progress is available as part of the Sustainability report on Vantiva’s website located within the Corporate Social Responsibility section: www.vantiva.com/corporate-social-responsibility. From 2024 onwards, **Vantiva Communication on Progress** will be published using the CoP Questionnaire available on the UN Global Compact website, together with our CEO Statement of Continued Support, publicly expressing Vantiva’s ongoing commitment to the Ten Principles of the UN Global Compact at the highest level.

Since 2016, Vantiva has been a full member of the non-profit Responsible Business Alliance (RBA), after adopting its Code of Conduct in 2014.

3.1 Human Rights and working conditions in the supply chain

GRI [2-6 Activities, value chain and other business relationships] [308-1] [308-2] [403-7] [406-1] [407-1] [408-1] [409-1] [414-1] [414-2]



“Sustainable supply chain management is integral to robust corporate citizenship. To ensure that our guidelines and policies are well understood and respected, Vantiva proactively engages with key electronics manufacturing partners and conducts regular audits to assess compliance with environmental and social regulations, and practices on a worldwide basis.”

Lawrence Hau, Senior Vice President, Sourcing Global Management, Connected Home

Through meetings, contracts, and other formal communication methods, Vantiva shares its expectations that suppliers and their subcontractors provide safe and healthy working conditions for their employees, abide by Human Rights laws and standards, and strive for continual improvement in their environmental management systems, processes, and products.

Vantiva requires its suppliers, partners, and subcontractors to actively support its CSR Principles. Suppliers are required to comply with the legal requirements and standards of their service or industry as applicable under the national law of the countries in which they operate. Vantiva suppliers and sub-contractors also ensure the

compliance of their components and products with specific legal requirements applicable in the countries where their products are sold.

Beyond raw material and component purchasing, the main areas in which Vantiva subcontracts production and services are the manufacturing of set-top boxes, gateways, streaming devices and other products of the Connected Home Video and Broadband businesses and part of the logistics of Supply Chain Solutions in Europe. Additionally, Vantiva uses contracted labor services to provide additional workforce at packaging and distribution sites to manage seasonal peak workloads within Supply Chain Solutions.

As part of Vantiva's Supplier Responsibility program, Vantiva's sourcing and supply chain quality assurance management team:

- determines when CSR audits, always performed by Vantiva-selected auditors, are required;
- requires all suppliers to sign the General Rules of Conduct Compliance Certificate;
- periodically reviews all suppliers according to the Vantiva Supplier Responsibility program requirements;
- ensures that Vantiva suppliers respect its policies and program requirements;
- promotes economic and social welfare with support for non-discriminatory employment practices. Vantiva actively seeks suppliers with similar interests and ethical commitments.

Suppliers are expected to adhere to these basic principles:

- tolerate no discrimination and encourage diversity;
- promote best working conditions;
- use no child labor, forced labor, or involuntary labor;
- protect worker health and safety;
- respect the environment;
- support worker development;
- respect fair market competition;
- strive to be a good corporate citizen wherever Vantiva or its Suppliers operate;
- prevent and avoid all forms of bribery, corruption, or other unfair or unlawful actions;
- respect consumer and personal privacy;
- avoid potential conflicts of interests.

Vantiva or its authorized auditing partners performed 66 on-site and remote Supplier Responsibility audits in 2023. Through these audits and other methods, Vantiva shares its expectations that suppliers and their subcontractors provide safe and healthy working conditions for their employees, abide by human rights laws and standards, and strive for continual improvement in their environmental management systems, processes, and products. If instances of child labor are found during the audit, it is classified as "critical," resulting in an immediate stoppage of business. Audits revealing employee discrimination, forced labor, human trafficking, safety violations, permanent disabilities, or fatal injuries are classified as "major," and require immediate corrective action.

There were no critical violations detected in 2023. 63% of detected violations related to health and safety, and 27% to labor, primarily working hours. Health and safety violations represent 72% of major violations, while the remaining categories of major violations detected were labor, management system, ethics, and environment, by decreasing order.

In 2018, Vantiva added a more systematic risk assessment of suppliers with the implementation of the EcoVadis assessment platform (EcoVadis Rating Framework) to engage and monitor the supply chain for suppliers above a yearly spending threshold of more than €1 million (reduced to €750 thousand in 2022). In 2023, these covered suppliers represented 93.4% of the Group's total spending, and around 73.4% of suppliers above the spending threshold were assessed by EcoVadis. Vantiva has been awarded the Platinum Medal during 2023 for achieving a CSR score in the top 1% across all industries.

The primary subcontracting scope within the Group is in the Connected Home business, where subcontracting represents the majority of

units sold. Thus, almost all audits originating as part of the Supplier Responsibility program target suppliers and subcontractors for the Connected Home business, subcontracting being very low profile in Supply Chain Solutions. Conversely, the year-end seasonal labor peaks are strongly represented in Supply Chain Solutions, and the Group ensures that all temporary workers receive all required HSE training, information, and equipment for their responsibilities, no matter how limited the duration of employment, so that they are treated the same as any other worker within the Group.

Vantiva monitors key performance indicators according to CSR criteria for key active electronics manufacturing service partners to ensure they comply with Corporate Social Responsibility regulations and practices. Vantiva Sourcing prefers suppliers who have achieved ISO 9001 certification and are certified to meet HSE standards, such as ISO 14001 and ISO 45001.

Within Connected Home, Supplier KPIs are weighted 40% on CSR focus at management level, to ensure that supplier management is sufficiently engaged and adopts a proactive CSR approach. Ten percent of KPIs focus respectively on young workers performing hazardous work, monthly employment turnover rate, average overtime, one day-off per week rate, CSR training for operators, and injury trends.

Vantiva's Supplier Responsibility Program applies to all new and current suppliers. To ensure effective supplier assessments, Vantiva has defined a specific audit scope and focus for suppliers categorized as "high risk," defined as suppliers in countries with a relatively high potential for adverse human rights issues.

Additionally, the Responsible Business Alliance (RBA) may perform on-site audits to monitor and verify the implementation of the RBA Code of Conduct. As a member of the RBA, Vantiva is committed to implementing the [RBA Code of Conduct](#) and disseminating it throughout its supply chain, which is particularly key to Connected Home's business and its supplier vigilance plan. RBA membership includes compliance requirements for periodic third-party audits of all critical suppliers with an intense focus on Human Rights, and over time, all main suppliers of Vantiva, who are also members of the RBA, will have Validated Audit Process reports on record within the RBA communication platform. Vantiva is also committed to ensuring that minerals contained in its products are sourced with due respect to Human Rights, the need to avoid contributing to conflicts, and the desire to support developments through our supply chain practices.

Vantiva has a management system in place to collect and to review Human Rights information directly from the supply chain, including Human Rights policies and forced labor prevention plans. Vantiva follows OECD due diligence guidelines to take action as required, to ensure that suppliers are engaged in responsible sourcing of materials and labor, and in preventing forced labor. Also in late 2022, Vantiva Connected Home partnered with a best-in-class compliance management partner to implement the Slavery & Trafficking Risk Template (STRT) tool from the Social Responsibility Alliance (SRA), for identifying potential risk of human trafficking in the supply chain.

In 2016, Vantiva's commitment was confirmed by a [Vantiva public statement on Conflict Minerals](#), updated in 2022, available on www.vantiva.com/corporate-social-responsibility, along with other Vantiva statements on compliance with UK, California and Australia anti-human trafficking laws. Please refer also to Chapter 7.1 of this report for more information on product compliance and bans of hazardous materials in the supply chain.

3.2 Fight against harassment and discrimination

GRI [3-3 Management of material topics: Diversity and equal opportunity] [3-3 Management of material topics: Non-discrimination] [406-1]

A diverse workforce is a business imperative for Vantiva in its competitive environment. It must be able to recruit and retain the most talented candidates from a broad range of disciplines and experiences. Vantiva's policy is not only to provide equal employment opportunity without regard to race, sex, religion, national origin, age, or disability status, but also to fight actively against harassment and discrimination, which are illegal.

Beyond existing legislation, Vantiva strives to track pay discrimination cases between women and men and to reduce such gaps. A refined process for analyzing the gender pay gap was developed, based on both the current job architectures within the business and those that have been revamped. The goal is to identify and prevent the creation of pay gaps at every stage of a woman's career within the organization.

The non-discrimination and equal employment opportunity policies are applied across all Vantiva sites. These policies, rooted in the Vantiva's Ethics Charter, are adapted to meet specific legal requirements as necessary and encompass the anti-harassment policy.

In addition to the role of management, discrimination detection cases also rely on the whistleblower policy, which allows any employee to confidentially disclose their situation or that of a co-worker, without fear of publicity or adverse reaction. Such cases are reported to the Ethics Compliance Committee and investigated. Some countries additionally have an official trust person or advocate for employees if there is a discrimination issue. Overall, 2 cases of harassment and discrimination were reported in 2023.

In order to prevent and fight discrimination and harassment in the frame of our zero-tolerance policy, all employees were assigned to complete a mandatory online training course in 2022 throughout the Group. To ensure a better understanding, this 30-to-45-minute

online training course was delivered in 6 languages: English, French, Spanish, Polish, Portuguese and Chinese. 1,913 employees completed this online training, representing 2,174 hours of training and covering 36% of our workforce at the end of 2022. Subsequently, employees were asked to read and acknowledge the Code of Ethics, including sections about the fight against discrimination and harassment and the whistleblowing procedure.

In 2023, in several countries, managers and supervisors provided legal awareness training sessions about anti-harassment and non-discrimination:

- Supply Chain Solutions created a Business Ethics and Integrity Committee including employees from various demographics, cultures, departments, countries, and position levels. The Harassment and Discrimination Policy was signed by all new employees during induction. Global Anti-harassment training was completed during 2023;
- in Brazil, the Ethics Policy annual refresher took place, including elements related to respect with employees and non-discrimination, and guidelines to prevent discrimination in the hiring process procedures. Vantiva's whistleblower policy and practice was also communicated and retrained, including the no-retaliation aspect. Dedicated mailboxes concerning ethics alerts were distributed throughout the factory, along with dissemination of the reporting channels provided by Vantiva (Ethics Point);
- in Chennai, the formal Prevention of Sexual Harassment (PoSH) policy continued. All new joiners are trained about harassment (both men and women) in the new joiner induction program, and this topic is also supported in the employee handbook. PoSH Policy awareness posters have been displayed in the premises to educate employees.

4. Climate change

GRI [3-3 Management of material topics: Energy] [3-3 Management of material topics: Emissions] [201-2]



“Climate Change is a critical and material topic for Vantiva. The combined carbon emissions impacts from Vantiva’s direct operations and all the value chain are massive and need to be managed in a standard and improving manner. Vantiva has therefore recognized the social and technical imperatives for ambitious and transparent actions that decrease the carbon emissions of its activities in the near-term. By embracing the best practices of the Science-Based Targets initiative and by aligning with the 1.5°C trajectory, Vantiva has already begun to reduce its carbon emissions, while working with all the value chain to achieve Net Zero before 2050.”

Tom Sipher, Head of Corporate Social Responsibility

This report provides an overview of the activities that Vantiva is taking to fulfill its responsibilities as a global corporate citizen with respect to climate change. As such, Vantiva is reporting on what it has determined to be the most significant aspects and impacts, both globally and by business unit, for the fiscal year 2023.

Climate change is integrated into Vantiva’s business strategy in two primary areas: development of eco-friendly products and services and infrastructure improvements to reduce emissions or to maintain performance when faced with climate impacts. The development strategy involves Vantiva joining or leading various industry groups, regulatory committees, or trade collaborations as a way to find or to create improvements and integrate them in the product or service offerings. The infrastructure strategy is to seek out improved efficiencies in technology or human process/behavior.

Science-based targets and net-zero standard

In 2021, Vantiva made a commitment to follow the Science-Based Targets initiative (SBTi) and the Net Zero Standard. By the end of 2022, the Company submitted its near-term targets for validation, and these targets were validated by the SBTi during 2023. Long-term targets supporting the Net-Zero commitment have been submitted and will be validated during 2024. Both branches of the business focused on understanding and reducing their overall environmental impact, collaborating to support an ambitious goal: reducing emissions by 57% for Scope 1+2 by 2027 (from a 2021 base year), and by 52% for Scope 3 emissions from use of sold products per unit sold by 2030 (from a 2021 base year), aiming for a temperature rise below 1.5°C. Vantiva further committed that 30% of its suppliers by emissions covering purchased goods and services will have science-based targets by 2027.

These efforts are in sync with Vantiva’s focus on addressing material CSR topics. Recognizing the influential role of businesses in tackling climate change and the established science behind it, the Group has decided to align with other industry leaders. Embracing initiatives like SBT and Net-Zero aims to uphold transparency and a dedicated commitment to playing a part in the fight against climate change. This involves reducing the climate impact of Vantiva’s operations and extending efforts to products used by consumers and the entire supply chain.

Charter, policies, and guidelines

Standards and direction begin with Vantiva’s Code of Ethics and then flow to the Group’s Health, Safety and Environment (HSE) Charter, authorized by top management. This is complemented by a library of more than 50 HSE Policies and Guidelines, beginning with the

Environmental Policy, supported by numerous topical guidelines such as resource conservation and pollution prevention.

The HSE Charter is available in nine languages and is posted on the Group’s Internet and Intranet. All related HSE policies and guidelines are available on the Intranet.

Organization

HSE is managed transversally within Vantiva and by extension becomes the duty of each Executive Committee member, Vantiva business manager, and Site manager. In 1993, Vantiva established a Corporate (HSE) group to develop, direct, and oversee the development of global policies, guidelines, programs, and initiatives. The Corporate HSE organization reports to Corporate Social Responsibility, headed by the Director of Human Resources (Talent & People) and Corporate Social Responsibility, who is a member of Vantiva’s Executive Committee. Overseeing HSE is a Corporate manager, who directs the efforts of HSE personnel throughout the business. Business division liaisons work to ensure that initiatives relevant to their particular business are shared quickly among sites with similar activity. Legal support and counsel for issues such as product safety, environmental protection, and workplace safety is provided by Vantiva’s in-house attorneys.

It is the responsibility of the Corporate HSE Organization to develop policies, programs, processes, and initiatives to help the business meet the principles and commitments outlined in the HSE Charter. Each Vantiva location identifies personnel who, along with the support of local HSE Committees, are responsible for reviewing and localizing Corporate Policies and Guidelines, applicable governmental laws and regulations, and for implementing site-specific programs and procedures that ensure compliance and minimize the potential for their operation to cause harm to human health or the environment.

Reporting perimeter and risk profile

This report contains data from 22 operating locations, of which 11 are industrial. Prior year data are reported for the same locations when available, although some newly acquired sites may not have data values for years prior to acquisition, or sites may have been closed or sold. As per Vantiva’s definition, an industrial location is a facility where DVDs, vinyl records, or other items are produced, packaged or distributed, or where any Connected Home product is made. To provide finished products and services, Vantiva utilizes purchased materials, chemicals, components, energy, and water. As a result of the products and services it provides, there are a number of potential activities that may result in adverse environmental impacts.

Given the diversity of the Group's operations, the environmental aspects and potential impacts vary by location, which means that not every location is required to report on each of the established metrics. Environmental aspects reviewed in this report include waste management (total waste generated, landfilled, and recycled), energy consumption (electricity, fossil fuels, steam, and chilled water), water consumption, air emissions (greenhouse gas emissions), main materials used, and processing wastewater effluents. The 22 sites included in this report may be reviewed in the subsection: "Data Collection Method and Rationale" (see Chapter 9.2) herein.

The Corporate HSE Organization has identified key information that is tracked and reported on either a monthly, quarterly, or annual basis. This information includes utility consumption, waste generation, recycling and disposal, air emissions, main raw materials used, and wastewater/effluent.

Vantiva is firmly committed to continually assessing the impacts of its facilities and products and constantly evaluating information needs and collection processes to ensure that it remains consistent, focusing on present activities, issues, and anticipated future requirements.

Training

Please refer to Chapter 5 for Environmental training.

Goals and objectives 2023-2025

Vantiva established the following climate change goals and objectives to be met by its worldwide operations by the end of 2025:

- continue to make progress towards the validated Science-Based Targets for near-term 1.5° trajectory and for Net-Zero by 2050 (previous goals about renewable energy percentage were discarded due to refocusing of the business on total decarbonated energy (renewable + nuclear) and forward focus on reduced emissions instead of green energy because reduced emissions are the primary result and impact);
- reporting to satisfy GRI Sustainability Reporting Standards (GRI Standards).



4.1 Carbon emissions

GRI [3-3 Management of material topics: Energy][3-3 Management of material topics: Emissions][302-1][302-2][302-3][302-4][305-1][305-2][305-3]

Energy consumption

In 2023, worldwide energy use was approximately 450.8 terajoules, a decrease of approximately 15% compared with 2022. Of the total energy consumed, 83.4% was in the form of electricity (of which 41.9% from decarbonated sources and 32.5% from renewable sources), 16.3% was in the

form of fossil fuels, and 0.3% was in the form of purchased steam or chilled water. When compared to total revenue, the average energy intensity was 0.217 TJ/M€ across the business in 2023.

Energy consumption

	Total (terajoules)	Electricity (terajoules)	Fuel sources (terajoules)	Total per revenue (terajoules per M€)
2021	665.6 ⁽¹⁾	574.3	83.4	-
2022	531.7 ⁽²⁾	462.1	68.9	0.192
2023	450.8⁽³⁾	375.9	73.5	0.217

⁽¹⁾ Total energy includes about 7.9 TJ steam or chilled water purchase.

⁽²⁾ Total energy includes about 0.7 TJ steam or chilled water purchase.

⁽³⁾ Total energy includes about 1.4 TJ steam or chilled water purchase.

2023 energy consumption

	Total Energy (terajoules)	% Total Group (%)	Electricity (terajoules)	% Total Segment (%)	Fuels (terajoules)	% Total Segment (%)
Connected Home	32.6 ⁽¹⁾	7.2%	28.3	86.5%	3.0	9.2%
Supply Chain Solutions	417.9	92.7%	347.4	83.1%	70.5	16.9%
Corporate & Other	0.279	-	0.272	97%	0.007	3%

⁽¹⁾ Total energy includes about 1.4 TJ chilled water purchase.

Greenhouse gas emissions

After examining its operations, using the Greenhouse Gas Protocol (GHG) as the standard, Vantiva found that the primary air emission contaminant from its operations (Scope 1) is equivalent carbon dioxide (CO₂eq) linked to the on-site combustion of fuels for activities like heating, cooling, backup

power generation, fire suppression equipment, or other typical engine-driven equipment.

In 2023, a total of 4,159 metric tons of CO₂eq were emitted from combustion sources within Vantiva's industrial plants and larger non-industrial locations.

Air emission

Scope 1 emissions ⁽¹⁾	CO ₂ eq (metric tons)
2021	4,707
2022	3,902
2023	4,159

⁽¹⁾ These figures calculated using the 2006 Intergovernmental Panel on Climate Change (IPCC) emissions factors.

Indirect emissions from consumption of electricity, steam, and chilled water (Scope 2) were 46,699 metric tons CO₂eq in 2023 and were estimated using the International Energy Agency location-based emissions factors (2021 confirmed factors from 2023 data set). As

Vantiva continues to work on reducing emissions, and on contracting for less-carbonated electricity when renewing energy contracts, Vantiva also discloses Scope 2 emissions on a market-based approach, resulting in 31,840 metric tons CO₂eq during 2023.

Scope 2 emissions	CO ₂ eq (metric tons)	
	Location-based	Market-based
2021	69,983	55,752
2022	55,650	44,119
2023	46,699	31,840

Beyond Scope 1 and Scope 2 greenhouse gas emissions, some of the most significant contributions to Scope 3 greenhouse gas emissions are shown below, with the exception of purchased goods and services. Where quantitative estimates are shown, the values are approximate due to assumptions required and the potential absence of exact knowledge for specific types of transportation equipment and fuel. Necessary assumptions are based on industry standards or surveys for collective vehicle performance or consumer behavior:

- electricity consumption when using Connected Home devices (set-top box and gateways) in their targeted markets during their estimated product lifetime of 5 years (set-top-box) or 4 years (gateway). The total impact of all Connected Home devices produced in 2023 is estimated to be equivalent to 2.56 million tons of CO₂eq during their full lifetime of product operation. The assumed product operation that may be controlled in part by the network operator and the consumer includes active hours during use, standby hours when not actively in use, and switched-off hours, aligned primarily with customer’s habits for home television use. For any individual piece of equipment, the true equivalent emission will depend on the country and region of operation, as emissions factors vary significantly depending on electricity generation methods and sources in each country. The 2021 emissions factors used were selected from the International Energy Agency – IEA (2023), Emissions Factors;
- the estimated impact of all inbound and outbound traffic controlled by Vantiva during 2023 for Supply Chain Solutions was 44,816 tons CO₂eq. Emissions factors used were selected from UK Government GHG

Conversion Factors Freighting Goods (2022). Supply Chain Solutions, while primarily ground and air shipment, works to optimize carriers for full loads and to use optimized networks and systems for ground transport such as USA SmartWay system (<https://www.epa.gov/smartway>);

- the estimated impact of all inbound and outbound traffic controlled by Vantiva during 2023 for Connected Home devices was 5,154 tons CO₂eq, a marked reduction compared to 2022 principally due to a sharp decrease in air freight shipping. Emissions were estimated by third-party specialist Company TKBlue, focusing on the impact of climate change on shipping and logistics activities. In order to optimize reduced emissions, Connected Home gives preference to ocean and rail shipping where practical, and prefers vessels operating with low emissions fuels or biofuels;
- employee commuting was estimated at about 12,991 tons CO₂eq;
- business travel emissions amounted to 2,023 tons CO₂eq;
- data centers supporting all businesses and functions within Vantiva generated an estimated impact of 1,247 tons CO₂eq during 2023. This estimate concerns all data centers and includes, in part, a double counting of some emissions already reported as Scope 2 within Vantiva operations. Emission factors used were selected from the International Energy Agency emissions factors (2021).

In 2023, Vantiva participated for the sixteenth consecutive year in the Carbon Disclosure Project (CDP), targeting collaboration between large international firms and investors related to global warming. Vantiva’s emissions disclosure is available on the CDP’s website: <http://www.cdp.net/>

In addition to the above highlights, the full Scope 3 profile of Vantiva in 2023 is shown as below:

Scope 3 emissions	Tons CO ₂ e	
Categorization		
Upstream	1. Purchased goods and services (Opex)	506,924
	2. Purchased goods and services (Capex)	
	3. Energy	16,641
	4. Shipping and Logistics	49,970
	5. Waste generated in operations	5,962
	6. Business Travel	2,028
	7. Worker commuting	12,991
	8. Upstream leased assets	0
Upstream sub-total	594,516	

Scope 3 emissions

Categorization		Tons CO2e
Downstream	9. Shipping and logistics	0
	10. Processing of sold products	0
	11. Use of sold products	2,565,874
	12. End of life waste impacts	2,261
	13. Downstream leased assets	0
	14. Franchises	0
	15. Investments	1,175
Downstream sub-total		2,569,310
Upstream + Downstream Total		3,163,826

4.2 Energy efficiency

GRI [2-28 Membership associations] [3-3 Management of material topics: Energy] [3-3 Management of material topics: Emissions] [302-5]



“With the profound impact of selling gateways & set-top boxes by the millions worldwide, our willingness to comply with enhanced standards or voluntary agreements cannot be overstated. By championing our products regarding power consumption efficiency, recycling capability, robustness,... we are convinced that every conscious choice we make today will ripple into sustainable activities for generations to come.»

Christian Schahl, Compliance & Regulatory Senior Adviser, Connected Home Product Division

Vantiva started to implement eco-design guidelines in 2008 and has long taken a positive stance towards environmental and efficiency issues in the development, manufacture, and use of its products. The Connected Home segment complies with all the laws, regulations and industry guidelines endorsed by Vantiva in order to improve the energy efficiency of its products while not impacting the user experience. These include:

- the European Union Code of Conduct on Energy Efficiency of Digital TV Service and Energy Consumption of Broadband Equipment;
- the European Union Industry Voluntary Agreement to improve energy consumption of complex set-top box (CSTB);
- the US Voluntary Agreement for Ongoing Improvement to the Energy Efficiency of set-top box (STB);
- the US Voluntary Agreement for Ongoing Improvement to the Energy Efficiency of Small Network Equipment (SNE);
- the Canadian Pay-TV Set-top box Energy Efficiency Voluntary Agreement (STB CEEVA);
- the Canadian Energy-Efficiency Voluntary Agreement for Small Network Equipment (CEEVA SNE) to extend its existing energy saving initiatives into the Canadian market.

Vantiva was the first Customer Premises Equipment (CPE) vendor to sign the Code of Conduct for Broadband Equipment, taking on a leading role in the field of low energy consumption residential gateways. By designing devices compliant with regulations as well as various Voluntary Agreements, Vantiva is committing to improve energy efficiency and to reduce the carbon footprint of gateways and set-top boxes.

Furthermore, Vantiva has also actively contributed to the creation or revision of eco-design regulations impacting the design and development of its gateways and set-top boxes by providing inputs to the EU commission via Vantiva’s membership in the Digital Europe organization of leading Digital European companies. Inputs are made particularly with regard to eco-design requirements on the new regulation of no-load condition electric power consumption and the average efficiency of External Power Supply 2019/1782 and regulation 826/2023/EU on standby and network

standby power. Every eco-design regulation includes provisions for its future assessment and potential revision, considering the experience gained from its implementation and advancements in technology.

As regards electricity consumption over the estimated product lifespan of 5 years (for set-top boxes) or 4 years (for gateways) in their target markets, the one-year impact of all Connected Home devices produced in 2023 is projected to be equivalent to 589 thousand tons of CO₂eq. The assumed product operation that may be controlled in part by the network operator and the consumer includes active hours during use, standby hours when not actively in use, and switched-off hours, aligned primarily with customer habits for home television use. For any individual piece of equipment, the true equivalent emission will depend on the country and region of operation, as emissions factors vary significantly depending on electricity generation methods and sources in each country.

Product energy efficiency initiatives and developments

One of Vantiva’s corporate values is a commitment to globally agreed standards and voluntary agreements.

Vantiva has actively contributed to good practices through voluntary codes and is a signatory of the above-listed Voluntary Agreements for improving the energy efficiency of Connected Home devices.

In Europe, Company reporting for 2023 establishes that Vantiva achieved the power consumption targets respectively set by the Code of Conduct for Broadband Equipment and the Voluntary Industry Agreement on Complex Set-Top Box:

- 98% of our set-top box units put on the market are compliant with the energy requirements of the Voluntary Agreement;
- 100% of our latest home gateways models newly introduced to the market are compliant with the on-state power target and with the idle state power target of the Code of Conduct for Broadband Equipment.

In the United States and in Canada, Vantiva branded models of set-top

boxes and small networked equipment meet the targets of applicable energy efficiency Voluntary Agreements recently published.

In 2021, the US Voluntary Agreement for ongoing improvement to the energy efficiency of set-top boxes was renewed through 2025. It now includes new, even more rigorous energy-efficiency commitments that began in 2023. Notably, this latest extension places emphasis on Internet Protocol (IP) set-top boxes, which are projected to represent an increasing portion of new set-top box purchases.

Vantiva actively works on the reduction of power consumption in a dynamic approach that covers new technology, new components, and new protocols.

The energy efficiency of our products is a key part of the Company's commitment to its customers and other stakeholders as they use Vantiva Connected Home devices. Continuously improving the energy efficiency of our appliances during the product use phase is one of the main opportunities we have to combat climate change and contribute to a livable planet for the future.

4.3 Renewable and decarbonated energy

GRI [3-3 Management of material topics: Energy][3-3 Management of material topics: Emissions][302-4]

As part of its pledge to conduct business safely and responsibly, Vantiva has always measured environmental impact and sought to reduce it through monitoring programs and projects focused on its activities. As the industrial footprint of the Group continues to move away

from energy-intensive processes due to industry closures, our energy focus has evolved, resulting in a growing emphasis on increasing the proportion of renewable and decarbonated energy as a percentage of electricity consumed at all the Group's sites.

Renewable energy

Group	As a percentage of electricity (%)	As a percentage of total energy (%)
2021	17.3%	14.9%
2022	20.4%	17.7%
2023	32.5%	27.1%

Business Segment	As a percentage of electricity (%)	As a percentage of total energy (%)
Connected Home	55.3%	47.9%
Supply Chain Solutions	30.6%	25.5%
Corporate & Other	-	-

Decarbonated energy

Group	As a percentage of electricity (%)	As a percentage of total energy (%)
2021	27.5%	23.7%
2022	30.4%	26.4%
2023	41.9%	35.0%

Business Segment	As a percentage of electricity (%)	As a percentage of total energy (%)
Connected Home	75.2%	65.1%
Supply Chain Solutions	39.3%	32.6%
Corporate & Other	-	-

Climate change highlights

There were a few environmental achievements during 2023, some of them highlighted below:

At industrial sites, the Connected Home Manaus site in Brazil continued to source electricity 100% from renewable sources, to maintain its carbon neutral impact. The Supply Chain Solutions (SCS) sites worked on ways to continue to reduce the carbon footprint of logistics, travel and transportation. In Australia, Melbourne and Sydney sites continued to consolidate orders to minimize the number of deliveries and reduce the number of road trips to reduce the carbon footprint.

At non-industrial sites, a few initiatives were implemented. In Belgium, the Connected Home site of Edegem improved further its commuting emissions footprint by updating the site car policy with an option between choosing company salary-car or opting for a mobility allowance instead, with 8 employees preferring the mobility allowance versus company car. The site also changed 27 cars to electric within the 40-car fleet. In Paris, Connected Home and Vantiva headquarters moved mid-year to a new HQE building on boulevard de Grenelle, which benefits from low carbon heating and cooling systems and a green electricity supply, in addition to energy efficient structural and functional design, with corresponding multiple certifications.

Local highlight, Brazil

GRI [3-3 Management of material topics: Local communities] [413-1]

In Manaus, Brazil, the Connected Home factory dedicated to the production of decoders and molds for the Americas has a long-term plan to improve its carbon footprint. In 2020, the site completed the carbon-free transition to 100% of its electricity consumed from renewable sources, generating less environmental impact. The sources that Vantiva buys are hydroelectric projects, with power less than or equal to 5,000 kW, plus projects based on solar, wind, biomass, or qualified cogeneration. In 2023, 100% of the energy purchased was produced from sugarcane bagasse, a biomass that can be transformed almost entirely into usable energy through industrial processes with low environmental impact.

Vantiva Manaus is in the study phase for a new project that plans the installation of solar panels. The project is scheduled for completion in 2025. These solar assets were transferred from the ARRIS factory in Manaus, highlighting an ongoing commitment to sustainability and energy efficiency.

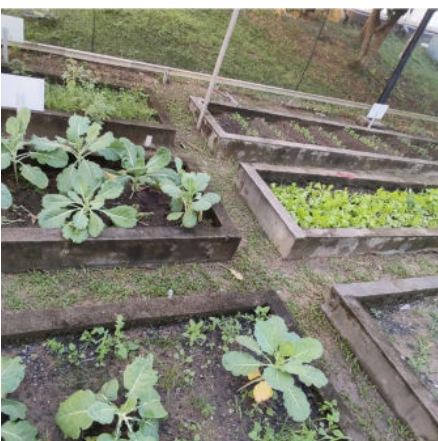
In 2023, Vantiva planted 4,750 açai seedlings, a plant known for its ability to absorb greenhouse gases, in the Tietê river reserve, near São Paulo (where Vantiva's Sales office is located), as a form of 100% compensation for carbon

emissions in 2022. The planting of these seedlings renders Vantiva a carbon-neutral company in Brazil. This initiative not only contributes to the fight against deforestation but serves as an opportunity to further raise awareness of the importance of preserving natural resources amongst our co-workers and local residents. It also allows us to further educate our communities on how we all play an important role in the fight against global warming. The Manaus site has a socio-environmental project to capture rainwater and air conditioning condensation and shares unused water through redirection pipes with the local community which does not have water provided by the concessionaire.

Vantiva has an environmental education project with surrounding schools, providing environmental education through training proposed by the CSR team and thus offering a better quality of life for students and teachers. The site also continues to expand its organic garden, producing vegetables that will be distributed among employees.

For these initiatives, Vantiva in Brazil was awarded the certificate of "Partner of Nature" by the Brazilian Institute for the Defense of Nature and the "Carbon Neutral" certificate in 2023, recognizing the continuous improvement of its socio-environmental performance and footprint.

By generating savings, and environmental and social benefits, the Green Factory project contributes to making the Vantiva factory in Brazil ecologically correct, economically viable, and socially fair.



5. Circular economy

GRI [3-3 Management of material topics: Materials] [3-3 Management of material topics: Water and effluents] [3-3 Management of material topics: Waste]

This report provides an overview of the activities that Vantiva is taking to fulfill its responsibilities as a global corporate citizen with respect to the Circular Economy. As such, Vantiva is reporting on what it has determined to be the most significant aspects and impacts, both globally and by division, for the fiscal year 2023.

Charter, policies, and guidelines

Please refer to Chapter 4 for their description.

Organization

Please refer to Chapter 4 for its description.

Reporting perimeter and risk profile

Please refer to Chapter 4 for their presentation.

Annual performance measurement process

In 1997, a process was introduced to enable consistent internal benchmarking of key HSE (Health, Safety, and Environment) management programs and requirements across the Group's industrial locations. It aimed to track site progress toward environmental, safety, and resource conservation improvement goals. This process underwent revision in 2012 to better accommodate the broader network and diverse nature of the Group's industrial and non-industrial locations. It evaluates benchmark criteria, facilitating the establishment of consistent global focus and action plans for key programs, requirements, and initiatives within the Group.

Emergency preparedness and response

GRI [2-16 Communication of critical concerns]

Even the best-designed programs and procedures cannot eliminate the occurrence of unforeseen events. The development and periodic review of emergency preparedness and response plans is critical to the success of Vantiva's HSE program, making these, along with associated training and testing, key components of the HSE performance measurement process.

One of the many challenges that are present in a globally operated business is ensuring effective communication, particularly in the event of a crisis. At Vantiva, a system was designed to provide a consistent worldwide approach for managing and mitigating significant HSE incidents. The Significant Business Incident (SBI) system enables timely communication to and involvement of top management and ensures the quick and effective allocation of appropriate resources with consistent crisis management measures throughout the world. This process also serves as a valuable tool for identifying potential concerns within each of Vantiva's businesses and to ensure that appropriate preventive measures are effectively implemented.

In 2023, three SBIs associated with HSE aspects were reported, and no

penalties or fines were incurred as a result of these events, which are closed, and for which no provisions had to be made for compensation to any third party, or employee, or for claims for future environmental damages.

Audits and internal governance

GRI [403-2]

HSE audits and inspections are a key part of Vantiva's continued efforts to improve HSE management and performance, and to prevent incidents from occurring. A comprehensive corporate audit program was implemented in 1996 which aims to review the Group's industrial locations' compliance with Corporate HSE Policies and Guidelines and specific applicable HSE laws and regulations. The audit program has also been demonstrated to be a valuable tool for increasing HSE awareness, identifying best practice opportunities, communicating successful initiatives between plants, creating opportunities for different approaches to problem solving, and introducing HSE personnel to other aspects of the Group's multi-faceted business.

The audits include physical inspections of the location, review of documents and records, and examination of activities within the HSE scope. The use of Vantiva specific audit protocols helps ensure and maintain consistency in approach while also bringing renewed focus to key corporate requirements. In addition, the protocols allow for, and require, the inclusion of location-specific regulatory and business requirements. Issues and recommendations identified during the audit process are reviewed and discussed with members of the location's management.

In 2023, two industrial sites were audited, and three non-industrial sites were reviewed as part of Vantiva's objective of monitoring all locations at least every three years. As a result of these reviews, potential improvement items were identified and evaluated, and more importantly, appropriate associated action plans developed.

Acquisitions and closures

Vantiva has established a process for reviewing locations prior to acquisition and upon closure to identify and understand the likelihood and extent of potential environmental contamination associated with the locations' activities.

This process not only helps limit financial liability, but also to understand the type and level of support required to ensure that the Group's corporate policies and guidelines are effectively implemented. Once acquired, locations are expected to comply with Vantiva's HSE policies and guidelines, which include, as an example, the development of chemical and waste management practices to minimize the potential for uncontrolled releases to air, water and land.

Newly acquired businesses are reviewed by Vantiva to identify HSE aspects of their operations, to evaluate the status and effectiveness of existing management and control systems, to determine compliance with Vantiva HSE Policies and Guidelines, to communicate Vantiva's HSE initiatives and requirements, and finally, to assist in the establishment of location-specific programs that conform to Vantiva's requirements and meet the needs of the Group.

Training

GRI [403-5]

Vantiva understands that each employee has the ability to impact the Environment, Health and Safety (HSE) efforts and performance, thus it is critical that they are provided with appropriate tools, resources and knowledge. HSE training programs develop awareness and skills that allow employees and contractors to perform their jobs in such a manner that will not only ensure compliance with appropriate laws, regulations and policies, but that they may prevent accidents that may lead to injuries or harm to the environment. Training programs are evaluated during the HSE audit process and are a core requirement in the HSE performance measurement process.

In 2023, Vantiva employees and contractors received 10,589 hours of HSE-related training. These training were reported through the HRO and HSE (Enablon) reporting systems, and covered a wide variety of topics, such as environmental and safety compliance and protection, injury prevention, emergency preparation and response, and occupational health.

Goals and objectives 2023-2025

Related to the circular economy, Vantiva established the following HSE goals and objectives for the Group, to be met by its worldwide operations by the end of 2025:

- 75% minimum waste recycling rate. This was not achieved in recent years due to drop in market value of recyclables, but the objective is maintained going forward, with recovery beginning in 2022.
- Reporting to satisfy GRI Sustainability Reporting Standards (GRI Standards). The objective is maintained for the next cycle.

Vantiva consistently takes significant steps toward a more circular economy. When designing our products, we prioritize easy updates, refurbishment, and proper recycling. Additionally, we're currently exploring new models to further advance circular practices throughout the entire value chain.



5.1 Recycling of waste and optimization of raw material

GRI [3-3 Management of material topics: Materials] [3-3 Management of material topics: Waste]

Waste generation and recycling

GRI [306-1] [306-2] [306-3] [306-4] [306-5]

Vantiva has a longstanding commitment to sound and environmentally responsible waste management principles. The Company follows a hierarchy that prioritizes internal reuse, recycling, and reclaiming before resorting to treatment and, as a last option, landfill disposal. Vantiva has devised and implemented programs to reduce waste generation, minimize hazardous waste, decrease landfill disposal, and promote increased recycling.

Hazardous waste is defined at each site based on guidance from local governing agencies. In broad terms, it includes waste chemicals, fuels,

oils, solvents, batteries, fluorescent light bulbs, or other items that may have been in contact with hazardous materials (such as cleaning materials or empty containers). The handling, storing, and disposing of all hazardous wastes adhere to local regulations and Group Policy.

In 2023, about 0.6% of the total waste was generated in non-industrial Vantiva sites, with approximately 10.1 tons of hazardous waste from non-industrial locations (batteries, e-waste). Organic composting is tracked as part of recycled waste with about 12.3 tons reported during 2023 in both industrial and non-industrial sites.

The total waste generated in 2023 was 15,259.8 tons with a recycling rate of 78.8%, increasing about 7% compared to 2022. When compared to total revenue, the average waste generation for all Vantiva operations was 7.35 M-Ton/M€ in 2023.

Waste

	Total Waste Generated (metric tons)	% Treated Hazardous (in %)	% Recycled (in %)	Total per Revenue (metric tons per M€)
2021	16,306.6	3.8%	61.8%	-
2022	10,868.2	4.0%	71.8%	3.92
2023	15,259.8	2.2%	78.8%	7.35

2023 Waste generation

GRI [306-2]

	Total Waste Generated (metric tons)	% Total (in %)	% Treated Hazardous (in %)	% Recycled (in %)
Connected Home	152.7	1.0%	6.6%	56.5%
Supply Chain Solutions	15,106.8	99.0%	2.1%	79.0%
Corporate & Other	0.3	-	-	100%

Within Vantiva, detailed waste generation and disposal data is gathered at each facility following the local reporting format and requirements. After reformatting, data is recorded based on standard categories (defined at the corporate level). This is done through periodic online site questionnaires

using specialized web-based software. Waste data is consolidated at the Group level and audited annually by third-party auditors during the validation of Group extra-financial data. This process aligns with French law before publication.

Vantiva sites select only qualified suppliers of waste-related services, generally always licensed and permitted by government agency. All sites are advised to review each waste service provider’s capabilities, staff qualifications, and control systems, and these aspects are reviewed during periodic internal audits. In some cases, site environmental personnel may also travel to the treatment or disposal site to make additional observations and inspections as part of the initial qualification or periodic monitoring of waste-service providers.

Vantiva sites have four distinct profiles characterized by their own input and output profiles:

- sites that manufacture and dispatch DVDs and vinyl records to distribution centers use raw materials and packaging. The main raw materials used are clear polycarbonate, PVC pellets, bonding resins and lacquers, inks, plastic films, cardboard, and pallets. Consequently, waste generated includes plastics, hazardous waste, and packaging;
- packaging and distribution sites receive bulk DVD/media and other products as inputs, and package and prepare items for retail sale. These operations consume packaging materials, printed materials, plastic film, cardboard, and pallets, which are typically reflected in waste streams along with specialized mixed waste when inventory is destroyed due to a customer request;
- assembly of set-top boxes and gateways (one site in the Group) has electronic components as inputs, as well as packaging material, and

generates waste streams similar to those of DVD/media packaging and distribution sites, plus e-waste;

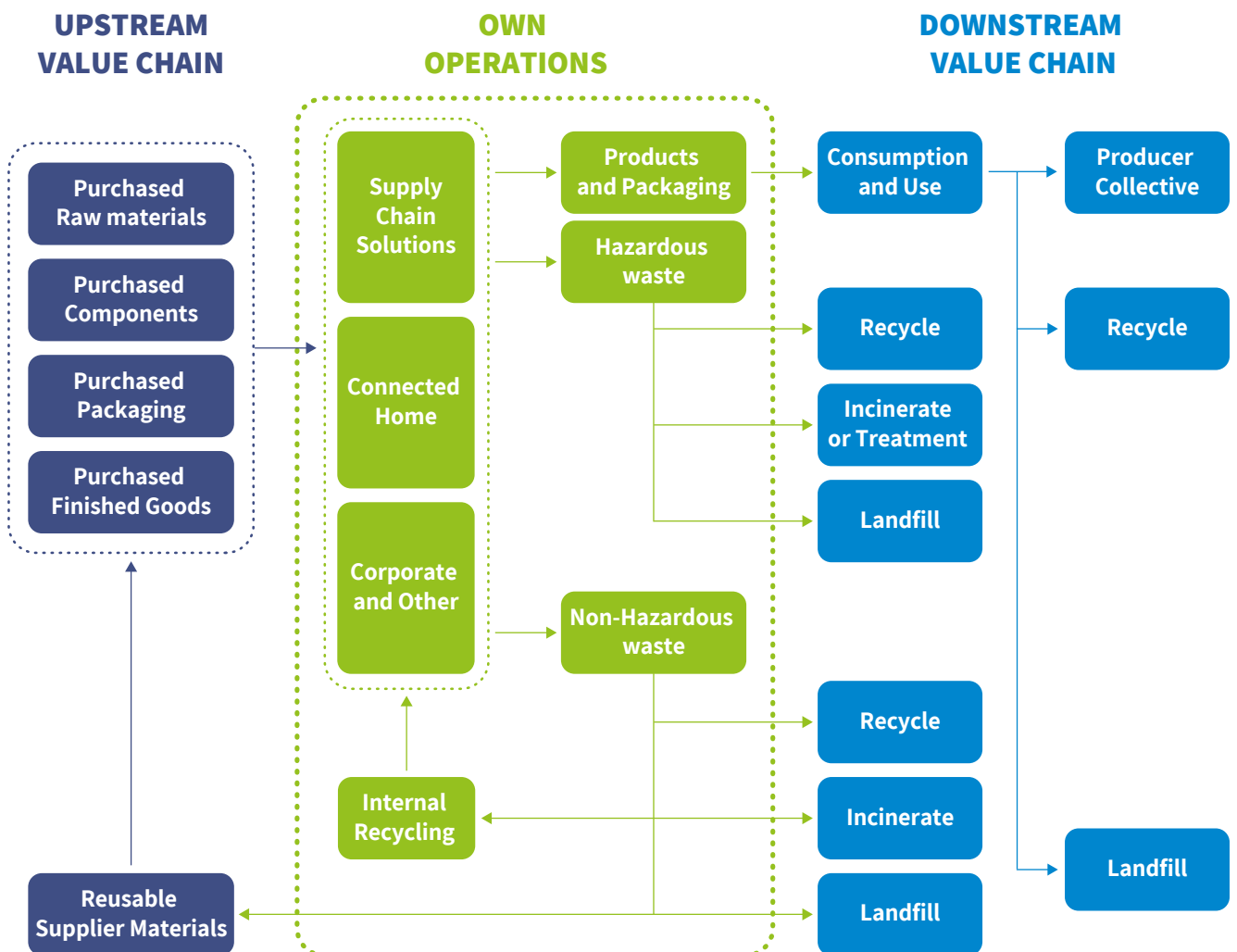
- non-industrial sites generate typical waste associated with office buildings, plus additional e-waste streams in Connected Home sites due to testing and evaluation of electronic products. Many non-industrial locations are tenants in multi-tenant properties where most waste is collected and/or managed by the landlord with only general information available, and thus some non-industrial waste impacts are estimated using available information at the local, regional, or country level.

All locations consume materials and generate typical waste associated with the maintenance and repair of buildings and facilities such as grease and oil, light bulbs, solvent rags, paint, cleaning products, and pesticides.

Downstream end-of-life waste not controlled by Vantiva will include packaging, DVDs, vinyl records, and electronics from set-top boxes and gateways, of which, have the most impact due to e-waste characteristics. Vantiva engages in discussions with customers and suppliers to reduce the volume of and increase the recyclability of packaging, housing, and electronic parts. Electronics receive focused attention through eco-design best practices, including design for manufacture, design for recyclability, reduction of hazardous content, and product life-cycle analysis, while increasingly sourcing components or materials of recycled origin which include a percentage of recycled material. Connected Home end-of-life e-waste is generally managed through collective actions with other producers, depending on regulation.

Waste Process Flow

GRI [306-1]



2023 Waste by composition, in metric tons (t)

GRI [306-3]

Significant Waste Stream	Waste generated	Waste diverted from disposal	Waste directed to disposal
Cardboard and paper	4,478.8	4,474.7	3.1
Plastic media cases	3,493.3	3,493.3	-
Ground-up metallized polycarbonate	1,106.4	1,106.4	-
Wooden pallets	1,068.6	1,068.6	-
Clear polycarbonate	299.7	299.7	-
Vinyl	275.4	275.4	-
Incineration	142.3	-	142.3
Chemically treated hazardous	78.1	-	78.1
Plastic film wrap	68.9	68.9	-
Return to supplier for reuse	33.0	33.0	-
Batteries	22.3	22.2	0.1
E-waste/WEEE	16.6	16.6	-
Compost	12.3	12.3	-
All-other non-hazardous	3,527.4	596.0	2,931.3
All-other hazardous	637.8	561.2	76.6
TOTAL WASTE	15,259.8	12,028.2	3,231.6

5 

2023 Waste diverted from disposal, in metric tons (t)

GRI [306-4]

		Onsite	Offsite	Total
Hazardous Waste	Reuse	-	-	-
	Recycling	-	70.8	70.8
	Other recovery	-	-	-
	Total	-	70.8	70.8
Non-Hazardous Waste	Reuse	-	33.0	33.0
	Recycling	1,095.4	10,829.0	11,924.4
	Other recovery	-	-	-
	Total	1,095.4	10,861.9	11,957.4
TOTAL	WASTE DIVERTED	1,095.4	10,932.8	12,028.2

2023 Waste directed to disposal, in metric tons (t)

GRI [306-5]

		Onsite	Offsite	Total
Hazardous Waste	Incineration (with energy recovery)	-	102.7	102.7
	Incineration (without energy recovery)	-	-	-
	Landfilling	-	76.7	76.7
	Other disposal	-	78.1	78.1
	Total	-	257.6	257.6
Non-Hazardous Waste	Incineration (with energy recovery)	-	19.5	19.5
	Incineration (without energy recovery)	-	20.1	20.1
	Landfilling	-	2,930.5	2,930.5
	Other disposal	-	4.0	4.0
	Total	-	2,974.0	2,974.0
TOTAL	WASTE DISPOSED	-	3,231.6	3,231.6

Raw material usage

GRI [301-1]

The Group sources all raw materials externally. These are always industrially processed raw materials. The main raw materials consumed by the Group's businesses in 2023 were:

Raw materials

(in metric tons)

Cardboard and paper packaging	6,315
Polycarbonate molding plastic	5,486
Wood packaging	4,632
Vinyl molding plastic	604
DVD bonding resin	321

Waste highlights

Waste reduction, reuse and recycle efforts continued in 2023.

Supply Chain Solutions (SCS) worked on ways to improve their recycling rate at industrial sites. In Australia, Melbourne and Sydney worked to improve waste sortation through 5S audits that included waste bins content checks. In Poland, the Piaseczno site achieved a reduction of chipboard waste and reduced the use of cardboard, while the Guadalajara site in Mexico continued to recycle internally both polycarbonate and vinyl. At non-industrial sites, a few initiatives were implemented, such as in India, where the Chennai site identified a partner for the recycling of stationery supplies.

Vantiva Connected Home has continued its efforts to use recycled material, reduce the use of single-use plastics, minimize packaging size, and use alternative packaging if this leads to a more sustainable solution. Connected Home is also developing solutions with some of its customers to effectively enter a new era based on a circular economy.

Product waste regulation and compliance

GRI [2-27 Compliance with laws and regulations] [3-3 Management of material topics: Marketing and Labeling] [306-2] [417-1]

The Group is working for better end-of-life handling of electrical and electronic equipment waste, better battery treatment and recycling process, and aims at limiting the production of packaging waste and promoting recycling, re-use and other forms of waste recovery. The Group has put into place the necessary processes and initiatives to comply with laws, in particular with the European Union WEEE Directive 2012/19/EU, the E.U. Battery Directive (2006/66/EC, (EU) 2023/1542), the E.U. Packaging Directive (94/62/EC) and their subsequent amendments and the E.U. Single-Use Plastics ("SUP") Directive (2019/904).

WEEE (Waste Electrical and Electronic Equipment)

As the volumes of used electronics requiring disposal grow among consumers, managing e-waste has become a global concern. In the European Union, the electrical and electronic equipment (EEE) falls under the WEEE Directive. Vantiva Connected Home devices are designed to make their disassembly easier. This is one condition for facilitating the pretreatment for recovery as well as to positively affect the reusing and refurbishing of end-of-life products in accordance with the circular economy principles. Information to end-users explaining about e-waste and how to dispose of devices correctly is made also available, including the meaning of the wheelee bin symbol. With environmentally sound management of WEEE, valuable materials can be recovered, retaining their material integrity and supporting circularity.

Vantiva takes all necessary steps to meet provisions of the WEEE Directive

and continuously seeks opportunities to avoid natural resource depletion and waste generation. Vantiva is registered as a producer and has joined collective compliance schemes in countries, and for products, we bear the producer WEEE responsibility. The Group provides quarterly sales information towards the compliance scheme (weight of EEE placed on the market). As of today, this is the case in France, Germany, Italy, Spain, and the U.K.

Battery Treatment and Recycling Processes

Battery regulations prevent the release of hazardous substances into the environment, reduce waste and ensure the recycling of valuable raw materials. Batteries are regulated across many different areas, including but not limited to restrictions on the use of hazardous chemicals, takeback, and recycling obligations, and marking and labeling requirements. All batteries are required to be marked with a separate collection symbol, and those containing mercury, cadmium, or lead are required to be marked with their chemical symbol(s) when their content exceeds specific values. Batteries must be readily removable by the end-user or a qualified professional and accompanied by instructions that explain how they can be removed safely. Portable secondary (rechargeable) batteries are required to be marked with their capacity.

As batteries become a strategic market and linked to the E.U.'s circular economy action plan, new E.U. rules for more sustainable and ethical batteries are currently under discussion.

Vantiva supports the aims of the E.U. Battery Directive and is compliant with the battery legislation of different countries where applicable. In particular, Vantiva has undertaken the necessary registrations to collective compliance schemes in France, Germany, and Italy.

Packaging Waste and Single-Use Plastics

Packaging is an increasingly important recycling issue, and Vantiva is engaged in actions to optimize the amount and type of packaging we use. Also, consumer awareness about packaging waste in oceans and landfills (especially single-use packaging waste) is driving changes.

The E.U. Packaging Directive (94/62/EC) and its subsequent amendments provide for measures aimed at limiting the production of packaging waste and promoting recycling, reuse and other forms of waste recovery. The Directive requires E.U. Member States to (1) adopt packaging waste prevention measures; (2) meet specific recovery and recycling targets; (3) set up collection and recovery systems; (4) set up information systems on packaging and packaging waste; and (5) ensure that consumers are informed on packaging take back. In addition, the main aim of the E.U. Single-Use Plastics Directive ("SUP") is the reduction of the impact of certain plastic products on the environment, particularly marine litter.

Vantiva is optimizing the size of its packaging to ensure that, while providing adequate protection for the product itself, this packaging is

kept to an absolute minimum while, at the same time, perfectly fitting the stacking dimensions of standard pallets and containers. Thus, in addition to reducing the total volume of packaging waste, such measures also help lower the environmental impact and costs associated with product transportation.

Vantiva has joined a packaging compliance scheme in countries where we have obligations as a producer and has undertaken the necessary registrations for the recovery and recycling of used packaging in Belgium, France, Germany, Italy, Luxembourg, and Spain.

5.2 Environmental footprint of products

GRI [3-3 Management of material topics: Marketing and Labeling] [302-5] [305-6] [306-2] [417-1]



“Moving the needle on sustainability for our customers and our planet can only be done by going beyond standard solutions, hence we combine our ECO Design and engineering expertise with innovative ideas and solutions to design devices with minimized environmental impact over their lifecycle. Collaboration with suppliers and customers is a major key to success, reaching out beyond company borders to join forces across the value chain is essential in our evolution towards a circular economy.”

Koen de Wulf, Connected Home, Director Sustainability

The issues concerning Climate Change are a key priority and well-integrated into Vantiva’s DNA and business strategy. The Connected Home business has been putting a lot of focus in the past few years on three primary axes designed to reduce its carbon footprint and to increase energy efficiency at every step of the product/service lifecycle, linking these aspects to the greater societal impact which benefits all stakeholders. In particular:

- development of eco-friendly products and services – and a policy of continuous improvement that addresses energy efficiency (carbon emissions generated by product use and carbon emissions resulting from shipping and transportation of products) and increasing the use of renewable and decarbonated energy within the infrastructure as stated in Chapter 4.2 of this report;
- infrastructure improvements to reduce emissions or to maintain performance when faced with climate impacts. A prime example is Connected Home operations in Manaus, Amazonas, Brazil. Since 2020, the site purchases 100% of its consumed electricity from renewable sources. The factory has been certified carbon neutral every year for several years. In our US, French, and Belgian offices, office space efficiency programs allowed us to reduce energy consumption, and the acquisition of green electricity led to a further decrease in our scope 1 and 2 emissions;
- enablement of a Circular Economy through the reuse of material, refurbishment of our products as well as the avoidance and recycling of waste and optimization of raw material as explained in Chapter 5.1.

In 2020, Vantiva Connected Home communicated a new vision and reinforced its mission on sustainability:

Vision:

Vantiva Connected Home Creates a Better Future. TODAY.

At Vantiva Connected Home, we focus on building products and solutions that create a healthier planet and enable a more inclusive world.

We take responsibility for the impact we have on Planet Earth, its oceans, and all its inhabitants, by making this a priority in our agenda.

By actively reviewing current processes and practices internally with customers and partners, we strive to become a symbol of change within the telecommunication industry and an enabler of eco-innovative, diverse, equal, and inclusive collaborations.

This by moving towards a circular economy so, our planet, customers and we can flourish.

A Strengthened Mission:

Vantiva Connected Home pledges to ensure that its current and future business practices and operations help safeguard the lifespan of the planet, its oceans and species by:

- taking actions that proactively and tangibly improve the climate change results described in our carbon footprint, improve the energy efficiency of its new devices, and reduce overall use of hazardous substances with a goal of eliminating all SVHC materials by 2030;
- enabling employees, suppliers, customers, and partners to understand the need to accelerate in the race for reversing climate change before 2030;
- promoting inclusive, diverse, and futureproof circular economies that protect and respect human and animal rights;
- in addition, and in support of the aforementioned vision and mission, Vantiva has announced its commitment to the **Science-Based Targets initiative (SBTi)** and has committed ambitious near-term targets to drastically reduce its GHG emissions in Scope 1, 2 and 3 to help keep global warming **below 1.5°C before 2030**. Near-term targets were submitted to SBTi during 2022 and approved/validated in 2023.
- Vantiva is the **1st European- American supplier** within the Connected Home Industry to sign on the additional ambition for the **2050 Net-Zero Standard**. Long-term targets have been submitted to SBTi and will undergo validation in 2024.

As recognition for our long-running commitment to corporate social responsibility, achieved milestones, and strides towards corporate



decarbonization, Vantiva received a second **Platinum medal** from sustainability assessment leader, **EcoVadis, in 2023**:

- After receiving gold medal distinctions for the past three years in a row, Vantiva has now been awarded its second **Platinum medal**, the highest rating given, and belongs to the top 1% of rated companies in the world. In 2023, 100,000+ companies were rated by EcoVadis in 175+ countries.
- Vantiva’s sustainability performance was deemed “**Advanced**” in all four categories assessed by EcoVadis – Environment, Labor and Human Rights, Ethics, and Sustainable Procurement – earning Vantiva an overall score of 78/100 for its structured and proactive sustainability approach, engagement and tangible actions.

After the revamp of its eco-strategy in 2020, supported by new Vision and Mission statements, the multifunctional and multicultural eco-design transformation team within Vantiva Connected Home continued to integrate eco-driven best practices in its product portfolio and solutions. This has led to several successful implementations with customers throughout 2022 and 2023. Housings made with virgin plastic were replaced by housings using post-consumer recycled (PCR) plastics, sustainability of packaging was addressed by removing single-use plastics, or replacing them with material with high effective recycling rates (like cardboard or paper). Energy efficiency of the devices was further addressed and optimization of transport was done to lower our carbon footprint.

Our expertise and strategic advice have also allowed Vantiva to engage with customers on sustainability requirements in a co-development mode, where customer requirements for a product were adapted in order to reach a more sustainable solution. Initiatives were launched to investigate how our products can optimally serve the circular economy beyond the reuse, refurbish and recycle mechanisms that already exist today, as well as the use of more innovative materials with a low impact on our environment for the manufacturing of our devices.

Eco-innovation approach as a business imperative

Eco-design is an activity that integrates environmental considerations into product design and development - without compromising quality and performance - over the entire lifecycle of the product. Therefore, it includes all environmental regulations and specific environmental product requirements, including customer expectations.

As long ago as 1992, the Group established its own Health, Safety, and Environment (HSE) charter, committing to conduct its business in a safe and environmentally responsible manner everywhere it operates. The Connected Home business observes international standards, such as the ISO 14000 series, and our product’s eco-design requirements are checked throughout the product’s lifecycle.

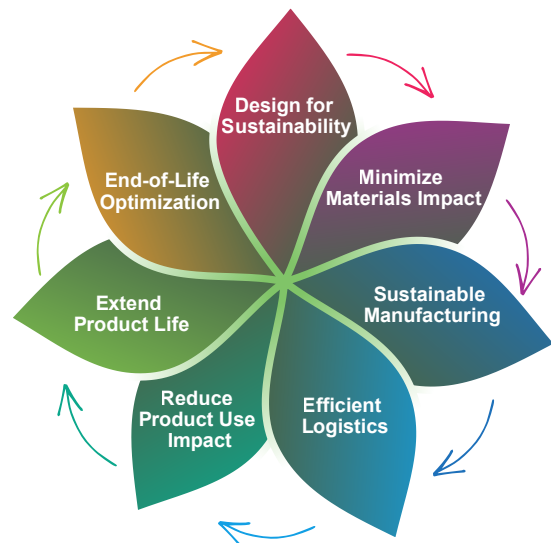
Concerns are growing worldwide around the impact of human beings on our planet and its living creatures. The UN’s Sustainable Development Goals (SDG), set in 2015, are designed to be a blueprint to achieve a better and more sustainable future for all. The Paris Agreement, adopted in 2016 by 190 countries, specifically focuses on limiting global warming to 1.5°C. The Paris Agreement also introduced a robust accountability framework where governments are required to report on their progress in implementing the Agreement. Environmental legislation has been significantly expedited over the last few years, making environmental issues increasingly more important for manufacturers and producers.

Both the SDG and the Paris Agreement shape the basis for Vantiva’s activities around sustainability. Eco-design practices reflect our willingness to actively contribute to the SDG principles and the Paris Agreement objectives.

Vantiva has set ambitious targets concerning our sold products in response to the commitments towards the 1.5°C goal of the Paris Agreement. We commit to reduce the scope 3 GHG emissions from the use of sold products by 52% per sold unit by 2030 from a 2021 base year.

Product design and product life cycle

As a leading supplier of set-top boxes (STBs) and home gateways, Vantiva incorporates eco-design principles and methodology into its product families. Rigorous analysis about product environmental performance allowed Vantiva to measure the impact of innovations and target key focus areas. Based on design for X strategies and product life cycle assessment method (LCA), Vantiva advises and supports its customers to reduce the ecological impact of their activities by focusing on core product design decisions linked with the eco-design principles of: energy consumption reduction during the product life cycle, reduction and elimination of hazardous substances in electronic cards, components, casings, accessories, and cable materials, increased use of recycled materials and contributions to a more circular economy, as well as reduced single-use plastics and packaging and decreased carbon emissions related to transportation. Vantiva also looks forward to collaborating with its customers and supporting their ambitions to reduce their carbon footprint, taking steps towards a circular economy, and evolving towards carbon-neutral activities. For more information, please refer also to Chapter 4.2 on energy efficiency.



These activities include, among others:

- new concept development: Design for the Environment involves new concept development by the designer of the product;
- physical optimization of the design and materials selection of the product increase reliability and enhance functions to result in an improved environmental profile;
- optimization of energy efficiency minimizes emissions and waste production: high use of energy during the life of a product greatly contributes to its overall environmental performance;
- optimization of product distribution, by using more efficient transport and packaging systems, can reduce costs and minimize environmental impacts.
- Extend the life of our products throughout optimised service solutions

Product reuse

GRI [417-1]

In 2016, as part of its reuse initiative, the Group began to recover used units from the American market in partnership with a major network provider capable of taking back products from individual consumers. Using its network of post-sales locations, Vantiva inspects, refurbishes, and requalifies the returned products whenever feasible and sells them as clearly labeled refurbished products at reduced prices. Since the program commenced in 2016, the destruction and disposal of about 3.36 million units and 3,190 tons of waste have been avoided. Due to this beneficial impact from product reuse, the need for an equivalent amount of raw materials and the manufacturing effort required to produce new products for these markets was eliminated. However, in 2023 no additional units were processed.

In addition to the reuse strategy in the Americas, Vantiva committed to the reuse of its products by joining the MobileMuster program in Australia. Officially launched on July 1, 2022, Vantiva was among the first two manufacturers to participate in the MobileMuster Expanded program. This government-accredited program, managed by AMTA, brings together mobile phone network operators, service providers, handset manufacturers, and network equipment suppliers in an effort to reduce related waste in landfills. Vantiva continued its participation during 2023. The program is quite new and no figures specific to Vantiva are yet available, however the original mobile device program was quite successful, helping to divert 96.2% of consumer products from entering landfills and a recycling recovery rate of 99.3% in the program's first year alone.

Product refurbishing

While designing our products so they can remain in service throughout a long time of normal use, if it does occur that a product is damaged in use, the design of the product allows refurbishment instead of replacement of the entire product, thereby reducing the number of resources and energy needed. Vantiva offers the service of providing replacement items such as housing, remote control unit (RCU), power supply unit (PSU), packaging, cables. Together with our worldwide partner network we are able to support the circular economy.

Product recycling

Vantiva Connected Home supports easy device disassembly and avoidance of compound materials in device mechanics and packaging. This helps to reintroduce parts of the devices in the raw material flow (e.g., for device housing or packaging).

Eco-design in product development

At Vantiva, we are aware that 80% of a product's environmental impact is determined at the design stage. That's why we've made it our mission to start there, ensuring we reduce our impact from the very beginning.

With over two decades of experience in designing gateways and set-top boxes, we've honed our approach to create products that are not only innovative but also environmentally responsible. We've distilled the expertise and common sense of our designers into comprehensive guidelines that all our products adhere to. These guidelines include but are not limited to:

- Minimizing the number of parts per product, maximize part re-use: Use of standard parts and use of fewer parts lead to more efficient manufacturing, higher uniformity and lower ecological footprint through lower waste
- Housing design aimed for efficiency in assembly and refurbishment
- Common library for standard functions: to ensure consistency and efficiency.

- Unified CAD tool: To enhance collaboration and innovation.

In addition to these guidelines, we have established separate checklists to ensure our products meet or exceed regulatory demands. These checklists help us to stay compliant with legal obligations and often surpass them.

We are committed to continually updating our guidelines to further reduce the environmental impact of our devices right from the start of new product introductions.

Eco-design reporting and transparency

Life Cycle Assessment (LCA) tools allow to identify and measure the environmental impacts of a product over its entire lifespan (i.e., from cradle to grave). Since 2019, and based on the EIME software, a simplified LCA based on a set of subsystems and hot spots is used to quickly perform simplified LCA of Vantiva products. This LCA tool helps to answer the increasing demand of customers to have more transparency about the environmental impacts of Vantiva Connected Home devices, such as, but not limited to, their contribution to climate change.

Vantiva's Connected Home teams also use the Environmental Information and Management Explorer (EIME) software to perform full ISO 14040/44:2006 (international standards for Environmental Management, Analysis of Life Cycle) compliant Life Cycle Analysis of products and to quantify Connected Home's Scope 3 carbon footprint from device manufacturing, use phase and device end-of-life. Estimating the environmental impact indicators such as global warming (i.e., CO2 footprint), water eutrophication, resource material depletion, etc., allows Vantiva, upon request, to evaluate, compare, improve, and communicate product design and environmental performance more effectively.

Since a few years, Vantiva has seen growing demand for more formalized environmental declarations, either through Product Environmental Profile (PEP) declarations, or through third-party environmental certification.

A PEP contains environmental data for any given product, including its carbon footprint, and summarizes the benefits of an environmentally conscious design. It provides information required to assess the environmental impact of products over their entire lifecycle and thus allows the identification of efficient eco-design options. This environmental self-declaration, as proposed, is compliant with ISO 14021:2016, which governs Type II Self-declared Environmental claims based on a Life Cycle Assessment approach compatible with ISO 14040/44:2006.

Demand for third-party certifications is also growing. These third-party certifications are often linked to certification brands that are trusted in the local market or that are promoted by national authorities. In 2022, Vantiva obtained its first TÜV Green Mark certification for a fiber gateway for the French market, certification for other devices and customers will be finalized in 2024.

The need for primary data

Secondary data in LCA databases is often based on sometimes outdated industrial averages or theoretical models and not reflecting the fast technological evolution that the electronic sector and certainly the semiconductor industry has seen. Vantiva engages with its suppliers to convince them to take actions to decrease ecological impact of their activities and to disclose the underlying data of manufacturing. This primary data will be important in the process to demonstrate a decrease of our carbon footprint from manufacturing: if factory data and up-to-date industrial processes that match with real-life situation can be used, investments in green manufacturing and improvements in the industrial processes will directly be reflected in the Life Cycle Analysis and company carbon footprint calculations.

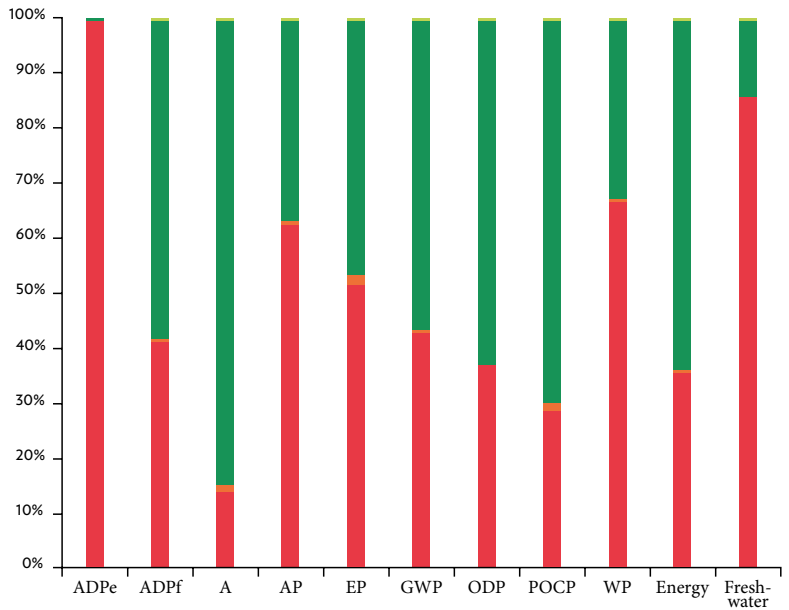
Illustrative graphs of environmental impacts over the lifecycle of our products

The following table and graph show the environmental impact of a set-top box across its entire lifecycle and the distribution of its impact over the different lifecycle stages:

Breakdown of Environmental Impacts over Lifecycle of a Vantiva IP High-End Set-Top Box

Indicator	Unit	Total	Manufacturing	Distribution	Use	End of life
ADPE Abiotic depletion (elements, ultimate reserves)	kg Sb eq.	1,232E-02	99,99%	0,00%	0,01%	0,00%
ADPF Abiotic depletion (fossil fuels)	MJ	6,713E+02	42,07%	0,42%	57,40%	0,11%
A Acidification potential of soil and water (total average for Europe)	kg SO ₂ eq.	2,795E-01	13,65%	2,44%	83,85%	0,06%
AP Air Pollution	m ³	4,818E+03	63,89%	0,68%	35,29%	0,14%
EP Eutrophication (fate not incl.)	kg (PO ₄) ₃ eq.	2,253E-02	51,98%	2,93%	44,81%	0,27%
GWP100 Global warming	kg CO ₂ eq.	63,505	44,04%	0,36%	55,50%	0,11%
ODP Ozone layer depletion ODP steady state	kg CFC-11 eq.	9,251E-06	38,02%	0,00%	61,93%	0,04%
POCP Photochemical oxydation (high NO _x)	kg C ₂ H ₄ eq.	1,685E-02	28,35%	1,99%	69,52%	0,13%
WP Water Pollution	m ³	4,480E+03	66,70%	0,74%	32,41%	0,16%
Energy Total Primary Energy	MJ	1,011E+03	35,87%	0,28%	63,76%	0,09%
Freshwater Net use of freshwater	m ³	5,507E-01	84,92%	0,00%	15,06%	0,01%

Breakdown of Environmental Impacts over Lifecycle of a Vantiva IP High-End Set-Top Box



- The graph shows that for a set-top box type of product:
1. the use phase is the most contributing phase for 8 out of 11 indicators;
 2. the manufacturing of the product is a high contributor on 4 out of 11 indicators;
 3. the Distribution has little impact on all indicators resulting from the transportation per boat and truck from Asia to Europe (though these results can significantly change in case of air transportation);
 4. the end-of-life treatment has a non-significant impact considering the whole life cycle.

This type of impact distribution - where the main environmental impact is generated by the use phase - is generic to all set-top boxes and home gateways and, more generally, to ICT devices powered by mains electricity.

Vantiva Product Eco-design main trends

Year after year, it becomes apparent that the best approach to reduce energy and non-energy impacts of products is to propose more compact devices by:

- selecting last generation chipsets that have a higher level of integration, characterized by a lower power consumption, that uses less natural resources, in particular, critical metal;
- using smaller electronic cards – thanks to improved integration characteristics of chipsets. The use of smaller electronic cards appears to be the most efficient way to reduce the environmental impact of manufacturing, distribution, and End of Life (EOL)

phase: smaller electronic cards require less plastic material for product and power supply, which leads to smaller packaging with less material, less weight to transport, and less material to process in EOL treatments.

But this approach may also have some environmental drawbacks. As the enclosure becomes more compact, device protection against overheating becomes more important.

To this day, eco-design options exist to further reduce the environmental impacts of products, but their implementation may be restricted within the current business context as illustrated hereafter:

- use of recycled material or less impacting material may be limited due to customer requirements in terms of material type, aesthetic aspect, and colour. Based on our learnings from tests as well as different studies conducted by our experts, Vantiva Connected Home strives to put forward further innovative ideas for greener product design, including the use of recycled plastic to reach 85%, or even 100%, recycled material together with associated design constraints, colours, and quality limitations. Alternatives to single-use plastics can have a more beneficial ecological footprint than using plastics that would be properly recycled. We look at the entire system: device, PSU, cable and packaging and how we can reduce the amount of resources to ship it while maintaining quality and stability.

- as CE certification requires that products must be put on the market using the power supply unit that was used for the Certification, the introduction of a standardized External Power Supply (EPS) is not expected to deliver all potential environmental benefits unless regulation allows that device and EPS to be sold separately;
- only new regulation and/or revision of existing regulation (see Chapter 7.1) may solve these particular issues. In the meantime, improvements in device compactness and energy efficiency are the best options to reduce the environmental impacts of Vantiva gateway and set-top-box products.

5.3 Sustainable water management

GRI [3-3 Management of material topics: Water and effluents][303-1][303-2][303-3][303-4][303-5]

In 2023, water consumption at the Vantiva reporting locations dropped by approximately 8.2% compared to the previous year, totaling 202.4 thousand cubic meters. When considering revenues, the average water consumption rate for the entire business in 2023 was 97.5 cubic meters per million euros. When raw water is extracted on-site from local wells, all consumption and pre-treatment activities adhere to granted permissions and approved processes. All water consumption, other than that related to buildings and

facilities, is linked to DVD and Vinyl replication or set-top box manufacturing. Locations experiencing periodic water shortages, such as DVD replication in Australia, invest in rainwater harvesting, while other manufacturing locations in Brazil, Mexico, and Poland may invest in process water recycling so that overall source consumption is reduced. Including laboratory operations in Rennes, France, and industrial sites in Australia, Brazil, and Mexico, total rainwater harvested and consumed during 2023 was about 1,810 m³.

Water consumption

	Total consumption (thousands of cubic meters)	Total per revenue (cubic meters per M€)
2021	270.5	-
2022	220.4	79.4
2023	202.4	97.5

2023 Water consumption

	Total consumption (thousands of cubic meters)	% Total (%)
Connected Home	13.6	6.7%
Supply Chain Solutions	188.5	93.1%
Corporate & Other	0.3	0.2%

Process wastewater

Within Vantiva's facilities, four sites utilize water in their manufacturing processes. The Group referenced both the European Union (EU) and US Environmental Protection Agency (EPA) criteria for "priority pollutants" to assess the potential environmental impact of the discharge of this treated water. Based upon these lists and information provided

by Vantiva's sites regarding the parameters requiring monitoring and reporting, 13 pollutants were identified on the EU or EPA list.

For 2023, 45,608 cubic meters of treated water were discharged, including an estimated 38.2 kilograms of priority pollutants.

Discharged priority pollutants

	Total discharged (kilograms)	Total per revenue (grams per M€)
2021	84.3	29.1
2022	29.7	10.7
2023	38.2	18.4

Additionally, due to effluent characteristics, 3 sites are required to monitor biological oxygen demand (BOD) or chemical oxygen demand (COD). In 2023, an estimated total of 454 kg BOD and 18 kg COD were discharged within the effluent process.

All the above quantities of discharged pollutants are fully compliant with authorized limits. Summary weights of pollutants are calculated using volume-averaged full-year concentrations, based on periodic laboratory sampling. Periodic effluent sampling is performed per local regulatory requirements, and generally, pollutants are not monitored continuously.

Sustainable water highlights

Although Vantiva is not heavily reliant on water, we actively pursue water-saving initiatives wherever feasible—both at industrial and non-industrial sites. We are especially mindful of water management in sites located in water-stressed areas. Manaus reuses air conditioning condensation for cleaning up outside the buildings, and Melbourne, Rennes, Guadalajara, and Manaus sites collect and store rainwater (together, they harvested and consumed some 1,810 cubic meters of

rainwater in 2023). In non-industrial sites, awareness campaigns and signage complement the refurbishment of toilets with more efficient or sensor driven appliances, as well as equipping faucets with aerators. The Melbourne site also installed a camera in the wastewater pits to control the amount of wastewater coming from the mask cleaning areas to control water usage and to reduce wastewater collections to a minimum.



Reuse of condensation water from air conditioning to irrigate an organic garden at the Vantiva factory, Manaus, Brazil.

5.4 Additional environmental aspects

GRI [2-25 Processes to remediate negative impacts] [2-27 Compliance with laws and regulations]

Environmental management systems

An environmental management system (EMS) is a continual cycle of planning, implementing, evaluating, and improving practices, processes, and procedures to meet environmental obligations and integrate environmental concerns into everyday business practices. An effective EMS helps identify and eliminate the causes of potential environmental problems, establish, and achieve environmental goals, reduce potential risk and liability, and operate a more effective environmental program.

ISO 14001 is the most widely accepted international standard for an EMS. In today's global market, participation in the ISO 14001 process

is one way for an organization to demonstrate its commitment to the environment. To receive certification, organizations are required to develop detailed plans and procedures to identify, evaluate, quantify, prioritize, and monitor the environmental impacts of their activities.

During 2023, a total of six industrial sites held an ISO 14001 certification. The Group makes an environmental risk assessment of each site before concluding an ISO 14001 certification is required. A few sites work beyond the Group requirement and achieve the certification even though the risk threshold is not exceeded.

Vantiva locations with ISO 14001 certified EMS

Site	Segment	Original certification date
Guadalajara	Supply Chain Solutions	October 2004
Manaus	Connected Home	February 2004
Melbourne	Supply Chains Solutions	December 2005
Piaseczno	Supply Chains Solutions	December 2004
Rugby	Supply Chains Solutions	November 2004
Sydney	Supply Chains Solutions	December 2005

Environmental investments, remediation, and pollution prevention

GRI [3-3 Management of material topics: Water and effluents]

In total, approximately €2.03 million was spent on environmental remediation projects in 2023.

A certain number of Vantiva's current and previously owned manufacturing sites have an extended history of industrial use. Soil and groundwater contamination, which occurred at some sites, may occur or be discovered at other sites in the future. Industrial emissions at sites that Vantiva has built or acquired expose the Group to remediation costs. The Group has identified certain sites at which chemical contamination has required or will require remedial measures:

- soil and groundwater contamination were detected at a former production facility (TCETVT) in Taoyuan, Taiwan, that was acquired from GE in 1987. In 1992, the facility was sold to a local developer. Soil remediation was completed in 1998. In 2002, the Taoyuan County Environmental Protection Bureau ("EPB") ordered remediation of the groundwater underneath the former facility and the remediation process is now underway. EPB and TCETVT continue to negotiate over the scope of that work. Vantiva has reached an agreement with General Electric concerning the allocation of the responsibility related to the soil and groundwater remediation (for further information, please refer to section 3.1.4.2 of [Vantiva Universal Registration Document 2023](#));
- during site redevelopment at a closed Hollywood film lab with a prior history of contaminated groundwater, soils underneath the buildings were assessed, and contaminated soils were removed where possible and disposed of properly. Additionally, installations of sub-surface soil vapor extraction systems and passive soil-vapor barriers were completed prior to the replacement of concrete flooring. These works were reviewed and approved by the governing agency prior to implementation, and construction activities were completed in 2013. Soil vapor extraction processes and site groundwater monitoring continued throughout 2023.

The Group believes that its environmental accounting provisions and contractual guarantees provided by its contracts for the acquisition of certain production assets will enable it to reasonably cover its safety, health, and environmental obligations. However, potential problems cannot be predicted with certainty, and it cannot be assumed that these reserve amounts will be sufficient. In addition, future developments such as changes in governments, in safety, health, and environmental laws, or the discovery of new risks could result in increased costs and liabilities that can have a material effect on the Group's financial condition or

results of operations. Based on current information and the provisions established for the uncertainties described above, the Group does not believe it is exposed to any material adverse effects on its business, financial condition or results of operations arising from its environmental, health and safety obligations and related risks.

Vantiva has also initiated several environmental projects at various locations to ensure it complies with applicable laws and regulations and Vantiva standards or to reduce or prevent unwanted emissions. Potential pollution not directly related to chemicals or waste, such as noise pollution or noise restrictions, are assessed at the site level and mitigating measures are taken where appropriate.

Biodiversity

GRI [413-1]

All 22 locations confirm annually whether they operate in an area that provides an environmentally sensitive habitat to one or more species of plant or animal. During 2023, no sites reported any impact on sensitive habitats.

Noise

GRI [413-1]

Potential pollution not directly related to chemicals or waste, such as noise pollution or noise restrictions, are assessed at the site level and mitigating measures are taken where appropriate. For many locations, any requirements for periodic noise measurement at property boundaries are sufficient to prove compliance. However, any stakeholder or neighboring community concerns will receive additional attention. These concerns generally result in operational or technical solutions such as limited delivery hours, improved smoothness of on-site roadways to avoid noise from bouncing trucks, re-design of rotating fans to reduce blade tip speed, additional noise-reduction devices on reciprocating equipment, or limited hours of operation for other specialized equipment.

Land use

Vantiva does not use, alter, mine, quarry, or process soil or minerals as part of its activities. Leased or owned property is used solely as real estate on which the Group's facilities are located (manufacturing and production sites, offices and warehouses).

Actions taken to reduce food waste

This subject is non-material in view of our activities.

6. Green taxonomy

GRI [2-27 Compliance with laws and regulation]

The EU Taxonomy is a classification system that helps companies and investors identify “environmentally sustainable” economic activities to make sustainable investment decisions.

An economic activity is considered “eligible” if it is included in the evolving list of activities set out in the Delegated Acts of the EU Taxonomy Regulation. These are the activities selected at this stage by the European Commission, which are likely to make a substantial contribution to each environmental objective. An eligible economic activity does not necessarily meet the technical criteria to be considered aligned with the European taxonomy. An economic activity is considered to be “aligned” with one of the 6 environmental objectives if:

1. it contributes substantially to achieving this objective (compliance with specific technical criteria);
2. it does not harm any of the other five objectives (“Do No Significant Harm” criteria);
3. minimum guarantees are respected.

Minimum safeguards conditions:

The risk management system, about human and social rights, the fight against corruption, taxation, and fair competition, implemented in the Group, have been assessed with regard to the requirements in these areas specified in regulation (EU) 2020/852. The activities of Vantiva meet the minimum safeguards conditions required by the taxonomy:

- human rights: the five pillars of the Vigilance Plan are respected, and a monitoring and alert procedure is in place for Human Rights

as set out in sections 3.1.1, 3.2.2, 5.3 and 5.11 of [Vantiva Universal Registration Document 2023](#), available on Vantiva’s website;

- anticorruption: an anti-corruption policy, aligned with the Sapin II law, is in place, and presented in sections 3.2.2 and 5.8.1 of [Vantiva Universal Registration Document 2023](#);
- tax management: the tax management is presented in section 5.8.2 of [Vantiva Universal Registration Document 2023](#);
- fair competition: the Code of Ethics is the reference document on this subject, and training is implemented as presented in sections 3.2.2 and 5.8.1 of [Vantiva Universal Registration Document 2023](#);
- the Company has not been convicted of any of these matters in the last 10 years. The convictions prior to this period concerned the cathode ray tube activity, which was sold in 2005;
- all of these points and policies are part of the Code of Ethics, which is supported by the highest responsible person of the Company, and therefore applicable to all employees (section 3.2.2 of [Vantiva Universal Registration Document 2023](#)).

Nuclear energy and fossil gas related activities:

According to the European Union regulation (EU) 2020/852 and to the Commission delegated regulations (EU) 2022/1214 amending Delegated Regulation (EU) 2021/2139 as regards economic activities in certain energy sectors and Delegated Regulation (EU) 2021/2178 as regards specific public disclosures for those economic activities, the following information about nuclear energy related activities and fossil gas related activities are published in the table below.

According to the Regulation and the Delegated Regulations, none of Vantiva activities are considered as nuclear energy or fossil gas related activities:

Row	Nuclear energy related activities	(YES/NO)
1	The undertaking carries out, funds or has exposures to research, development, demonstration and deployment of innovative electricity generation facilities that produce energy from nuclear processes with minimal waste from the fuel cycle.	NO
2	The undertaking carries out, funds or has exposures to construction and safe operation of new nuclear installations to produce electricity or process heat, including for the purposes of district heating or industrial processes such as hydrogen production, as well as their safety upgrades, using best available technologies.	NO
3	The undertaking carries out, funds or has exposures to safe operation of existing nuclear installations that produce electricity or process heat, including for the purposes of district heating or industrial processes such as hydrogen production from nuclear energy, as well as their safety upgrades.	NO
	Fossil gas related activities	NO
4	The undertaking carries out, funds or has exposures to construction or operation of electricity generation facilities that produce electricity using fossil gaseous fuels.	NO
5	The undertaking carries out, funds or has exposures to construction, refurbishment, and operation of combined heat/cool and power generation facilities using fossil gaseous fuels.	NO
6	The undertaking carries out, funds or has exposures to construction, refurbishment and operation of heat generation facilities that produce heat/cool using fossil gaseous fuels.	NO

Taxonomy eligible/non-eligible activities:

According to the European Union regulation (EU) 2020/852 and to the Commission delegated regulations (EU) 2021/2139, (EU) 2021/2178, (EU) 2022/1214, (EU) 2023/2485 and (EU) 2023/2486 supplementing or amending regulation (EU) 2020/852, information about the eligibility and the alignment of the activities to be disclosed are presented in the following tables (Turnover, CapEx and OpEx).

Proportion of turnover from products or services associated with Taxonomy-aligned economic activities – disclosure covering year 2023

Economic activities ²⁰⁵	Code(a) ⁽²⁾	Turnover ⁽³⁾ €M	Proportion of turnover, year C ⁽⁴⁾ %	Substantial Contribution Criteria						DNSH criteria R' Does Not Significantly Harm ⁽⁵⁾ (h)						Minimum safeguards ⁽¹⁷⁾	Proportion of taxonomy aligned RAPOB ⁽¹⁸⁾ eligible (A.2.) turnover, year N-1 ⁽¹⁸⁾	Category enabling activity ⁽¹⁹⁾	Category transitional activity ⁽²⁰⁾	
				Climate change mitigation ⁽⁵⁾	Climate change adaptation ⁽⁶⁾	Water and marine resources ⁽⁷⁾	Pollution ⁽⁸⁾	Circular economy ⁽⁹⁾	Biodiversity and ecosystems ⁽¹⁰⁾	Climate change mitigation ^(10.05)	Climate change adaptation ⁽¹²⁾	Water and marine resources ⁽¹³⁾	Pollution ⁽¹⁴⁾	Circular economy ⁽¹⁵⁾	Biodiversity and ecosystems ⁽¹⁶⁾					
				Y; N; N/EL (b) (c)	Y; N; N/EL (b) (c)	Y; N; N/EL (b) (c)	Y; N; N/EL (b) (c)	Y; N; N/EL (b) (c)	Y; N; N/EL (b) (c)	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	%	E	T	
A. TAXONOMY-ELIGIBLE ACTIVITIES																				
A.1. Environmentally sustainable activities (Taxonomy-aligned)																				
Provision of IT/OT data-driven solutions	CE 4.1.	0	0%	N/EL	N/EL	N/EL	N/EL	EL	N/EL	-	-	-	-	-	-	-	-	-	E	-
Turnover of environmentally sustainable activities (Taxonomy-aligned) (A.1)		0	0%	0%	0%	0%	0%	0%	0%	-	-	-	-	-	-	-	0%			
Of which Enabling		0	0%	-	-	-	-	0%	-	-	-	-	-	-	-	-	0%	E		
Of which Transitional		0	0%	-	-	-	-	-	-	-	-	-	-	-	-	-	0%		T	
A.2 Taxonomy-Eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (g)																				
		0	0%	-	-	-	-	-	-											
Turnover of Taxonomy eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (A.2)		0	0%	0%	0%	0%	0%	0%	0%								0%			
A. Turnover of Taxonomy eligible activities (A.1+A.2)		0	0%	-	-	-	-	0%	-								0%			
B. TAXONOMY-NON-ELIGIBLE ACTIVITIES																				
Turnover of Taxonomy non-eligible activities		2,075	100%																	
TOTAL		2,075	100%																	

Climate change mitigation and adaptation objectives:

The review performed on revenues in the frame of the Regulation and the Delegated Regulations concluded that Vantiva has no revenue that can be associated with any activity listed in annex I or II of the delegated regulations (EU) 2021/2139, (EU) 2022/1214, and (EU) 2023/2485 of the European Commission:

- Connected Home revenues, based on activities related to communication and electronic devices (gateways and set-top-boxes), are not eligible;
- Despite being positioned between upstream and downstream eligible activities in 13.3. “Motion picture, video and television program production; sound recording and music publishing” for climate change adaptation, Supply Chain Solutions revenues related to its activities (reproduction of recorded media) are excluded and not eligible.

According to the evolution of the classification set by these delegated regulations, the eligibility of activities may be later revisited.

Other environmental objectives:

- Water and marine resources, pollution, biodiversity and ecosystems: the review performed in the frame of the Regulation and the Delegated Regulations concluded that Vantiva has no revenue associated with any activity listed under Annex I (water and marine resources), Annex III (pollution), or Annex IV (biodiversity and ecosystems) of the Delegated Regulation (EU) 2023/2486. None of Vantiva activities are eligible under the EU Regulation and Delegated Regulation.

- Circular economy: the review performed in the frame of the Regulation and under Annex II (transition to a circular economy) of the Delegated Regulation (EU) 2023/2486 concluded that:

- Vantiva Connected Home revenues, based on activities related to communication and electronic devices (gateways and set-top boxes) under section 1.2. “Manufacturing of electrical and electronic equipment” of Annex II of the Delegated Regulation (EU) 2023/2486, appear to be excluded and not eligible for the following reasons: (i) Regulation (EC) No 66/2010 related to EU Ecolabel, to which Annex II refers, is limited to televisions, computer monitors and signage displays; it does not cover Connected Home product categories such as gateways and set-top boxes, and (ii) Connected Home activities are positioned in a very specific business segment (B2B2C), with equipment delivered in rental mode by our customers to final consumers, with software that can be updated or delivered by our customers or 3rd parties, with communication to end-users (including user manuals) delivered by our customers. Many requirements under Annex II are under the control and responsibility of our customers. This, de facto, makes Connected Home activities ineligible to section 1.2.;
- Vantiva Smart Spaces (IoT Solutions) activity is eligible under section 4.1. “Provision of IT/OT data-driven solutions” of Annex II of the Delegated Regulation (EU) 2023/2486. This activity is considered as an enabling activity under Annex II. In 2023, no revenue was recorded for this nascent activity;
- Vantiva Supply Chain Solutions activities are not eligible under Annex II of the Delegated Regulation (EU) 2023/2486.

According to the evolution of the classification set by these delegated regulations, the eligibility of activities may be later revisited.

Proportion of CapEx from products or services associated with Taxonomy-aligned economic activities – disclosure covering year 2023

Economic Activities ^{ROS}	Code (a) ^{RS}	CapEx ⁽³⁾		Substantial Contribution Criteria						DNSH criteria R ^o Does Not Significantly Harm ^(h) (h)						Minimum Safeguards ⁽¹⁷⁾	Proportion of Taxonomy aligned RAPOB ⁽¹⁸⁾ eligible (A.2.) CapEx, year N-1 ⁽¹⁸⁾	Category enabling activity ⁽¹⁹⁾	Category transitional activity ⁽²⁰⁾
		€M	%	Climate Change Mitigation ⁽⁵⁾	Climate Change Adaptation ⁽⁶⁾	Water and marine resources ⁽⁷⁾	Pollution ⁽⁸⁾	Circular Economy ⁽⁹⁾	Biodiversity and ecosystems ⁽¹⁰⁾	Climate Change Mitigation ⁽¹¹⁾	Climate Change Adaptation ⁽¹²⁾	Water and marine resources ⁽¹³⁾	Pollution ⁽¹⁴⁾	Circular Economy ⁽¹⁵⁾	Biodiversity and ecosystems ⁽¹⁶⁾				
A. TAXONOMY-ELIGIBLE ACTIVITIES																			
A.1. Environmentally sustainable activities (Taxonomy-aligned)																			
Computer programming, consultancy and related activities	CCA 8.2.	34	43%	N/EL	Y	N/EL	N/EL	N/EL	N/EL	Y	Y	Y	Y	Y	Y	Y	38%	E	-
Provision of IT/OT data-driven solutions	CE 4.1.	1	1%	N/EL	N/EL	N/EL	N/EL	EL	N/EL	-	-	-	-	-	-	-	-	E	-
CapEx of environmentally sustainable activities (Taxonomy-aligned) (A.1)		35	44%	0%	100%	0%	0%	-	0%	Y	Y	Y	Y	Y	Y	Y	38%		
Of which Enabling		35	44%	0%	100%	0%	0%	-	0%	Y	Y	Y	Y	Y	Y	Y	38%	E	
Of which Transitional		0	0%	0%						-	-	-	-	-	-	-	0%		T
A.2 Taxonomy-Eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (g)																			
-	-	0	0%	-	-	-	-	-	-										
CapEx of Taxonomy eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (A.2)		0	0%	0%	0%	0%	0%	-	0%								0%		
A. CapEx of Taxonomy eligible activities (A.1+A.2)		35	44%	0%	100%	0%	0%	-	0%								38%		
B. TAXONOMY-NON-ELIGIBLE ACTIVITIES																			
CapEx of Taxonomy non-eligible activities		45	56%																
TOTAL		80	100%																

Climate change mitigation and adaptation objectives:

The review performed on CapEx in the frame of the Regulation and the Delegated Regulations concluded that the activities linked to capitalized development costs (activated or in progress), following IAS 38 requirements (R&D) of Connected Home, fulfill the conditions set in section 8.2. “Computer programming, consultancy and related activities” of annex II (adaptation to climate change) of the delegated regulation (EU) 2021/2139: providing expertise in the field of information technologies: writing, modifying, testing and supporting software; planning and designing computer systems that integrate computer hardware, software and communication technologies. This R&D activity aims also at improving energy efficiency of devices to receive broadcasting programs, regardless of distribution method, such as over air, via satellite, via a cable network or via Internet, this latter activity being eligible in the climate change adaptation annex (section 8.3. “Programming and broadcasting activities”).

Activities at sites working on R&D activities are not subject to material climate change risks (Appendix A: classification of climate-related hazards), including wind and flood risks. In addition, these sites have business continuity plans, including for data centers services, and all employees can work entirely remotely and without delay in case of

disruption. These plans do not adversely affect the level of resilience to physical climate risks, of other people, of nature, of cultural heritage, of assets, or of other economic activities. Do No Significant Harm (DNSH) criteria are not applicable to activities relevant to section 8.2.

Other environmental objectives:

- Water and marine resources, pollution, biodiversity and ecosystems: the review performed in the frame of the Regulation and the Delegated Regulations concluded that Vantiva has no CapEx associated with any activity listed under Annex I (water and marine resources), Annex III (pollution), or Annex IV (biodiversity and ecosystems) of the Delegated Regulation (EU) 2023/2486. None of Vantiva activities are eligible under the EU Regulation and Delegated Regulation.
- Circular economy: the review performed in the frame of the Regulation and under Annex II (transition to a circular economy) of the Delegated Regulations concluded that:
 - Capex for Vantiva Smart Spaces (IoT Solutions) is eligible under section 4.1. “Provision of IT/OT data-driven solutions” of Annex II of the Delegated Regulation (EU) 2023/2486. This activity is considered as an enabling activity under Annex II.

Proportion of OpEx from products or services associated with Taxonomy-aligned economic activities – disclosure covering year 2023

Economic Activities ^{ROS}	Code (a) ⁽²⁾	OpEx ⁽³⁾ €M	Proportion of OpEx, year C ⁽⁴⁾ %	Substantial Contribution Criteria						DNSH criteria (Does Not Significantly Harm ⁽⁵⁾)(h)						Minimum Safeguards ⁽¹⁷⁾ Y/N	Proportion of Taxonomy aligned RAPO ⁽¹⁸⁾ eligible (A.2.) OpEx, year N-1 ⁽¹⁸⁾ %	Category enabling activity ⁽¹⁹⁾ E	Category transitional activity ⁽²⁰⁾ T
				Climate Change Mitigation ⁽⁵⁾ Y; N; N/EB (b) (c)	Climate Change Adaptation ⁽⁶⁾ Y; N; N/EB (b) (c)	Water and marine resources ⁽⁷⁾ Y; N; N/EB (b) (c)	Pollution ⁽⁸⁾ Y; N; N/EB (b) (c)	Circular Economy ⁽⁹⁾ Y; N; N/EB (b) (c)	Biodiversity and ecosystems ⁽¹⁰⁾ Y; N; N/EB (b) (c)	Climate Change Mitigation ⁽¹⁰⁾⁽⁵⁾ Y/N	Climate Change Adaptation ⁽¹²⁾ Y/N	Water and marine resources ⁽¹³⁾ Y/N	Pollution ⁽¹⁴⁾ Y/N	Circular Economy ⁽¹⁵⁾ Y/N	Biodiversity and ecosystems ⁽¹⁶⁾ Y/N				
A. TAXONOMY-ELIGIBLE ACTIVITIES																			
A.1. Environmentally sustainable activities (Taxonomy-aligned)																			
Computer programming, consultancy and related activities	CCA 8.2.	1	8%	N/EL	Y	N/EL	N/EL	N/EL	N/EL	Y	Y	Y	Y	Y	Y	Y	8%	E	-
Provision of IT/OT data-driven solutions	CE 4.1.	0	0%	N/EL	N/EL	N/EL	N/EL	EL	N/EL	-	-	-	-	-	-	-	-	E	-
OpEx of environmentally sustainable activities (Taxonomy-aligned) (A.1)		1	8%	0%	100%	0%	0%	-	0%	Y	Y	Y	Y	Y	Y	Y	8%		
Of which Enabling		1	8%	0%	100%	0%	0%	-	0%	Y	Y	Y	Y	Y	Y	Y	8%	E	
Of which Transitional		0	0%	0%						-	-	-	-	-	-	-	0%		T
A.2 Taxonomy-Eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (g)																			
		0	0%	-	-	-	-	-	-										
OpEx of Taxonomy eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (A.2)																			
		0	0%	0%	0%	0%	0%	-	0%								0%		
A. OpEx of Taxonomy eligible activities (A.1+A.2)																			
		1	8%	0%	100%	0%	0%	-	0%								8%		
B. TAXONOMY-NON-ELIGIBLE ACTIVITIES																			
OpEx of Taxonomy non-eligible activities																			
		12	92%																
TOTAL		13	100%																

Climate change mitigation and adaptation objectives:

The review performed on OpEx in the frame of the Regulation and the Delegated Regulations concluded that the repairs and maintenance costs in relation with R&D activities (development costs capitalized (activated or in progress) following IAS 38 requirements) of Connected Home fulfill the conditions set for the activity 8.2. "Computer programming, consultancy and related activities" of annex II (adaptation to climate change) of the delegated regulation (EU) 2021/2139: providing expertise in the field of information technologies: writing, modifying, testing and supporting software; planning and designing computer systems that integrate computer hardware, software and communication technologies. This R&D related activity aims also at improving energy efficiency of devices to receive broadcasting programs, regardless of distribution method, such as over air, via satellite, via a cable network or via Internet, this latter activity being eligible in the climate change adaptation annex (Activity 8.3).

Activities at sites working on R&D activities are not subject to material climate change risks (Appendix A: classification of climate-related hazards), including wind and flood risks. In addition, these sites have business continuity plans, including for data centers services, and all employees can work entirely remotely and without delay in case of disruption. These plans do not adversely affect the level of resilience

to physical climate risks of other people, of nature, of cultural heritage, of assets, or of other economic activities. Do No Significant Harm (DNSH) criteria are not applicable to activities relevant to category 8.2.

Other environmental objectives:

- Water and marine resources, pollution, biodiversity and ecosystems: the review performed in the frame of the Regulation and the Delegated Regulations concluded that Vantiva has no OpEx associated with any activity listed under Annex I (water and marine resources), Annex III (pollution), or Annex IV (biodiversity and ecosystems) of the Delegated Regulation (EU) 2023/2486. None of Vantiva activities are eligible under the EU Regulation and Delegated Regulation.
- Circular economy: the review performed in the frame of the Regulation and under Annex II (transition to a circular economy) of the Delegated Regulations concluded that:
 - OpEx for Vantiva Smart Spaces (IoT Solutions) is eligible under section 4.1 "Provision of IT/OT data-driven solutions" of Annex II of the Delegated Regulation (EU) 2023/2486. This activity is considered as an enabling activity under Annex II. In 2023, no OpEx was recorded for this nascent activity.



7. Safety of customers, Protection of content, and Business resilience

7.1 Product compliance and ban of hazardous materials

GRI [2-27 Compliance with laws and regulations] [2-28 Membership associations] [3-3 Management of material topics: Procurement Practices] [3-3 Management of material topics: Materials] [3-3 Management of material topics: Supplier Environmental Assessment] [3-3 Management of material topics: Training and education] [3-3 Management of material topics: Public policy] [3-3 Management of material topics: Customer health and safety] [308-1] [308-2] [416-1] [417-1]



“Vantiva is committed to designing and delivering best-in-class products that fully comply with all regulations and reporting requirements. There are numerous regulations affecting supply chain, including tracing of raw material sources, restricting hazardous substances and chemicals, and verifying fair labor practices. We maintain a team of compliance experts that utilize specialized databases, software, and procedures to ensure continued compliance and proactively stay ahead of these ever-changing regulations. Our focus is not only on compliance, but to deliver products that are manufactured well and are safe for our customers to use.”

Thomas Kelleher, Supply Chain Sustainability & Compliance Manager, Vantiva Broadband & Video

Manufacturers of electronic products face growing sustainability requirements and increasing regulations concerning eco-design and energy efficiency. The variety and proliferation of environmental regulations, as well as norms, standards, frameworks, and customer standards influenced by stakeholders and in-process regulations, has reinforced the need for better environmental management. Resource efficiency requirements are now set to become a reality for many product manufacturers supplying the EU market. The Group has put into place the necessary processes and initiatives to comply with laws restricting the use of hazardous substances, such as, but not limited to, the European Restriction of Hazardous Substances (RoHS) directive and the Registration, Evaluation, Authorization and Restriction of Chemical substances (REACH) regulation.

Regarding consumer product health and safety, Vantiva ensures that all products sold comply with all consumer safety regulations applicable in each country where the product is marketed. Additionally, in some emerging markets where health and safety regulations may not yet be robust, Vantiva applies its knowledge of appropriate product safety regulations and ensures that emerging market products comply with a higher product safety standard.

Key Product Environmental and Safety Requirements Compliance

Vantiva operates in a worldwide market and must address a wide variety of national and regional initiatives governing the environmental performance and risk management associated with its products.

In particular, energy consumption, which is the main significant environmental impact for our products, remains a key priority across industry and regions. We have continued our ongoing and long-lasting programs of engagement on measures that improve the energy

efficiency of our products (see Chapter 4.2: “Energy Efficiency”).

Vantiva has processes and tools to help ensure continued compliance with worldwide environmental laws and regulations. New or modified requirements are identified and reviewed as necessary. As part of our sourcing digital transformation program and Supplier Relationship Management, the Connected Home business has a global approach and provides training materials for its suppliers to help them deliver compliant parts for use in our products.

Vantiva also faces increasing complexity in its product design and supply chain to adjust to new or future requirements relating to the chemical and material composition of its products and their safe use.

For example, compliance methods and actions are in place with regard to the RoHS (Restriction on Hazardous Substances) and WEEE (Waste Electrical and Electronic Equipment) European directives, and the REACH (Registration, Evaluation, Authorization and Restriction of Chemicals) European regulation, or similar legislation in regions other than EU Member States, dealing with the Restriction on the use of Hazardous Substances within products and systems and preparing for better end-of-life handling of Electrical and Electronic Equipment Waste.

WFD - Waste Framework Directive

In the context of the Waste Framework Directive, the European Chemicals Agency (ECHA) established the Substance of Concern in Products (SCIP) database, and companies that supply articles containing Substances of Very High Concern (SVHCs) must submit notification on these articles to the EU SCIP database. Vantiva Connected Home Division has processes and tools to help ensure continued compliance with and reporting to the EU REACH SCIP database (including but not limited to suppliers’ awareness and training, instructions, and data collection templates).

RoHS - Restriction of Hazardous Substances

The Directive 2011/65/EU (“RoHS 2”) as amended by 2015/863/EU is the global effective standard to evaluate and restrict the use of substances in electronics in support of a circular economy. RoHS 2 complements the WEEE Directive. RoHS 2 aims at preventing the release of hazardous substances during the use and waste treatment of EEE by restricting the use of 10 selected hazardous substances. The objectives are to contribute to the protection of human health and the environment.

Since its first implementation, the scope of RoHS has been widened with regards to restricted substances and the EEE covered. RoHS originally focused exclusively on Europe, has inspired other regions of the world (including Brazil, China, Japan, Taiwan, South Korea, and the United Arab Emirates) to take similar action.

Vantiva ensures that every part of new products developed worldwide meets RoHS regulations. Part compliance status, including proper recording of Lead exemptions, is internally tracked, audited, and reported as part of Supply Chain Sustainability & Compliance management. Any changes to RoHS, such as the expiration or renewal of exemptions, is monitored. Training and communications are then provided annually as needed, both internally and externally to both suppliers and customers.

REACH - Registration, Evaluation, Authorization, and Restriction of Chemicals

REACH is a European Union regulation (EC Regulation 1907/2006) effective since June 1, 2007. It was implemented to improve the protection of human health and the environment from risks of dangerous chemicals by requiring registration of hazardous chemicals and restricting the use of chemicals that cannot be safely managed.

Chemical substances and compounds used, contained, and embedded in all Vantiva products (both purchased products and finished goods) are closely monitored by our Supply Chain Sustainability & Compliance team. This monitoring includes the identification of SVHC (Substances of Very High Concern) according to the Candidate List, banned substances as listed since May 2009, restricted substances as defined by Annex XVII, as well as substances subject to authorization (Annex XIV). Suppliers and manufacturing partners must provide an EU REACH Declaration of Compliance for every part and article in Vantiva products.

If any products contain more than traces (i.e., more than 0.1% w/w) of some of the 241+ hazardous chemicals categorized as EU REACH Substances of Very High Concern (SVHC), then suppliers are asked to take action to use safer alternative substances and, when necessary, such substances are reported to our direct clients to comply with this REACH obligation pursuant to Article 33.

Additional EU REACH substance management processes have been implemented in the Sourcing organization, such as the qualification process during the creation of new components, as well as supplier selection and follow-up. EU REACH Compliance Document management is performed by the Supply Chain Sustainability & Compliance team with support from a 3rd party Compliance Management software and service platform partner to ensure that all parts and products remain compliant, even as new substances are added to the SVHC Candidate List. This management includes monitoring compliance status via tracking, internal audits, reporting, and training. As new restricted or banned substances are added every 6 months, notifications and training materials are provided so that all suppliers and manufacturing partners can quickly update their Declaration of Compliance documentation and internal guidance is provided when such substance changes impact Products.

Every part of a new product launched by Vantiva is 100% compliant with EU REACH, as well as RoHS.

California Proposition 65

Vantiva takes action to comply with “California Proposition 65”, officially known as the Safe Drinking Water and Toxic Enforcement Act of 1986. The proposition protects the state’s drinking water sources from being contaminated with chemicals known to cause cancer, birth defects, or reproductive harm, and requires businesses to inform Californians about exposures to such chemicals.

Per OEHHA guidelines (California’s Office of Environmental Health Hazard Assessment), businesses are required to provide warnings if their products can expose consumers or workers to a listed chemical that is in excess of the identified threshold “safe harbor” level. Vantiva’s supply chain must report any such dangerous chemical use or presence according to OEHHA guidelines, including hazards (cancer, reproductive harm, or both), to determine if the warning label is required on products. Vantiva also utilizes product testing to support compliance actions.

For each Vantiva product shipping to North America, the Supply Chain Sustainability & Compliance team gathers Declarations of Compliance from each part supplier with the support of a 3rd party Compliance Management partner. In some selected cases, Vantiva further supports customers who wish to additionally send their product to a test lab for chemical analysis. Documentation from such testing, as well as supplier Declarations of Compliance, are securely stored for future reference and reporting.

Specific instructions and training for meeting this Law were created and provided to Vantiva US Product Teams, Customers, and Suppliers, as new products are developed for sale in California and other areas of the US and, more recently, in Canada. These include training on interpretation of the Law, changes to the Law’s chemical substance list, and guidelines for reporting such substances so that no substances exceeding the Law’s Safe Harbor Threshold limits are used, or, in the case that they are used, a Warning Label is applied, identifying the hazard or reproductive harm from exposure to the substance.

Responsible Approach to Conflict Minerals

In 2010, the United States was one of the first countries to take the initiative to bring about legislation to combat the conflict minerals trade. Since 2014, companies in scope of US Law were first required to check and report on the use of conflict minerals in their products. From 2021, the new Conflict Minerals Regulations (EU) 2017/821 create supply chain due diligence obligations, which will begin to take effect for EU-based importers of 3T (Tin, Tantalum, Tungsten) ores and concentrates, as well as gold above defined thresholds.

As part of Vantiva’s overall commitments to Corporate Social Responsibility, we are committed to ensure that minerals contained in our products are sourced with due respect to human rights, the need to avoid contributing to conflicts, and the desire to support developments through our supply chain practices.

As an RBA Responsible Minerals Initiative (RMI) member, Vantiva relies on the Conflict Minerals OECD Due Diligence Guidance process developed by the Responsible Business Alliance (RBA). Vantiva uses the RMI Conflict Minerals Due Diligence Reporting Template (CMRT) and dashboard as a standard questionnaire for conducting inquiries into its supplier database. The Responsible Minerals Assurance Process (RMAP) is the industry standard for audited smelter conflict-free status. RMI calls on more smelters and refiners to join the efforts to become conflict-free by undergoing the RMI’s independent third-party conflict minerals audit. As such, Vantiva is exercising a due diligence approach by asking its suppliers to conduct investigations in their supply chain to

determine the origin of any conflict minerals (tin, tantalum, tungsten, and gold) provided to Vantiva.

Based on current knowledge and suppliers surveyed in 2023, **100% of the smelters identified in the Connected Home supply chain are classified under the RMI.**

In 2019, Vantiva started to conduct supplier surveys and due diligence on Cobalt sourcing. In 2020, Vantiva initiated Mica sourcing supplier surveys to establish whether Mica is included in products and parts provided to Vantiva. The new Extended Minerals Reporting Template (EMRT), launched by the RMI in end 2021, includes Cobalt and Mica and is now used by Vantiva to manage due diligence in the supply chain.

Furthermore, Vantiva has partnered with a 3rd party compliance management partner to fully review the conformance of each smelter or refiner (SOR) reported by each supplier to confirm that the SOR meets standards established by the Responsible Minerals initiative, the London Bullion Market, and other mineral institutions. The Supply Chain Sustainability & Compliance team launches Due Diligence actions, including up to a disengagement procedure, with any suppliers reporting non-conformant SORs according to OECD guidelines to prevent the sourcing of minerals from illegal SORs in a covered country or from a conflict-affected, high-risk area (CAHRA). Likewise, Vantiva's 3rd party partner engages with each smelter that is nonconformant to encourage completion of the RMAP process per OECD guidelines, on our behalf.

Training for proper management of Conflict Minerals sourcing, and Prevention of Forced Labor, is provided to all employees, suppliers, and stakeholders as required. In addition, we expect our supply chain to actively participate in the Responsible Business Alliance webinars provided through their Responsible Minerals Initiative and Responsible Labor Initiative platforms.

Regulatory Compliance Training

Training on Environmental Regulatory Compliance is provided both internally to Vantiva employees in Sourcing, R&D, Operations, HSE, Business Divisions, Product Units, and Quality, and externally to suppliers and customers. Training is accomplished through the presentation of training documentation and interactive meetings, as well as through Webinars provided to suppliers through our Compliance Management tool and service partner. Additionally, as regulations are changed, chemical substances are added, or new legislation emerges, communications are provided to all relevant teams so that there is no delay in the implementation of changes needed for our products to remain compliant.

Changes in regulations can impact Declarations of Compliance documentation, and such changes are issued immediately to suppliers, including instructions for accurate submission of these documents.

Requirements for regulatory compliance are also communicated to suppliers via part specifications issued by Engineering.

7.2 Content security, cyber risks and respect of Intellectual Property

GRI [3-3 Management of material topics: Customer privacy] [418-1]



“Our Cyber Security program is a key pillar at the Group level, focusing on all facets of security including information, governance, risk and compliance as well as physical security. This program is a dynamic, yet structured set of initiatives based on the NIST framework with a clear focus to progress towards achieving best-in-class security services addressing privacy concerns, protection of the overall perimeter, our facilities and the security of our customer’s products.”

David Olival, Vantiva Chief Information Officer

As a major stakeholder of the content creation and distribution industry, Vantiva is eager to carefully respect and protect the intellectual property of its own assets and those of its customers and suppliers.

The Group policies and practices cover the protection of invention, of physical media content, physical and online content distribution, and content creation within its premises and using its network.

Respective risk description and risk management are presented in section 3.1.1 of [Vantiva Universal Registration Document 2023](#) entitled “Global Market and Industry Risks”, subsection “Cybersecurity”.

Vantiva’s information technologies security procedures and security processes of people and assets are presented in section 3.2.5 of [Vantiva Universal Registration Document 2023](#).

As a major actor involved in all steps of the delivery of Media & Entertainment content to the end user, Vantiva has anticipated the new threats in cybersecurity and implemented an internal program to address them. Organized at the corporate level around an Information

Security Management System (ISMS), this program is now further implemented in both segments (Connected Home, Supply Chain Solutions) focusing on their specific risks.

Prevention of growing cybersecurity issues is critical for Vantiva leading the Company’s decision to achieve certification of its services against the ISO 27001:2013 standard. Vantiva was awarded its first ISO 27001:2013 certificate on December 12, 2019, and its certified scope targets its operational service to Connected Home customers, starting with its key management systems. The cryptographic keys are the fundamental bricks of cybersecurity. In Vantiva Connected Home products, they protect the confidentiality of the video content, the integrity of the devices, and the authenticity of the firmware. Due to the Covid-19 pandemic, the certification scope was kept the same for the 2020 surveillance audit but was expanded to include the product security testing process performed by the Vantiva Security Office Assessment Team (VSO-AT) in 2021. ISO 27001:2013 certification was renewed in both 2020 and 2021, and the expanded scope was fully

recertified in 2022 and renewed again under the 2023 surveillance audit.

Aware of rising risks in cybercrime, the Vantiva Security Office (VSO) has issued a Security Policy to address risks such as content leaks affecting customers (video content), suppliers (source code) or employee personal data, as well as to defend its products and systems against cyberattacks, or theft of otherwise valuable intellectual property. The aforementioned VSO-AT, an internal team of certified hackers, assesses the security of Vantiva products, sites, and systems. In addition to evaluating and addressing public submissions, Vantiva proactively manages a responsible disclosure process to report vulnerabilities in Vantiva products and systems. Relations are established with skilled cybersecurity partners and the CERT-CC (Computer Emergency Response Team – Coordination Center) to coordinate responses to cybersecurity incidents.

Besides the traditional objective of Content & IP protection, the Connected Home products have a key role to play in privacy protection, and defense against massive scale cyberattacks. Physically positioned at the border between the private sphere of the end-user and the Internet operators' networks, the Vantiva Customer Premise Equipment (CPE) needs to achieve best-in-class protection to contribute to global security and privacy efforts, and to provide security added value to our customers.

Cybersecurity risk monitoring and management

Security actions related to Supply Chain Solutions' customer content are led by internal security teams which focus on the mitigation of these risks. These security actions and protocols are continuously implemented, enforced, evaluated, and updated as needs evolve, and as new technologies or threats emerge.

The Connected Home centers for product development and implementation of services include quality assurance functions that are responsible for establishing and measuring suitable quality indicators and developing action plans to improve the quality of the products and services, with management reviews at key milestones.

To ensure high security standards, a security approval procedure is in place for new products delivered by the Connected Home Division. This procedure is part of the product development project management methodology. Once products are delivered, an incident response procedure is in place to support customers. This procedure includes a vulnerability disclosure protocol, to allow security researchers to report any weakness in Connected Home products and allow us to address risks before public disclosure and/or materialization of said risk.

Security policies and the use of qualified suppliers, equipment, and software, combined with regular security training, security assessments, and penetration testing, aim to mitigate the risk to an acceptable level. For physical security risks, a dedicated team conducts risk assessments on all critical sites and suggests a remediation plan for local security coordinators when needed.

In 2023, working in collaboration with customers and industry organizations, Vantiva has continued to establish and promote secure work-from-home environments and workflows where required based on local government requirements.

Since its introduction in 2015, the Vantiva Cybersecurity Program has been recalibrated quarterly, and its initiatives are tracked regularly. Cybersecurity technology teams have enabled faster adoption of enterprise-scale tools and processes in partnership with the Global Security teams. Items identified for remediation are tracked in Service-Now and remediated by appropriate functional teams, with oversight and reporting by Vantiva's Security Operations Center (SOC).

Given the constant increase in cyber threats and with new European regulations set to come into force in 2024, Vantiva announced on June 22, 2023, a partnership with F-Secure, a global provider of consumer cybersecurity solutions and services. F-Secure has joined the Vantiva HERO program, bringing a powerful and innovative additional tool to Network Service Providers (NSPs) in the form of the Connected Home security solution, F-Secure. This partnership reaffirms Vantiva's commitment to providing operators with the latest technological solutions. F-Secure joins Vantiva's portfolio of security partners, guaranteeing comprehensive coverage against potential network threats.

Security of people and assets, including cybersecurity

Security is a key priority and an overall enterprise topic that affects each of our businesses in different ways. For Supply Chain Solutions, customers assign their projects only to companies that meet their content security standards. Vantiva's facilities and digital networks must pass customer-initiated security audits to win new contracts and to maintain client relationships. The Vantiva Security Office (VSO) plays a strong role in preparing and assisting in such audits.

Security is also important for the Connected Home business. As devices are increasingly open and complex, they are exposed to greater security risks. Security can be a real market differentiator. The VSO helps Connected Home to deliver secure devices to its customers and to adapt its product security posture to current threat levels.

As such, the VSO was established in 2011 to define the Security Strategy at the Group level. Led by the Chief Security Officer, the VSO establishes priorities, defines best practices, monitors current implementations, develops common metrics, and promotes the security tools for Vantiva.

The key areas of focus for the VSO are physical, digital, and business security, which are all covered as part of a Security 3YP that is organized around four main pillars: Foundation; Protect; Detect; and Respond & Recover. Each pillar contains categories of initiatives (41 in total) that highlight the key areas of focus and progress. A cross-functional security team is in place and is the main contributor to the execution of the 3YP. This team is comprised of: VSO Assessment Team (VSO-AT); Physical Security; Security Operations Center (SOC); Security Governance, Risk and Compliance (GRC); and Product Security.

The VSO-AT acts as a group of internal security assessors and advisors. The Physical Security team establishes standards, conducts assessments, and centrally manages physical security incidents. The Security Operations Center (SOC) manages day-to-day security elements (tools, processes, and data). The GRC team manages policies, global awareness programs, tools, vendor assessments, and the design of new processes and/or policies, as needed. The Product Security organization establishes policies, procedures, and best practices around security for the product development lifecycle.

The Vantiva Security program is governed through a dedicated Security Steering Committee including each Business Head, the Heads of HR and IT, and VSO representatives. The Security Steering Committee meets at least twice during a 12-month period. Business division/overall program security reviews take place on a quarterly basis.

During 2023, Vantiva did not identify any substantiated complaint concerning breaches of customer privacy and losses of customer data.

Cybersecurity audits

Vantiva security standards are continuously reviewed and updated to remain in step with the industry and with established security policies.

In 2023, 96 security audits were conducted worldwide. These audits were performed using a combination of internal VSO assessment and external audits conducted by customers, ISO (International Organization for Standardization), and other security organizations. All audit findings are tracked and managed by internal teams and are incorporated into the 3YP based on risk priority.

Personal Data Protection

Vantiva Personal Data Protection Policy was first issued in 2017 and regularly reinforced with a recent revision in March 2024. The purpose of this policy is to ensure that Vantiva, its staff, contractors, suppliers, and other people working on its behalf comply with any applicable provisions of the data protection legislations where and when appropriate, as well as comply with any applicable other legislation when processing personal data. This policy applies regardless of where the data is held, i.e., whether it is held on Vantiva-owned equipment or outside Vantiva property (for example, by a subcontractor). In addition, following the Schrems decision by the European Court of Justice, the VSO acts as the central coordination point for the remediation of the internal legal framework, to reinforce the security clauses applicable to our providers related to EU data privacy and to ensure compliance with the EU General Data Protection Regulation (GDPR) and with other relevant privacy laws and regulations.

As a French Company with headquarters in Paris, the Group has also nominated a global Data Protection Officer (DPO) to the French Data Protection Authority (CNIL). The Vantiva Data Control Organization

(DCO) is in place worldwide to support compliance with the Vantiva Privacy Policy and the General Data Protection Regulation (GDPR). The DCO supports the DPO and works in close relation with the Legal and Security teams. Even if Vantiva's activity does not directly collect sensitive personal information of private customers, a privacy-by-design approach is used for its products and systems, and the DCO is involved when a Data Protection Impact Analysis seems relevant.

Employee awareness and safety

Security-conscious behavior is key for all employees. As such, the GRC team developed a formal awareness program hosted within Vantiva's online training platform (MyDevelopment) with courses selected annually by the security working teams, plus periodic compliance tracking metrics, security videos, and communications sent globally on key relevant topics (such as phishing, password management, etc.). These programs are regularly reviewed as part of external audits conducted by customers.

In 2023, Vantiva delivered security awareness training to all employees and provided multiple communications around phishing, malware, and general security practices, with a greater focus on the impacts of an increase in remote work.

Regarding travel and employee safety, updates to the process have been made and administrative responsibilities have been expanded to better respond to critical incidents. A supplemental procedure exists for travel to high-risk countries. An employee travel safety program has been established with an industry leader that enables alerts and communication to employees who are traveling or are situated near or at a location where an incident such as earthquake, fire, social disturbance, etc. has been reported.

7.3 Business continuity and business resilience

GRI [2-16 Communication of critical concerns]

A Business Continuity Management System (BCMS) was launched in 2021 with increased visibility into governance and Business Continuity Plans (BCPs) across all Vantiva's sites. These improvements also include BCP with pandemic planning and return to office frameworks, as well as checklists per site and return to office readiness added to the existing BCP repository, which will significantly reinforce Vantiva's response in managing unforeseen risks.

Vantiva maintains the BCMS through an established business continuity framework with strong governance, supported by an established planning, maintenance, and testing process for all business locations. Ownership sits with Vantiva's leadership team and is supported by designated regional business continuity leaders. The risk to all office, warehouse, manufacturing, and other business premises are assessed annually and categorized as either Tier 1 (high) or Tier 2 (low) risk.

All Tier 1 locations have documented business continuity plans which include a fully assessed, site-level Business Impact Analysis (BIA) and Pandemic Response Plan. All Tier 2 locations have documented Crisis Response Plans (CRP) and site Pandemic Plans but are not required to complete the BIA. Vantiva requires all sites to review, update, and

maintain these plans annually. Progress is tracked using Service Now (S-NOW) with any gaps or risks identified and remediated using this system.

The recent Covid pandemic remains the most significant event to impact Vantiva operations in recent history, and the business managed to continue without significant interruption due to the established business continuity frameworks and flexible planning processes. While component shortages and supply chain interruptions arising from the current events in Ukraine have recently impacted parts of our business, these impacts have not required a BCP response from Vantiva.

Crisis Management and Employee Safety (CMES) programs have been established and developed along with Significant Business Incident (SBI) tools and an underpinning process with HR and our governance and physical security teams.

Vantiva continues to work in partnership with "Crisis 24" (an international third-party risk management system solution) to ensure that the business can respond to any foreseeable critical or high-risk incident or event.

8. Fairness of business practices

GRI [2-23 Policy commitments] [2-24 Embedding policy commitments] [2-26 Mechanisms for seeking advice and raising concerns] [3-3 Management of material topics: Anti-corruption] [3-3 Management of material topics: Anti-competitive behavior] [3-3 Management of material topics: Tax] [3-3 Management of material topics: Public policy]

8.1 Competition rules and anti-bribery

GRI [205-1][205-2][205-3]



“Vantiva pursues its ambition to place ethics at the heart of its business model, with a constant concern to involve all its employees in order to maintain the Group at the highest level of integrity and serve as a model for all its partners.”

Aline Bourcereau, Chief Compliance Officer and Secretary of Vantiva Ethics Compliance Committee

In line with its values and in a continuous effort to improve, the Group has continued its efforts to update its compliance program to put ethics at the heart of its business practices. Part of these efforts was the recruitment in 2022 of a full-time Chief Compliance Officer to oversee the Compliance Program deployment and improvement.

The anti-bribery program includes the following:

- **Vantiva’s top management** shows its engagement (i) by issuing communications to all employees explaining that a zero-tolerance policy against bribery is part of the Company’s core values and (ii) by requiring regular updates on the anti-bribery program at Vantiva’s ExCom level, Board of Directors’ Audit Committee and at the Board itself;
- **Code of Ethics & Anti-Corruption and Anti-Bribery Policy:** The Code of Ethics is available in 6 languages, rendering it accessible to all the Group’s employees who are required to confirm that they duly read it when they join the Company. The Anti-Bribery Policy provides practical examples showing employees how to do the right thing when faced with a dilemma. The Travel and Customer Entertainment policy has also been updated to harmonize processes across businesses and a new Group Policy on Gifts and Entertainment has been rolled out in June 2023 (with its practical guidelines in March 2023) to ensure awareness of all employees on the expectations and the mandatory approval process to be followed. To support this approval process, a dedicated application, developed internally, is used by the employees for gifts and entertainment provided to or received from third parties, and to ensure traceability and recording of these expenses;
- **Whistleblowing Policy:** A Whistleblowing system is available and enables all Vantiva employees and partners to report anything that they suspect to be unethical, illegal, or unsafe, through a dedicated website, by phone, or directly e-mailing the Ethics and Compliance Committee. The latest policy, updated in early 2023 to comply with a regulation change in France and in the EU, is committed to diligently treating any alerts received with independence, objectivity, and confidentiality. The Whistleblowing Policy also makes clear that no retaliation will be tolerated.
- **Risk Mapping:** After having reviewed the Group’s corruption risk mapping in 2022, the Compliance Department has worked on a new methodology and associated tool to review it again in 2024;
- **Third Party Assessments:** The Group’s suppliers are required to respect the Anti-Corruption and Anti-Bribery Policy through the

Supplier Responsibility Program. Compliance with Vantiva’s Supplier Responsibility Program includes compliance, when required, with all similar supply chain codes of conduct of Vantiva’s customers. All suppliers must sign the General Rules of Conduct compliance certificate attached to Vantiva’s Supplier Responsibility Handbook. The Supplier Responsibility Handbook is applicable to all new and current suppliers. A Global Third-Party Compliance Risk Management Policy has been rolled out in June 2023 to cover our relationship and engagement with all our third parties. A dedicated platform is used, along with other means of due diligence, to screen our potential business partners against economic sanctions, adverse media, ongoing investigation, and potential convictions for business ethics issues. This due diligence process is implemented with different levels of screening depending on the risk profile of the considered third-party;

- **Training:** Specific training courses on gifts and entertainment, third party onboarding, and competitive intelligence gathering have been developed and delivered within the Group to the staff categories with the highest levels of exposure (143 employees in 2023). An anti-corruption E-learning campaign has been implemented in 2022 targeting employee categories such as sales, legal, finance or human resource to maintain a high level of awareness. A total of 1,253 employees followed this anti-bribery training, representing 945 hours of training;
- **Accounting Control Procedures:** The internal control and risk management procedures relating to the preparation and processing of financial and accounting information form an integral part of the Group’s anti-bribery measures. Additional efforts have been made with the implementation of 3 additional measures in the field of detection of potential wrongdoing on expenses and payment related to third parties (gifts and entertainment, sponsorship and donations, and payments to business intermediaries);
- **Internal Control and Audit Procedures:** Internal and external audits are performed on a regular basis, notably covering anti-bribery matters.

Compliance with competition rules and with more general business ethics rules are at the core of Vantiva’s Code of Ethics. Our overall approach regarding these two aspects is presented in section 3.2.2: “General Control Environment” of [Vantiva Universal Registration Document 2023](#).

The values and principles of conduct for the Group’s managers and employees are set out in three of the Group’s principal internal documents:

the Code of Ethics, the Financial Ethics Charter, and the Anti-Corruption and Anti-Bribery Policy. A copy of the documents, along with other business conduct policies, are available on the Company's website at www.vantiva.com/corporate-social-responsibility/ or by contacting the Company.

Code of Ethics

Vantiva is committed to uncompromising integrity in everything we do. A reputation for integrity benefits Vantiva in countless ways, large and small; we are a trusted advisor and service provider to our customers, a reliable collaborator to our business partners, a valued member of our communities, and a reliable long-term investment for our shareholders. Ethical behavior and compliance with the law are the two main ingredients of our reputation for uncompromising integrity.

Created in 1999 and last updated in 2022, the Code of Ethics establishes the foundation of the Group's core values and requires all employees to observe high standards of business and personal ethics in the conduct of their duties and responsibilities, based on the following four basic principles. Please refer also to the [message of our CEO](#) on the Ethicspoint public domain:

- Respect for People
- Respect for the Environment
- Valuing Integrity
- Valuing Creativity

The Code of Ethics sets out specific rules to guide employees in their day-to-day activities. It is translated into six languages (English, French, Spanish, Portuguese, Dutch and Polish). Since 2022, the Code of Ethics is systematically distributed to new employees, who are required to acknowledge receipt by signature.

The principles set out in the Code of Ethics are reflected in a number of specific policies and procedures:

- the Group Anti-Corruption and Anti-Bribery Policy;
- the Group Supplier Responsibilities Program Procedures;
- the new Group Third-Party Compliance Management Policy (June 2023), and its practical guidelines (including those related to Business Intermediary and Lobbyists);
- the new Group Policy (June 2023) on Gifts and Entertainment, with its practical guidelines (March 2023) and its dedicated application (Gift Approval App, deployed since December 2022);
- the Group Whistleblower Policy (published in March 2023), and its practical guidelines (March 2023).

All these procedures and policies are accessible to all employees from the internal policies portal, and the main ones are published on Vantiva public website.

To enable continuous improvement of its business ethics program, Vantiva has developed in 2023 an internal corruption risk assessment tool for its subsidiaries (Corruption Risk Mapping App) and plans to rely on its compliance network (composed in particular of the controllers of these legal entities) to deploy it in 2024.

Financial Ethics Charter

To reinforce awareness of the ethical dimension of finance activities, Vantiva has published an Ethics Charter specific to Finance personnel and activities. It is an extension of the Company's Code of Ethics, which applies to all employees.

First published in December 2005, the Financial Ethics Charter is

sponsored by the Chief Financial Officer and sent out regularly to the entire Finance function for review and personal agreement to abide by it.

This policy promotes the following rules:

- act honestly and with integrity and avoid conflicts of interest,
- provide accurate, complete and objective information,
- comply with all rules and regulations, public and private, to which the Group is subject,
- act in good faith without misrepresenting material facts or allowing one's judgment to be unduly influenced,
- respect the confidentiality of information,
- share and maintain appropriate knowledge and skills,
- promote ethical behavior in one's environment,
- use and control the assets under one's supervisions responsibly, and
- report known or suspected violations of the charter.

Anti-Corruption & Anti-Bribery Policy and Compliance Manual

The Anti-corruption & Anti-bribery Policy & Compliance Manual contains standards of conduct and practices followed in dealing directly or indirectly with Government Officials and with any private individual or entity. The compliance manual contained in the policy provides practical guidelines to support Vantiva employees and Vantiva third parties to comply with our rules and policies.

Ethics Compliance Committee (ECC)

The Ethics Compliance Committee, created in 2006, reports to the Audit Committee and is currently composed of eight members representing different functions, such as People & Talent, CSR, Internal Audit, Legal, Compliance and the business divisions. This committee is governed by its own charter (last updated in 2023). The Ethics Compliance Committee is responsible for all ethical issues related to Vantiva's activities. This includes implementing any new policies if needed, providing training on existing policies, and investigating all reports of unethical behavior. The Committee meets at least once a month and more frequently when required.

In 2023, the ECC treated and followed up on 4 whistleblowing cases, of which zero incident of corruption was reported.

Whistleblower Policy

This **Whistleblower Policy** is intended to enable all directors, officers and Employees, as well as Third Parties to report suspected violations of applicable laws and regulations and the Compliance Program, including violations in Vantiva's supply chain. The whistleblowing system enables all Vantiva employees and partners to report anything that they suspect to be unethical, illegal or unsafe, through a dedicated website or by phone.

While it is not required that the whistleblowers be certain that the facts reported are accurate as of the date of disclosure, it is required that they make the disclosure in good faith, i.e., in the absence of any intent to harm anyone. On the other hand, Vantiva will not tolerate retaliation against anyone who has reported in good faith a violation of applicable laws or regulations or the Compliance Program.

Any claim that an employee does not wish to direct to his/her management or the human resources, can be made confidentially through an alternative channel, the ECC members, or via EthicsPoint's telephony and web-based hotline solution. EthicsPoint is an independent third party that specializes in providing the tools and information necessary to receive, investigate, analyze and resolve such reports. Website and local telephone numbers are available, and today, nearly all employees

throughout the world have the ability to submit a Whistleblower report through EthicsPoint.

Our Whistleblowing system is made available to all Vantiva employees and partners at vantiva.ethicspoint.com or by phone +1(866)-492-3362. Toll-free numbers are also available in the countries where Vantiva operates.

Personal Data Protection Policy

Vantiva takes very seriously all its obligations to comply with the requirements of the European Union (EU) General Data Protection Regulation (GDPR) and any equivalent legislation applicable where any entity in the Vantiva Group is present, including, but not limited to:

- United States: California Consumer Privacy Act (CCPA)
- Brazil: General Data Protection Law (LGPD)
- India: Digital Personal Data Protection (DPDP) Act
- United Kingdom: Data Privacy Act
- Australia: Privacy Act
- Mexico: Federal Law for the Protection of Personal Information in Possession of Individuals (LFPDPPP)
- China: Personal Information Protection Law (PIPL).

The purpose of Vantiva Personal Data Protection Policy is to ensure that Vantiva, its staff, contractors, suppliers, and other people working on its behalf comply with any applicable provisions of the Data Protection Legislations where and when appropriate, as well as comply with any applicable other legislation when Processing Personal Data. The policy applies regardless of where the data is held, i.e., whether it is held on Vantiva-owned equipment or outside Vantiva property (for example, by a subcontractor).

8.2 Tax management

GRI [207-1][207-2][207-3]

The Group operates in many countries around the world, and it takes a zero-tolerance approach to Tax Evasion or facilitation of Tax Evasion under the law of any city, state, or country in which it operates or does business. Vantiva's strategy is to comply with the tax legislation of the countries in which it operates and to pay the right amount of tax at the right time in the countries where it has a taxable presence. Applicable taxes are paid at the corporate level, such as income taxes, property and local taxes, green tax, stamp duties, employment, and other taxes. The Group also collects and pays employee income taxes and indirect taxes such as import duties and VAT. The taxes paid and collected form a significant part of our economic contribution to the countries in which we operate.

Vantiva's tax strategy accords with the following principles:

Tax planning

Vantiva engages in efficient tax planning that supports its business

Ethics training programs and initiatives

For several years, the Group has deployed a number of ethics training programs related to bribery, competition and fraud, and all employees are trained every 2 years on anti-corruption and anti-bribery matters through e-learning campaigns.

In 2022, an anti-corruption e-learning campaign was launched, targeting in particular specific employee categories such as sales, legal, finance or human resource employees to maintain a high level of awareness. In 2022, 1,253 employees followed the anti-bribery training, representing a total of 945 hours of training.

In 2023, several training sessions were implemented to roll out the new policies (Global Gifts and Entertainment Policy, Practical Guidelines on Business Intermediaries and Lobbyists), to train staff categories with the highest levels of exposure and to raise awareness of the risks associated with competitive intelligence practices. Such specific training is intended to be renewed annually to maintain awareness and good practices.

Action plan for 2024

The Company is implementing the following additional practical prevention actions in 2024, as part of its anti-corruption program:

- The yearly compliance e-learning campaign will be launched in Q4 2024 groupwide and will become the annual rendez-vous for all employees and the opportunity to communicate and collect potential feedback.
- New policies are ready to be deployed in Q4 2024: new antitrust policy, new standalone sponsorship and donation policy and new internal investigation policy. Training will be provided accordingly to the most exposed employees.
- Vantiva Corruption Risk Matrix update will take place from September 2024, embedding many process owners and all legal entities. A consolidated roadmap will be submitted to the Executive Committee for review and approval in December 2024.

activities and reflects its commercial and economic substance. The Group adheres to relevant tax laws and disclosure requirements in every jurisdiction in which it operates and seeks to minimize the risk of uncertainty or disputes.

We only use business structures that are driven by commercial considerations, are aligned with business activity, and have genuine substance. Vantiva does not seek abusive tax results.

Transactions between the Group's companies are conducted on an arm's-length basis and in accordance with current OECD and relevant local national guidelines.

Vantiva takes into account the underlying policy objectives of relevant tax laws and will comply with current practices. Where tax incentives offered by governments are claimed, the Group seeks to ensure that they are transparent and consistent with statutory and regulatory frameworks. Artificial arrangements are not used to generate a tax advantage.

The Group does not have an overall target effective tax rate.

Tax risk

Vantiva tax policies aim to ensure that tax risks are identified, and actions taken to address them. Tax risk is considered as part of the Group's management process and is overseen by the Company's Board of Directors.

The Group has a dedicated tax team with the necessary experience and skill sets which works with the Group's businesses to provide the required tax advice and guidance.

Vantiva's controls and governance ensure that tax risks that could affect our business plans, shareholder value, and reputation are identified and addressed by the Finance and Tax Departments.

Tax returns are prepared by the Group's internal departments or delegated to external advisors. In addition, where uncertainty regarding the tax treatment in a particular situation cannot be resolved internally, the matter is referred to external tax or legal advisors. Where it is still impossible to obtain certainty regarding the tax treatment, we aim to resolve the matter by discussing it with the local tax authorities. Risks of this type may arise due to the complexity of legislation and because scenarios that were not envisaged when legislation was drafted sometimes arise in practice.

Where agreement cannot be reached through discussion, we would

consider seeking formal tax authorities' opinion and pursuing litigation to resolve the uncertainty, depending on the materiality involved.

During 2023, we entered into an agreement ("Partenariat Fiscal") with the Business Partner Service of the French Tax Authority under which we keep them informed of the Group's French tax issues and seek their guidance and up-front agreement on any issues where we consider there is uncertainty in the legislation or in jurisprudence.

Governance

The Group head of tax is responsible for tax governance and strategy, which are approved and overseen by the Company's Board of Directors and Audit Committee.

The local tax managers and legal entity controllers have responsibility for local tax and to ensure that adequate controls are in place so that the correct amount of taxes are computed, filed, and paid on time and in full.

Tax controls are subject to regular review by the Internal Audit Department.

In addition, Vantiva has a Financial Ethics Charter which senior employees are asked to sign each year when they are involved in preparing and reporting Vantiva's financial results.

9. CSR key data

9.1 Key sustainability data

GRI [3-3 Management of material topics: Materials] [3-3 Management of material topics: Energy] [3-3 Management of material topics: Water and effluents] [3-3 Management of material topics: Emissions] [3-3 Management of material topics: Waste] [3-3 Management of material topics: Supplier environmental assessment] [3-3 Management of material topics: Occupational health and safety] [3-3 Management of material topics: Supplier social assessment] [301-1] [302-1] [302-3] [303-1] [303-2] [303-3] [303-4] [303-5] [305-1] [305-2] [305-3] [306-3] [306-4] [306-5] [308-1] [308-2] [403-9] [403-10] [414-1]

Three-Year Performance Data, Trends and Explanation

Environment	2021	2022	2023
Energy Consumption (Terajoules, %, or TJ/m€)⁽¹⁾			
Electricity	574.3	462.1	375.9
o/w renewable Energy Sources	17.3%	20.4%	32.5%
o/w decarbonated energy sources (incl renewable)	27.5%	30.4%	41.9%
Fuel Sources	83.4	68.9	73.5
Total	665.6 ^(a)	531.7 ^(b)	450.8 ^(c)
Total/Revenue	-	0.192	0.217
Total Water Withdrawal Consumption by Source (Thousand Cubic Meters or m³/ M€)⁽²⁾			
Total Consumption	270.5	220.4	202.4
City Water consumed	129.8	94.7	93
Well Water consumed	138.6	122.9	107.6
Rainwater harvested and consumed	2	2.8	1.8
Surface Water	0	0	0
Total per Revenue	NA	79.4	97.5
Water Recycled Internally	32.3	26.5	20.7
Waste Generation and Management (Metric Tons, %, or M-Ton/M€)			
Total Waste generated	16,306.6	10,868.2	15,259.8
of which waste diverted from disposal	NA	7,815.8	12,028.2
of which waste directed to disposal	NA	3,052.4	3,231.6
% treated hazardous ⁽³⁾	3.8%	4.0%	2.2%
% recycled	61.8%	71.8%	78.8%
Total per Revenue	NA	3.92	7.35
Greenhouse Gas Emissions (Metric Tons CO₂e) Scope 1, Scope 2, Scope 3			
Scope 1			
Total Direct Greenhouse Gas Emissions in t CO ₂ e (from fuel combustion)	4,707	3,902	4,159
Scope 2 - location-based			
Total Indirect Greenhouse Gas Emissions in t CO ₂ e (from electricity, steam, chilled water)	69,983	55,650	46,699
Scope 2 - market-based			
Total Indirect Greenhouse Gas Emissions in t CO ₂ e (from electricity, steam, chilled water)	55,752	44,119	31,840
Scope 1 and 2 - location-based (Total CO₂ emitted)			
	74,690	59,552	50,858
Scope 1 and 2 - market-based (Total CO₂ emitted)			
	60,459	48,021	35,999
Scope 3 (Total Scope 3 Greenhouse Gas Emissions in t CO₂e)			
	NA	3,654,143	3,163,826
of which upstream*	NA	866,420	594,516
of which downstream*	NA	2,787,723	2,569,310

* According to the categorization used in the GHG protocol. (a) Total energy includes about 7.9 TJ steam or chilled water purchase. (b) Total energy includes about 0.7 TJ steam or chilled water purchase. (c) Total energy includes about 1.4 TJ steam or chilled water purchase.

Environment	2021	2022	2023
Industrial Effluents			
Industrials Effluents (in Thousand Cubic Meters) ⁽⁴⁾	67	55	46
Priority Pollutants (in Kilograms)	84.3	29.7	38.2
Biological Oxygen Demand (in Tons)	2.06	0.48	0.45
Chemical Oxygen Demand (in Tons)	0.138	0.074	0.018
Main Raw Materials Usage** (in Metric Tons)			
Polycarbonate Molding Plastic	12,587	7,818	5,486
Cardboard and Paper Packaging	7,159	6,924	6,315
Wood Packaging	6,208	6,006	4,632
Vinyl molding plastic	808	497	604
Bonding Resin for DVD	808	497	321
Plastic Packaging	550	691	294

** The Group sources all raw materials externally.

Three-Year Performance Data, Trends and Explanation

Social and Human Resources	2021	2022	2023
Health and Safety (Work-related Incident Rates per 200,000 hours worked)			
Incidents	75	50	49
Incident Rate	0.95	0.69	0.77
Lost Workday Incidents	34	30	30
Lost Workday Incident Rate	0.43	0.42	0.47
External Stakeholders			
Suppliers			
Number of Supplier Responsibility Audits	73	64	66
Records per Category			
Excellent	39	25	6
Acceptable	27	27	50
Unsatisfactory	3	4	9
Unacceptable	4	2	1
Customer Satisfaction Survey Results ⁽⁵⁾			
Total Sample Contacts	55	-	-
Number of Customers surveyed	10	-	-
Response Rate	18%	-	-
Net Promoters Score	-	66	49
Customer Satisfaction Score (%)	-	93%	91%

(1) Non-industrial sites energy consumption represents 6.4 % in 2023. In 2023, total worldwide energy use was approximately 450.8 terajoules, a decrease of approximately 15% compared with 2022. Of the total energy consumed, 83.4% was in the form of electricity (of which 41.9% from decarbonated sources and 32.5% from renewable).

(2) Non-industrial sites water consumption represents 3.7 % in 2023. In 2023, water consumption at the Vantiva reporting locations dropped by approximately 8.2% compared to the previous year, totaling 202.4 thousand cubic meters. When considering revenues, the average water consumption rate for the entire business in 2023 was 97.5 cubic meters per million euros. All water consumption, other than that related to building and facilities, is linked to DVD and vinyl record replication or set top box manufacturing. Locations experiencing periodic water shortages, such as DVD replication in Australia, implement water recycling solutions so that overall source consumption is reduced. At industrial sites in Australia, Brazil, and Mexico, total rainwater harvested and consumed during 2023 was about 1,810 m³.

(3) In 2023, about 0.6% of the total waste was generated in non-industrial Vantiva sites, with approximately 10.1 tons of hazardous waste from non-industrial locations (batteries, e-waste). Organic composting is tracked as part of recycled waste with about 12.3 tons reported during 2023 in both industrial and non-industrial sites. The total waste generated in 2023 was 15,259.8 tons with a recycling rate of 78.8%,

increasing about 7% compared to 2022. When compared to total revenue, the average waste generation for all Vantiva operations was 7.35 M-Ton/M€ in 2023.

(4) Where raw water is developed on-site from local wells, all consumption and pre-treatment is in accordance with granted permissions and approved processes. All water consumption, other than that related to building and facilities, is linked to DVD replication or set top box manufacturing.

(5) Committed to customer satisfaction and continual improvement in products and services, Vantiva tracks the performance of its business units and segments compared to competition. In 2022, the Group implemented a new Customer Experience (CX) survey covering the worldwide Connected Home customer data base to gather customer feedback on the overall satisfaction, relationship, and partnership rather than on specific projects or products. The CX survey tracks key areas such as Hardware Quality, Software Quality, Technical Support, Partnership and Program Management, Technology and Innovation, Supply Chain and After Sales Support, including comparisons with competition. The Group has introduced 2 new indicators to report on the CX survey: the Net Promoters Score and the Customer Satisfaction Score. For more information on the customer experience survey results, please see chapter 2.10.2.1 of this report.

Performance Data for business segments, year ending 31 december 2023

Health, safety, and environment	Connected Home	Supply Chain Solutions	Corporate
Energy Consumption (Terajoules or %)			
Total Energy	32.6 ⁽¹⁾	417.9	0.279
% Total Group	7.2%	92.7%	-
Electricity			
Total Segment	28.3	347.4	0.272
% Total Segment	86.5%	83.1%	97%
Fuels			
Total Segment	3.0	70.5	0.007
% Total Segment	9.2%	16.9%	3%
Water consumption (Thousand Cubic Meters)			
Total Consumption	13.6	188.5	0.3
% Total	6.7%	93.1%	0.2%
Waste generation (Metric Tons or %)			
Total Waste generated	152.7	15,106.8	0.3
% Total	1.0%	99.0%	-
% treated hazardous	6.6%	2.1%	0%
% recycled	56.5%	79.0%	100%
Health and Safety (Work-related Incident Rates per 200,000 hours worked)			
Injuries and Illnesses	1	48	0
Incident Rate	0.065	1.011	0
Lost Workday Incidents	0	30	0
Lost Workday Incident Rate	0	0.63	0
Collection Period: January 1, 2023 - December 31, 2023			
⁽¹⁾ Total energy includes about 1.4 TJ chilled water purchase			

9.2 Sustainability data collection method and rationale

GRI [2-1 Organizational details] [2-2 entities included in the organization's sustainability reporting] [2-3 Reporting period, frequency and contact point]

This report contains data from 22 locations. Given the diversity of the Group's operations, environmental impacts vary by location, thus not every location is required to report on each of the established metrics. Reporting locations are selected according to an annual coverage analysis based on three criteria: headcount, surface area, and environmental risk. Vantiva targets more than 95% of Group headcount and surface area when screening and selecting reporting sites at the beginning of each year.

The CSR Organization has identified key information that is tracked and reported. This information includes utility consumption, waste generation, recycling and disposal, air emissions and water effluent from the identified locations. To ensure the timely and consistent reporting of information from Vantiva's worldwide locations, the Group has implemented a web-based reporting system. This system serves as a vital tool for identifying and acting upon trends at the reporting

site, business unit, regional and global levels. The reporting locations provide required data through the electronic system on a monthly, quarterly, and annual basis, depending upon the information provided. Data is organized and consolidated globally and is communicated to the Vice-President, CSR and others as appropriate.

The collection period runs from January 1, 2023 to December 31, 2023.

Data Verification: Data reporting requirements, and data collection and consolidation systems are developed by the CSR organization and communicated to individual locations. Each location is responsible for developing internal systems for the collection of required data and reporting that data to the CSR group. CSR reviews the submitted data for accuracy and works directly with the locations to clarify and when necessary, resolve inconsistencies. In addition, the location's data are reviewed during scheduled HSE audits.

Scope of Data Collection: the following sites provided data for this report:

Site	Segment (ref 2022)	Surface Area ^(A) (m ²) (ref 2022)	Location	2021		2022		2023	
				Industrial profile	Non-industrial profile	Industrial profile	Non-industrial profile	Industrial profile	Non-industrial profile
Avon ⁽¹⁾	Supply Chain Solutions		France		X				
Beijing	Connected Home	2 578	China		X		X		X
Calexico	Supply Chain Solutions	3 456	California, USA	X		X		X	
Camarillo MFL	Supply Chain Solutions	2 416	California, USA	X		X		X	
Chennai	Connected Home	8 194	India		X		X		X
Edegem	Connected Home	1 411	Belgium		X		X		X
Guadalajara	Supply Chain Solutions	25 349	Mexico	X		X		X	
Guadalajara FSSC ⁽¹⁾	Corporate & Other		Mexico		X				
Hong Kong	Connected Home	321					X		X
Huntsville ⁽¹⁾	Supply Chain Solutions		Alabama, USA	X					
Indianapolis	Connected Home	840					X		X
LaVergne	Supply Chain Solutions	77 110	Tennessee, USA	X		X		X	
Lawrenceville ⁽¹⁾	Connected Home		Georgia, USA		X				
Manaus	Connected Home	5 028	Brazil	X		X		X	
Melbourne	Supply Chain Solutions	3 757	Australia	X		X		X	
Memphis	Supply Chain Solutions	293 368	Tennessee, USA	X		X		X	
Mexicali	Supply Chain Solutions	64 560	Mexico	X		X		X	
Norcross	Connected Home	4 941	Georgia, USA		X		X		X
Paris	Connected Home	2 151	France				X		X
Piaseczno	Supply Chain Solutions	30 644	Poland	X		X		X	
Rennes-Cesson	Connected Home	7 861	France		X		X		X
Rugby	Supply Chain Solutions	14 914	UK	X		X		X	
Seoul	Connected Home	2 276	South Korea		X		X		X
Shenzhen	Connected Home	527					X		X
Sydney	Supply Chain Solutions	5 353	Australia	X		X		X	
Tokyo ⁽¹⁾	Connected Home		Japan		X				
Toronto SCS ⁽¹⁾	Supply Chain Solutions		Canada	X					
Warsaw	Corporate & Other	983	Poland		X		X		X

⁽¹⁾ These sites have been moved or closed or sold.

^(A) Surface area in square meters represents locations with active operations in 2023. Some additional surface area remains leased at times, after sites are closed or sold due to contract requirements. The total operating surface area for 2023 was 558 038 square meters, of which 90% is leased. The indicator used for calculating the surface area is the rentable surface according to lease contracts or the deeded surface if owned.

All sites report information about work-related injury and illness, water, and power.

Industrial profiles also report extensive waste data monthly, and wastewater/effluent and raw materials annually.

Non-Industrial profiles also report summary waste data annually.

10 CSR performance assessment

GRI [3-3 Management of material topics]

The Group’s long-term efforts to be seen as a responsible citizen have been recognized by external and independent agencies, including ratings and assessments by *EcoVadis*, *S&P Global*, *ISS ESG* (formerly *Oekom Research*), *ISS Corporate Solutions*, and *EthiFinance ESG Ratings* (formerly *Gaia Research*). Vantiva is also a member of the *Responsible Business Alliance* (RBA), which performs audits on portions of Vantiva’s supply chain.

Rating or assessment body	Previous ratings	Latest Rating	Comment
EcoVadis	76/100 – Platinum medal (2021) In the top 1% in all industries	78/100 – Platinum medal (2023) In the top 1% in all industries	2 years of “Platinum” rating 3 years of “Gold” rating since 2018 In the top 1% in all industries
S&P Global CSA (Corporate Sustainability Assessment)	57/100 (as of March 18, 2022) reached the 91 st percentile	65/100 (as of March 17, 2023) reached the 98 th percentile	In the top 2% in its industry
ISS ESG	C+: Prime (2018 and 2021)	C+: Prime (2023)	3 rd consecutive achievement of “Prime” status
ISS Corporate Solutions	ISS Quality Score (2021)	-	“Best-in-class” status for the first rating
EthiFinance ESG Ratings* (formerly Gaia Research)	75/100* (2021 and 2022)	77/100 (2023)	Among the top-ranked companies since 2019
RBA (Responsible Business Alliance)	Member in full compliance	Member in full compliance	Since 2016

* *EthiFinance ESG Ratings* reviews its rating framework each year to better reflect emerging environmental and social issues as well as new regulatory requirements. As a result, *EthiFinance ESG Ratings* has restated the rating scale from previous years.



ECOVADIS*

In 2023, Vantiva’s continued commitment to corporate social responsibility has once again been recognized with the highest *EcoVadis* distinction.

EcoVadis, one of the world’s leading CSR rating agencies, awarded its highest honor, the **Platinum Medal**, to Vantiva in April 2023 for the second time in row. This honor ranks Vantiva in the **top 1% of companies worldwide**, regardless of size or industry, with a two-point increase on its previous score and following Gold Medals in the three years prior to that. Vantiva first started to respond to the *EcoVadis* questionnaire in 2009.

Vantiva sustainability performance was rated “**Advanced**” in all four categories assessed - Environment, Labor & Human Rights, Ethics, and Sustainable Procurement - for its structured and proactive approach to sustainable development, its commitment, tangible actions and results. The assessment results are combined on a dedicated Scorecard, and are accessible on-line and on-demand by Vantiva customers on *EcoVadis* platform.



**EcoVadis is one of the world’s leading CSR rating agencies, covering 130,000+ companies among 220+ sectors in 180+ countries. The 4 main areas of assessment are Ethics, Environment, Labor & Human Rights, and Sustainable Procurement. EcoVadis has established a medal ranking system, now considered as one of the most trusted corporate sustainability rating systems in the world.*



S&P GLOBAL CSA*

For its second year of assessment by Standard & Poor's, Vantiva moved up in the *S&P Global ESG Score 2022* with a rating of 65/100, up 8 points (as of March 17, 2023 score), well over the industry average of 20/100. Vantiva ranked in the **top 2% worldwide in its category** (Communications Equipment sector), up from the top 10% in the previous year. The Company ranked **#1 in the environmental category** with the highest score (89/100). The panel assessed by *S&P Global* includes no less than 112 global companies. The rating is based on the audit of numerous criteria in three areas: Environment, Social and Governance.



**S&P Global ESG assessments are performed based on the CSA rating methodology (Corporate Sustainability Assessment) developed by RobecoSAM, and acquired by Standard & Poor's in 2019. The CSA is recognized as one of the most advanced ESG scoring methodologies, as it draws upon 20 years of experience analyzing sustainability's impact on companies.*



ISS ESG AND ISS*

In 2023, Vantiva achieved ISS ESG “Prime” status for the third time. The Company also reached in 2021 the ISS “Best-in-Class” status and the ISS QualityScore Level 1 - the highest rating awarded by ISS Corporate Solutions - for both its Environmental and its Social Performance.

According to ISS ESG, companies are categorized as “Prime” if they achieve/exceed the minimum sustainability performance requirements (Prime threshold) defined for a specific industry (absolute best-in-class approach) in the ISS ESG Corporate Rating, and “Prime” companies are those that rank among the global sustainability leaders in their industry. The Group demonstrates a very high level of transparency in its disclosure level regarding environmental, social & governance performance indicators and is ranked in the 2nd decile of its industry worldwide.

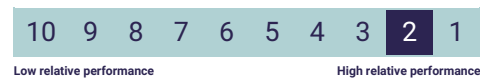
10



Transparency Level



Decile Rank



*ISS ESG (formerly Oekom Research) is the non-financial rating agency of ISS (Institutional Shareholder Services), a leading proxy advisor company. The ESG Corporate Rating universe currently covers 12,000 corporate issuers and is based on approximately 100 environmental, social and governance indicators per sector, selected from a pool of 800+ proprietary indicators.



ETHIFINANCE ESG RATINGS*

Vantiva’s ranking assessed by Ethifinance ESG Ratings has steadily improved over the past years, and the Group is now ranked every year since 2019 among the top companies within the panel of European companies assessed by Ethifinance ESG Ratings. In 2020, the Group was ranked # 1. In 2023, the Group reached an overall ESG score of 77/100, an improvement of 2 points compared to 2022.



*EthiFinance ESG Ratings (formerly Gaia Research) is an independent ESG rating agency specialized in European mid-size companies and currently covering 2300+ listed companies.

11. Report of one of the Statutory Auditors, appointed as independent third party, on the verification of the consolidated non-financial performance statement

GRI [2-5 External Assurance]

*This is a free English translation of the report by one of the Statutory Auditors issued in French and published in **Vantiva Universal Registration Document 2023** (chapter 5 “Disclosure on extra-financial performance”). It is provided solely for the convenience of English-speaking readers. This report should be read in conjunction with, and construed in accordance with, French law and professional standards applicable in France.*

Year ended december 31, 2023

To the Shareholders' Meeting,

In our capacity as Statutory Auditor of **VANTIVA SA** (hereinafter the “Company”), appointed as independent third party (“third party”) and accredited by the French Accreditation Committee (Cofrac) (Cofrac validation/verification accreditation under number 3-1886, scope available at www.cofrac.fr), we have conducted procedures to express a limited assurance conclusion on the historical information (observed or extrapolated) in the consolidated non-financial statement, prepared in accordance with the Entity's procedures (hereinafter the “Guidelines”), for the year ended December 31, 2023 (hereinafter the “Information” and the “Statement”, respectively), presented in the Group management report pursuant to the legal and regulatory provisions of Articles L. 225-102-1, R. 225-105 and R. 225-105-1 of the French Commercial Code (code de commerce).

Conclusion

Based on the procedures we have performed as described in the section “Nature and scope of procedures” and the evidence we have obtained, nothing has come to our attention that cause us to believe that the non-financial statement is not prepared in accordance with the applicable regulatory provisions and that the Information, taken as a whole, is not fairly presented in accordance with the Guidelines, in all material respects.

Preparation of the non-financial performance statement

The absence of a commonly used generally accepted reporting framework or a significant body of established practice on which to draw to evaluate and measure the Information allows for different, but acceptable, measurement techniques that can affect comparability between entities and over time.

Consequently, the Information needs to be read and understood together with the Guidelines, summarised in the Statement and available on the Entity's website or on request from its headquarters.

Limits inherent in the preparation of the Information

The Information may be subject to uncertainty inherent to the state of scientific and economic knowledge and the quality of external data used. Some information is sensitive to the choice of methodology and the assumptions or estimates used for its preparation and presented in the Statement.

Responsibility of the Company

Management is responsible for:

- selecting or establishing suitable criteria for the preparation of the Information;
- preparing a Statement pursuant to legal and regulatory provisions, including a presentation of the business model, a description of the main non-financial risks, a presentation of the policies implemented considering those risks and the outcomes of said policies, including key performance indicators and the information set-out in Article 8 of Regulation (EU) 2020/852 (Green taxonomy);
- preparing the Statement by applying the Entity's "Guidelines" as referred above; and
- designing, implementing and maintaining internal control over information relevant to the preparation of Information that is free from material misstatement, whether due to fraud or error.

The Statement has been endorsed by Management Board.

Responsibility of the Statutory Auditor appointed as independent third party

Based on our work, our responsibility is to express a limited assurance conclusion on:

- the compliance of the Statement with the requirements of Article R. 225-105 of the French Commercial Code;
- the fairness of the information provided pursuant to part 3 of sections I and II of Article R. 225-105 of the French Commercial Code, i.e. the outcomes of policies, including key performance indicators, and measures relating to the main risks, hereinafter the "Information."

As we are engaged to form an independent conclusion on the Information as prepared by management, we are not permitted to be involved in the preparation of the Information as doing so may compromise our independence.

It is not our responsibility to provide a conclusion on:

- the Entity's compliance with other applicable legal and regulatory provisions (particularly with regard to the information set-out in Article 8 of Regulation (EU) 2020/852 (Green taxonomy), the French duty of care law and against corruption and tax evasion);
- the fairness of information set-out in Article 8 of Regulation (EU) 2020/852 (Green taxonomy);
- the compliance of products and services with the applicable regulations.

Applicable regulatory provisions and professional guidance

We performed the work described below in accordance with Articles A. 225-1 et seq. of the French Commercial Code, with our verification program consisting of our own procedures and with the professional guidance issued by the French Institute of Statutory Auditors (*Compagnie Nationale des Commissaires aux Comptes*) applicable to such engagement, in particular the professional guidance issued by the *Compagnie Nationale des Commissaires aux Comptes*, *Intervention du commissaire aux comptes - Intervention de l'OTI - Déclaration de performance extra-financière*.

Independence and quality control

Our independence is defined by Article L. 821-28 of the French Commercial Code and French Code of Ethics for Statutory Auditors (*Code de déontologie*). In addition, we have implemented a system of quality control including documented policies and procedures aimed at ensuring compliance with applicable legal and regulatory requirements, ethical requirements and the professional guidance issued by the French Institute of Statutory Auditors (*Compagnie Nationale des Commissaires aux Comptes*) relating to this engagement.

Means and resources

Our work engaged the skills of four people between December 2023 and March 2024 and took a total of four weeks.

To assist us in conducting our work, we referred to our corporate social responsibility and sustainable development experts. We conducted around ten interviews with people responsible for preparing the Statement.

11 Report of one of the Statutory Auditors, appointed as independent third party, on the verification of the consolidated non-financial performance statement

Nature and scope of procedures

We are required to plan and perform our work to address the areas where we have identified that a material misstatement of the Information is likely to arise.

The procedures we performed were based on our professional judgment. In carrying out our limited assurance engagement on the Information:

- We obtained an understanding of all the consolidated entities' activities and the description of the main risks associated;
- We assessed the suitability of the criteria of the Guidelines with respect to their relevance, completeness, reliability, neutrality and understandability, taking into account, where appropriate, best practices within the sector.
- We verified that the Statement includes each category of social and environmental information set out in section III of Article L. 225-102-1, as well as information regarding compliance with human rights and anticorruption and tax avoidance legislation.
- We verified that the Statement provides the information required under Article R.225-105 II of the French Commercial Code where relevant with respect to the main risks, and includes, where applicable, an explanation for the absence of the information required under Article L.225-102-1 III, paragraph 2 of the French Commercial Code.
- We verified that the Statement presents the business model and a description of the main risks associated with all the consolidated entities, including where relevant and proportionate, the risks associated with their business relationships, their products or services, as well as their policies, measures and the outcomes thereof, including key performance indicators associated to the main risks.
- We referred to documentary sources and conducted interviews to:
 - assess the process used to identify and confirm the main risks as well as the consistency of the outcomes, including the key performance indicators used, with respect to the main risks and the policies presented; and
 - corroborate the qualitative information (measures and outcomes) that we considered to be the most important¹. Our work was carried out on the consolidating entity, while for other risks, our work was carried out on the consolidating entity.
- We verified that the Statement covers the consolidated scope, i.e. all companies within the consolidation scope in accordance with Article L. 233-16 of the French Commercial Code.
- We obtained an understanding of internal control and risk management procedures implemented by the Entity and assessed the data collection process aimed at ensuring the completeness and fairness of the Information.
- For the key performance indicators and other quantitative outcomes that we considered to be the most important², we implemented:
 - analytical procedures that consisted in verifying the proper consolidation of collected data as well as the consistency of changes there to;
 - tests of details, using sampling techniques, in order to verify the proper application of definitions and procedures and reconcile the data with supporting documents. This work was carried out on a selection of contributing entities³ and covers between 14% and 60% of the consolidated data relating to the key performance indicators and outcomes selected for these tests;
- We assessed the overall consistency of the Statement in relation to our knowledge of all the consolidated entities.

The procedures performed in a limited assurance review are less in extent than for a reasonable assurance opinion in accordance with the professional guidelines of the French National Institute of Statutory Auditors (*Compagnie Nationale des Commissaires aux Comptes*); a higher level of assurance would have required us to carry out more extensive procedures.

Paris-La Défense, April 15th, 2024

One of the Statutory Auditors,
Deloitte & Associés

Nadège PINEAU
Partner, Audit

Catherine SAIRE
Partner, Sustainable Services

¹ Vantiva's Supplier Responsibility program and management system in relation with Human Rights information from the supply chain; Product compliance and ban of hazardous materials; Circular Economy: environmental footprint of products; Energy efficiency and measures to reduce carbon emissions

² Energy consumption; Water consumption; Greenhouse gas (GHG) emissions related to energy consumption; Effluents discharged; Waste generated; Lost time injury rate; Work accidents severity rate; Total staff at year end and headcount by gender; Number of recruitments and departures; Number of dismissals; Number of permanent and non-permanent workers in full-time equivalent.

³ Vantiva's sites in Rennes (France), Guadalajara (Mexico) and Manaus (Brasil)

12. Vigilance plan

GRI [2-6 Activities, value chain and other business relationships][2-23 Policy commitments][2-24 Embedding policy commitments][2-25 Processes to remediate negative impacts][2-26 Mechanisms for seeking advice and raising concerns][3-1 Process to determine material topics][3-3 Management of material topics]

Pursuant to Article L. 225-102-4 of the French Commercial Code, this section presents the Vigilance Plan set up to implement reasonable measures of vigilance that are designed to identify risks, to prevent serious breaches of human rights and fundamental liberties, and to ensure the health and safety of persons and protection of the environment arising from:

- the activities of the Group and its controlled subsidiaries;
- the activities of subcontractors or suppliers with which an established commercial relationship is maintained.

The presentation and report are done according to this subdivision of scope:

Scope: activities of the Group and its controlled subsidiaries	Scope: activities of subcontractors or suppliers
1 Risk mapping	
Through the analysis of materiality of risks, the Group identified six macro risks translating into 20 CSR issues (see chapter 1.2 of this report). CSR inquiries received from, and focus points expressed by, internal and external stakeholders to the Group, are integrated to update the materiality of risks.	The methodology to assess risks in the supply chain is the EcoVadis Rating Framework, using country risk (see chapter 3.1 of this report).
2 Procedures for regular assessment of the situation, with regard to risk mapping	
<ul style="list-style-type: none"> • Internal controls and management of risks (see sections 3.1 and 3.2 of Vantiva Universal Registration Document 2023). • Internal Audits and other periodic monitoring (HSE) (see chapter 5 and chapter 2.6 of this report). 	<ul style="list-style-type: none"> • Assessment of suppliers by an external third party, EcoVadis. It covers all direct suppliers with purchasing exceeding €750 thousand of spending per year. The €750k assessment coverage threshold represents 93.4% of the Group spending. About 73.4% of the spending covered by this threshold is assessed. • Physical on-site Internal Audits of critical suppliers for higher risk country and industry. • RBA (Responsible Business Alliance) audits.
3 Appropriate actions to mitigate risks or prevent serious harm	
<ul style="list-style-type: none"> • Policies with regard to CSR issues are described in this report. 	<ul style="list-style-type: none"> • Agreement with Group's Supplier Responsibility program as part of terms and conditions of contract. • Implementation of corrective/remediation measures in case of violation/breaches of critical principles discovered during on-site audits. Certain violations generate immediate breach of contract (see chapter 3.1 of this report).
4 Warning and collection process of alerts relating to the existence or the materialization of risks	
<ul style="list-style-type: none"> • Global whistleblowing procedure (phone, email, website) in place since more than 10 years for breach of the Group's Code of Ethics. It covers harassment, discrimination and human rights topics and any breach of compliance of fraud (see chapter 8.1 of this report). • In several countries/sites, additional local procedures to collect and investigate about harassment/discrimination complaints are in place and include protection of the complainant. 	<ul style="list-style-type: none"> • Internal physical on-site audits with finding reports available to business division and sourcing (see chapter 3.1 of this report). • Global whistleblowing procedure access progressively extended to Supplier's employees in countries of presence. • NGO and CSR agencies reports and inquiries.
5 Monitoring the measures implemented and evaluating their effectiveness	
Internal control procedures (see sections 3.1 and 3.2 of Vantiva Universal Registration Document 2023).	Verification of effective implementation of corrective actions requested to suppliers.
HSE audits and other periodic monitoring (see chapter 5 and chapter 2.6 of this report).	Evolution of the nature and volume of CSR-related violations by suppliers.
	Monitoring the evolution of EcoVadis rating of suppliers.

13. GRI content index



CONTENT INDEX
ADVANCED SERVICE

2024

Vantiva follows the GRI Standards, a worldwide reporting framework on sustainability, to structure its economic, environmental and social reporting. For the period January 1, 2023 to December 31, 2023, Vantiva has reported **in accordance with the GRI Standards**, and Vantiva has successfully completed the GRI Content Index - Advanced Service. The Content Index - Advanced Service is the most detailed review of the GRI content index for reports based on the Universal Standards 2021. It ensures a high standard of accuracy and usability for the GRI content index.

For the **Content Index - Advanced Service**, GRI Services reviewed that the GRI content index has been presented in a way consistent with the requirements for reporting in accordance with the GRI Standards, and that the information in the index is clearly presented and accessible to the stakeholders.

For more information on GRI Standards, please refer to page 5 of this report.

GRI CONTENT INDEX

Statement of use	VANTIVA has reported in accordance with the GRI Standards for the period January 1, 2023 to December 31, 2023.
GRI 1 used	GRI 1: Foundation 2021
Applicable GRI Sector Standard(s)	Not Applicable

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION Report, Page number(s), Chapter/Section name and/or URL(s) and/or direct answers.	OMISSION		
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION
GENERAL DISCLOSURES					
GRI 2: General Disclosures 2021	2-1 Organizational details	<p>2023 Universal Registration Document: Page 235, section 5.5.5 - Data collection method and rationale; Page 366, section 7.1 - Company profile</p> <p>2023 Sustainability Communication: Page 5 - Company profile; Page 84, chapter 9.2 - Sustainability data collection method and rationale</p>			
	2-2 Entities included in the organization's sustainability reporting	<p>2023 Universal Registration Document: Page 235, section 5.5.5 - Data collection method and rationale; Page 268, section 6.2 - Note 2 Scope of consolidation; Page 322, section 6.2 - Note 15 List of main consolidated subsidiaries; Page 371, section 7.7 - Organizational structure of the Group</p> <p>2023 Sustainability Communication: Page 84, chapter 9.2 - Sustainability data collection method and rationale</p>			
	2-3 Reporting period, frequency and contact point	<p>2023 Universal Registration Document: Page 235, section 5.5.5 - Data collection method and rationale; Page 366, section 7.1 - Company profile; Page 376, section 7.11 - Persons responsible for the Universal Registration Document and the Annual Financial Report</p> <p>2023 Sustainability Communication: Page 5 - Company profile; Page 84, chapter 9.2 - Sustainability data collection method and rationale</p>			

	2-4 Restatements of information	<p>2023 Universal Registration Document: Page 51, section 2.5 - Pro forma financial information; Page 190, section 5 - Methodology note; Page 263, section 6.2 - Note 1 General information; Page 268, section 6.2 - Note 2 Scope of consolidation</p> <p>2023 Sustainability Communication: Page 5 - Methodology note</p>
	2-5 External assurance	<p>2023 Universal Registration Document: Page 64, section 2.6 - Statutory auditor's report on the Pro Forma financial information; Page 151, section 4.1.3.2 - Related-party agreements; Page 250, section 5.10 - Report of one of the Statutory Auditors, appointed as independent third party, on the verification of the consolidated non-financial performance statement; Page 324, section 6.3 - Statutory auditors' report on the consolidated financial statements; Page 356, section 6.7 - Statutory auditors' report on the financial statements; Page 362, section 6.8 - Statutory Auditors</p> <p>2023 Sustainability Communication: Page 90, chapter 11 - Report of one of the Statutory Auditors, appointed as independent third party, on the verification of the consolidated non-financial performance statement</p>
GRI 2: General Disclosures 2021	2-6 Activities, value chain and other business relationships	<p>2023 Universal Registration Document: Page 14, section 1.1 - Overview and historical background; Page 17, section 1.2 - Organization and business overview; Page 24, section 1.3 - Strategy; Page 26, section 1.4 - Share capital and shareholding; Page 50, section 2.4 - Subsequent events and other events; Page 73, section 3.1.1 - Transformation; Page 76, section 3.1.1 - Third-party and human rights; Page 92, section 3.1.5 - Risks associated with the acquisition of the Commscope Home Networks division Page 215, section 5.3.1 - Human rights and working conditions in the supply chain; Page 253, section 5.11 - Vigilance plan; Page 263, section 6.2 - Note 1 General information; Page 268, section 6.2 - Note 2 Scope of consolidation; Page 271, section 6.2 - Note 3 Information on operations; Page 317, section 6.2 - Note 12 Discontinued operations and held for sale operations; Page 320, section 6.2 - Note 13 Subsequent events</p> <p>2023 Sustainability Communication: Page 6, chapter 1.1 - Overview and business model of the Group; Page 42, chapter 3.1 - Human Rights and working conditions in the supply chain; Page 94, chapter 12 - Vigilance plan</p>

GRI 2: General Disclosures 2021	2-7 Employees	<p>2023 Universal Registration Document: Page 201, section 5.2.1.7 - Employment figures; Page 366, section 7.1 - Company profile</p> <p>2023 Sustainability Communication: Page 5 - Company profile; Page 18, chapter 2.1 - Workforce evolution and composition</p>
	2-8 Workers who are not employees	<p>2023 Universal Registration Document: Page 201, section 5.2.1.7 - Employment figures; Page 203, section 5.2.1.7 - Management of business cycles</p> <p>2023 Sustainability Communication: Page 18, chapter 2.1 - Workforce evolution and composition; Page 27, chapter 2.3 - Management of business cycles</p>
	2-9 Governance structure and composition	<p>2023 Universal Registration Document: Page 108, section 4.1 - Corporate governance; Page 110, section 4.1.1 - Board of Directors; Page 139, section 4.1.2 - Preparation and organization of the Board of Directors' work; Page 159, section 4.1.4 - Internal Board Regulations</p> <p>2023 Sustainability Communication: Page 6, chapter 1.1 - Overview and business model of the Group</p>
	2-10 Nomination and selection of the highest governance body	<p>2023 Universal Registration Document: Page 110, section 4.1.1 - Board of Directors</p>
	2-11 Chair of the highest governance body	<p>2023 Universal Registration Document: Page 110, section 4.1.1 - Board of Directors; Page 139, section 4.1.2 - Preparation and organization of the Board of Directors' work</p>
	2-12 Role of the highest governance body in overseeing the management of impacts	<p>2023 Universal Registration Document: Page 96, section 3.2 - Internal control; Page 110, section 4.1.1 - Board of Directors; Page 139, section 4.1.2 - Preparation and organization of the Board of Directors' work; Page 159, section 4.1.4 - Internal Board Regulations</p>
	2-13 Delegation of responsibility for managing impacts	<p>2023 Universal Registration Document: Page 96, section 3.2 - Internal control; Page 110, section 4.1.1 - Board of Directors; Page 139, section 4.1.2 - Preparation and organization of the Board of Directors' work; Page 159, section 4.1.4 - Internal Board Regulations</p>
	2-14 Role of the highest governance body in sustainability reporting	<p>2023 Universal Registration Document: Page 139, section 4.1.2 - Preparation and organization of the Board of Directors' work; Page 159, section 4.1.4 - Internal Board Regulations; Page 191, section 5.1 - The Group's Corporate Social Responsibility methodology and materiality</p> <p>2023 Sustainability Communication: Page 6, chapter 1 - The Group's Corporate Social Responsibility risks and materiality</p>
	2-15 Conflicts of interest	<p>2023 Universal Registration Document: Page 110, section 4.1.1 - Board of Directors; Page 151, section 4.1.3.1 - Related-party agreements; Page 159, section 4.1.4 - Internal Board Regulations</p>

GRI 2: General Disclosures 2021	2-16 Communication of critical concerns	<p>2023 Universal Registration Document: Page 77, section 3.1.1 - Business continuity; Page 96, section 3.2 - Internal control; Page 99, section 3.2.3 - Internal Audit; Page 225, section 5.5 - Emergency preparedness and response; Page 246, section 5.7.3 - Business continuity and business resilience</p> <p>2023 Sustainability Communication: Page 52, chapter 5 - Emergency preparedness and response; Page 76, chapter 7.3 - Business continuity and business resilience</p>
	2-17 Collective knowledge of the highest governance body	<p>2023 Universal Registration Document: Page 139, section 4.1.2 - Preparation and organization of the Board of Directors' work</p>
	2-18 Evaluation of the performance of the highest governance body	<p>2023 Universal Registration Document: Page 139, section 4.1.2.7 - Preparation and organization of the Board of Directors' work; Page 159, section 4.1.4 - Internal Board Regulations</p>
	2-19 Remuneration policies	<p>2023 Universal Registration Document: Page 168, section 4.2.1 - Compensation and benefits of Corporate Officers; Page 184, section 4.2.3 - Executive Committee compensation; Page 184, section 4.2.4 - Stock Options plans and Performance or Restricted Shares plans</p>
	2-20 Process to determine remuneration	<p>2023 Universal Registration Document: Page 168, section 4.2.1 - Compensation and benefits of Corporate Officers; Page 197, section 5.2.1.3 - Performance, recognition and retention</p> <p>2023 Sustainability Communication: Page 23, chapter 2.2.3 - Performance, recognition and retention</p>
	2-21 Annual total compensation ratio	<p>2023 Universal Registration Document: Page 182, section 4.2.2 - Pay equity ratio</p>
	2-22 Statement on sustainable development strategy	<p>2023 Sustainability Communication: Page 3 - Message from the Chief Executive Officer on Corporate Social Responsibility</p>
	2-23 Policy commitments	<p>2023 Universal Registration Document: Page 96, section 3.2 - Internal control; Page 97, section 3.2.2 - General control environment; Page 215, section 5.3 - Human Rights and working conditions; Page 247, section 5.8 - Fairness of business practices; Page 253, section 5.11 - Vigilance plan</p> <p>2023 Sustainability Communication: Page 16, chapter 1.6 - United Nations Global Compact and Sustainable Development Goals; Page 42, chapter 3 - Human Rights and working conditions; Page 78, chapter 8 - Fairness of business practices; Page 94, chapter 12 - Vigilance plan</p>

**GRI 2:
General
Disclosures
2021**

2-24 Embedding policy commitments

2023 Universal Registration Document:
 Page 96, section 3.2 - Internal control;
 Page 97, section 3.2.2 - General control environment;
 Page 215, section 5.3 - Human rights and working conditions;
 Page 247, section 5.8 - Fairness of business practices;
 Page 253, section 5.11 - Vigilance plan

2023 Sustainability Communication:
 Page 16, chapter 1.6 - United Nations Global Compact and Sustainable Development Goals;
 Page 42, chapter 3 - Human rights and working conditions;
 Page 78, chapter 8 - Fairness of business practices;
 Page 94, chapter 12 - Vigilance plan;

2-25 Processes to remediate negative impacts

2023 Universal Registration Document:
 Page 233, section 5.5.4 - Environmental investments, remediation, and pollution prevention;
 Page 253, section 5.11 - Vigilance plan;
 Page 313, section 6.2 - Note 10.2 Contingencies

2022 Sustainability Communication:
 Page 62, chapter 5.4 - Additional environmental aspects;
 Page 94, chapter 12 - Vigilance plan

2-26 Mechanisms for seeking advice and raising concerns

2023 Universal Registration Document:
 Page 76, section 3.1.1 - Third-party and human rights;
 Page 97, section 3.2.2 - General control environment;
 Page 247, section 5.8 - Fairness of business practices;
 Page 253, section 5.11 - Vigilance plan

2023 Sustainability Communication:
 Page 78, chapter 8 - Fairness of business practices;
 Page 94, chapter 12 - Vigilance plan

2-27 Compliance with laws and regulations

2023 Universal Registration Document:
 Page 82, section 3.1.2 - Product quality and safety;
 Page 90, section 3.1.4 - Litigation;
 Page 233, section 5.5.4 - Environmental investments, remediation, and pollution prevention;
 Page 237, section 5.6 - Green taxonomy;
 Page 244, section 5.7.1 - Product compliance and ban of hazardous materials;
 Page 313, section 6.2 - Note 10.2 Contingencies

2023 Sustainability Communication:
 Page 56, chapter 5.1 - Product waste regulation and compliance;
 Page 62, chapter 5.4 - Additional environmental aspects;
 Page 64, chapter 6 - Green taxonomy;
 Page 72, chapter 7.1 - Product compliance and ban of hazardous materials

	2-28 Membership associations	<p>2023 Universal Registration Document: Page 139, section 4.1.2.1 - Compliance with the AFEP-MEDEF Corporate Governance Code; Page 215, section 5.3 - Human Rights and working conditions; Page 222, section 5.4.2 - Energy efficiency; Page 242, section 5.7.1 - Product compliance and ban of hazardous materials</p> <p>2023 Sustainability Communication: Page 16, chapter 1.6 - United Nations Global Compact and Sustainable Development Goals; Page 42, chapter 3 - Human Rights and working conditions; Page 49, chapter 4.2 - Energy efficiency; Page 72, chapter 7.1 - Product compliance and ban of hazardous materials;</p>
GRI 2: General Disclosures 2021	2-29 Approach to stakeholder engagement	<p>2023 Universal Registration Document: Page 26, section 1.4 - Share capital and shareholding; Pages 78-79, section 3.1.2 - Supplier dependency; Page 80, section 3.1.2 - Client concentration and dependency; Page 84, section 3.1.2 - Customer concentration and contract negotiation; Page 193, section 5.1.3 - Materiality matrix; Page 194, section 5.1.4 - Approach to sustainability; Page 213, section 5.2.7 - Community impact and regional development; Page 213, section 5.2.8 - Relations with external stakeholders</p> <p>2023 Sustainability Communication: Page 15, chapter 1.3 - Materiality matrix; Page 16, chapter 1.4 - Approach to sustainability; Page 36, chapter 2.8 - Community impact and regional development; Page 36, chapter 2.9 - Relations with external stakeholders</p>
	2-30 Collective bargaining agreements	<p>2023 Universal Registration Document: Page 208, section 5.2.4 - Labor relations</p> <p>2023 Sustainability Communication: Page 32, chapter 2.5 - Labor relations</p>

MATERIAL TOPICS

<p>GRI 3: Material Topics 2021</p>	<p>3-1 Process to determine material topics</p>	<p>2023 Universal Registration Document: Page 68, section 3.1 - Risk factors; Page 192, section 5.1.2 - CSR materiality; Page 193, section 5.1.3 - Materiality matrix; Page 253, section 5.11 - Vigilance plan; Page 381, section 8 - Cross-reference table referring to the main headings required by Annexes 1 and 2 of the Commission delegated Regulation (EU) n° 2019/980 of March 14, 2019; Page 384, section 8 - Annual Financial Report cross-reference table; Page 385, section 8 - Management Report cross-reference table; Page 387, section 8 - Corporate Governance Report cross-reference table; Page 388 - Cross-reference table pursuant to Article L. 225-102-1, Article R. 225-105 (disclosure on extra-financial performance) and Article L. 225-102-4 (vigilance plan) of the French Commercial Code 2023 Sustainability Communication: Page 14, chapter 1.2 - CSR risks; Page 15, chapter 1.3 - Materiality matrix; Page 94, chapter 12 - Vigilance plan</p>
	<p>3-2 List of material topics</p>	<p>2023 Universal Registration Document: Page 192, section 5.1.2 - CSR materiality; Page 193, section 5.1.3 - Materiality matrix 2023 Sustainability Communication: Page 15, chapter 1.3 - Materiality matrix</p>
	<p>3-3 Management of material topics</p>	<p>2023 Universal Registration Document: Page 68, section 3.1 - Risk factors; Page 192, section 5.1.2 - CSR materiality; Page 193, section 5.1.3 - Materiality matrix; Page 249, section 5.9 - CSR performance assessment; Page 253, section 5.11 - Vigilance Plan 2023 Sustainability Communication: Page 14, chapter 1.2 - CSR Risks; Page 15, chapter 1.3 - Materiality matrix; Page 16, chapter 1.6 - United Nations Global Compact and Sustainable Development Goals; Page 86, chapter 10 - CSR performance assessment; Page 94, chapter 12 - Vigilance plan "</p>

MATERIAL TOPIC "SAFE & FAIR"

Economic performance

<p>GRI 3: Material Topics 2021</p>	<p>3-3 Management of material topics</p>	<p>2023 Universal Registration Document: Page 14, section 1.1 - Overview and historical background; Page 24, section 1.3 - Strategy; Page 38, section 2.1 - Summary of results; Page 39, section 2.2 - Results of operations for 2022 and 2023; Page 47, section 2.3 - Liquidity and capital resources; Page 70, section 3.1.1 - Economic, geopolitical & social environment risk; Page 86, section 3.1.3 - Financial risks; Page 100, section 3.2.4 - Internal control procedures relating to the preparation and treatment of accounting and financial performance; Page 262, section 6.2 - Notes to the consolidated financial statements; Page 333, section 6.5 - Notes to the parent company financial statements 2023 Sustainability Communication: Page 6, chapter 1.1 - Overview and business model of the Group</p>
<p>GRI 201: Economic Performance 2016</p>	<p>201-1 Direct economic value generated and distributed</p>	<p>2023 Universal Registration Document: Page 26, section 1.4 - Share capital and shareholding; Page 38, section 2.1 - Summary of results; Page 39, section 2.2 - Results of operations for 2022 and 2023; Page 47, section 2.3 - Liquidity and capital resources; Page 256, section 6.1 - Vantiva 2022 consolidated financial statements; Page 261, section 6.2 - Notes to the consolidated financial statements; Page 289, section 6.2 - Note 7 Equity earnings per share; Page 303, section 6.2 - Note 9 Employee benefits; Page 330, section 6.4 - Vantiva SA 2022 financial statements; Page 333, section 6.5 - Notes to the parent company financial statements</p>
	<p>201-2 Financial implications and other risks and opportunities due to climate change</p>	<p>2023 Universal Registration Document: Page 74, section 3.1.1 - Climate change risk; Page 218, section 5.4 - Climate change 2023 Sustainability Communication: Page 44, chapter 4 - Climate change</p>
	<p>201-3 Defined benefit plan obligations and other retirement plans</p>	<p>2023 Universal Registration Document: Page 168, section 4.2.1 - Compensation and benefits of Corporate Officers; Page 184, section 4.2.4 - Stock Options plans and Performance or Restricted Shares plans; Page 303, section 6.2 - Note 9 Employee benefits</p>
	<p>201-4 Financial assistance received from government</p>	<p>2023 Universal Registration Document: Page 275, section 6.2 - Note 3.3.1 Operating income & expenses : in 2023, there was no subsidies received from the French State for research tax credit (Crédit Impôt Recherche)</p>

Indirect economic impacts				
GRI 3: Material Topics 2021	3-3 Management of material topics	<p>2023 Universal Registration Document: Page 203, section 5.2.2 - Management of business cycles; Page 213, section 5.2.7 - Community impact and regional development; Page 213, section 5.2.8 - Relations with external stakeholders</p> <p>2023 Sustainability Communication: Page 27, chapter 2.3 - Management of business cycles; Page 36, chapter 2.8 - Community impact and regional development; Page 36, chapter 2.9 - Relations with external stakeholders</p>		
	203-1 Infrastructure investments and services supported	<p>2023 Universal Registration Document: Page 213, section 5.2.7 - Community impact and regional development</p> <p>2023 Sustainability Communication: Page 36, chapter 2.8 - Community impact and regional development</p>		
GRI 203: Indirect Economic Impacts 2016	203-2 Significant indirect economic impacts	<p>2023 Universal Registration Document: Page 203, section 5.2.2 - Management of business cycles; Page 213, section 5.2.7 - Community impact and regional development</p> <p>2023 Sustainability Communication: Page 27, chapter 2.3 - Management of business cycles; Page 36, chapter 2.8 - Community impact and regional development</p>		
Procurement practices				
GRI 3: Material Topics 2021	3-3 Management of material topics	<p>2023 Universal Registration Document: Pages 78-79, section 3.1.2 - Supplier dependency and supply chain risk; Page 85, section 3.1.2 - Raw material and other key input dependency risk; Page 85, section 3.1.2 - Supply chain and manufacturing risk; Page 215, section 5.3 - Human Rights and working conditions; Page 244, section 5.7.1 - Product compliance and ban of hazardous materials</p> <p>2023 Sustainability Communication: Page 42, chapter 3 - Human Rights and working conditions; Page 72, chapter 7.1 - Product compliance and ban of hazardous materials</p>		
	GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	Disclosure 204-1	Not applicable

Anti-corruption

GRI 3: Material Topics 2021	3-3 Management of material topics	<p>2023 Universal Registration Document: Page 97, section 3.2.2 - General control environment; Page 247, section 5.8 - Fairness of business practices</p> <p>2023 Sustainability Communication: Page 78, chapter 8 - Fairness of business practices</p>
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	<p>2023 Universal Registration Document: Page 96, section 3.2 - Internal control; Page 97, section 3.2.2 - General control environment / Ethical values and principles of conduct for the Group's managers and employees; Page 247, section 5.8.1 - Competition rules and anti-bribery</p> <p>2023 Sustainability Communication: Page 78, chapter 8.1 - Competition rules and anti-bribery</p>
	205-2 Communication and training about anti-corruption policies and procedures	<p>2023 Universal Registration Document: Page 97, section 3.2.2 - General control environment / Ethical values and principles of conduct for the Group's managers and employees; Page 247, section 5.8.1 - Competition rules and anti-bribery</p> <p>2023 Sustainability Communication: Page 78, chapter 8.1 - Competition rules and anti-bribery</p>
	205-3 Confirmed incidents of corruption and actions taken	<p>2023 Sustainability Communication: Pages 78-79, chapter 8.1 - Competition rules and anti-bribery. In 2023, Vantiva's Ethics Compliance Committee treated and followed-up on a number of whistleblowing cases, of which zero incident of corruption was reported.</p>

Anti-competitive behavior

GRI 3: Material Topics 2021	3-3 Management of material topics	<p>2023 Universal Registration Document: Page 90, section 3.1.4.1 - Antitrust procedures; Page 247, section 5.8 - Fairness of business practices</p> <p>2023 Sustainability Communication: Page 78, chapter 8 - Fairness of business practices</p>
GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	<p>2023 Universal Registration Document: Page 90, section 3.1.4.1 - Antitrust procedures</p>

Tax

GRI 3: Material Topics 2021	3-3 Management of material topics	<p>2023 Universal Registration Document: Pages 247-248, sections 5.8 and 5.8.2 - Fairness of business practices including tax management</p> <p>2023 Sustainability Communication: Pages 78-81, chapters 8 and 8.2 - Fairness of business practices including tax management</p>
GRI 207: Tax 2019	207-1 Approach to tax	<p>2023 Universal Registration Document: Page 248, section 5.8.2 - Tax management</p> <p>2023 Sustainability Communication: Page 80, chapter 8.2 - Tax management</p>
	207-2 Tax governance, control, and risk management	<p>2023 Universal Registration Document: Page 248, section 5.8.2 - Tax management</p> <p>2023 Sustainability Communication: Page 80, chapter 8.2 - Tax management</p>

GRI 207: Tax 2019	207-3 Stakeholder engagement and management of concerns related to tax	<p>2023 Universal Registration Document: Page 248, section 5.8.2 - Tax management</p> <p>2023 Sustainability Communication: Page 80, chapter 8.2 - Tax management</p>			
	207-4 Country-by-country reporting		Disclosure 207-4	Information unavailable/incomplete	Vantiva SA reports its tax-related information country-by-country for each jurisdiction in which the Group operates. The Country-by-Country Report (CbCR) is filed with the French tax authorities (with notification to the other foreign tax authorities of companies operated by the Group). The Group plans to make this information public in its next reporting cycles as part of the implementation of the European directive on tax transparency.
Supplier environmental assessment					
GRI 3: Material Topics 2021	3-3 Management of material topics	<p>2023 Universal Registration Document: Page 215, section 5.3 - Human Rights and working conditions; Page 244, section 5.7.1 - Product compliance and ban of hazardous materials; Page 253, section 5.11 - Vigilance Plan</p> <p>2023 Sustainability Communication: Page 42, chapter 3 - Human Rights and working conditions; Page 72, chapter 7.1 - Product compliance and ban of hazardous materials; Page 82, chapter 9.1 - Key sustainability data; Page 94, chapter 12 - Vigilance plan</p>			
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	<p>2023 Universal Registration Document: Page 215, section 5.3.1 - Human rights and working conditions in the supply chain; Page 244, section 5.7.1 - Product compliance and ban of hazardous materials</p> <p>2023 Sustainability Communication: Page 42, chapter 3.1 - Human Rights and working conditions in the supply chain; Page 72, chapter 7.1 - Product compliance and ban of hazardous materials; Page 82, chapter 9.1 - Key sustainability data</p>			

GRI 308: Supplier Environmental Assessment 2016	308-2 Negative environmental impacts in the supply chain and actions taken	2023 Universal Registration Document: Page 215, section 5.3.1 - Human rights and working conditions in the supply chain; Page 244, section 5.7.1 - Product compliance and ban of hazardous materials 2023 Sustainability Communication: Page 42, chapter 3.1 - Human Rights and working conditions in the supply chain; Page 72, chapter 7.1 - Product compliance and ban of hazardous materials; Page 82, chapter 9.1 - Key sustainability data
Local communities		
GRI 3: Material Topics 2021	3-3 Management of material topics	2023 Universal Registration Document: Page 213, section 5.2.7 - Community impact and regional development; Page 213, section 5.2.8 - Relations with external stakeholders 2023 Sustainability Communication: Page 36, chapter 2.8 - Community impact and regional development; Page 36, chapter 2.9 - Relations with external stakeholders; Page 51, chapter 4.3 - Local highlight Brazil
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	2023 Universal Registration Document: Page 213, section 5.2.7 - Community impact and regional development; Page 234, section 5.5.4 - Biodiversity; Page 234, section 5.5.4 - Noise 2023 Sustainability Communication: Page 36, chapter 2.8 - Community impact and regional development; Page 51, chapter 4.3 - Local highlight Brazil; Page 63, chapter 5.4 - Biodiversity; Page 63, chapter 5.4 - Noise
	413-2 Operations with significant actual and potential negative impacts on local communities	2023 Universal Registration Document: Page 208, section 5.2.4 - Transformation plans 2023 Sustainability Communication: Page 31, chapter 2.5 - Transformation plans
Public policy		
GRI 3: Material Topics 2021	3-3 Management of material topics	2023 Universal Registration Document: Page 213, section 5.2.8 - Relations with external stakeholders; Page 244, section 5.7.1 - Product compliance and ban of hazardous materials; Page 247, section 5.8 - Fairness of business practices 2023 Sustainability Communication: Page 36, chapter 2.9 - Relations with external stakeholders; Page 72, chapter 7.1 - Product compliance and ban of hazardous materials; Page 78, chapter 8 - Fairness of business practices
GRI 415: Public Policy 2016	415-1 Political contributions	The total value is equal to zero

Customer health and safety				
GRI 3: Material Topics 2021	3-3 Management of material topics	<p>2023 Universal Registration Document: Page 244, section 5.7.1 - Product compliance and ban of hazardous materials</p> <p>2023 Sustainability Communication: Page 72, chapter 7.1 - Product compliance and ban of hazardous materials</p>		
	416-1 Assessment of the health and safety impacts of product and service categories	<p>2023 Universal Registration Document: Page 244, section 5.7.1 - Product compliance and ban of hazardous materials</p> <p>2023 Sustainability Communication: Page 72, chapter 7.1 - Product compliance and ban of hazardous materials</p>		
GRI 416: Customer Health and Safety 2016	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	The organization has not identified any incidents of non-compliance with regulations and voluntary codes concerning the health and safety impacts of products and services during their life cycle		
Marketing and labeling				
GRI 3: Material Topics 2021	3-3 Management of material topics	<p>2023 Sustainability Communication: Page 37, chapter 2.10 - Customer satisfaction – case studies; Page 56, chapter 5.1 - Product waste regulation and compliance; Page 57, chapter 5.2 - Environmental footprint of products</p>		
	417-1 Requirements for product and service information and labeling	<p>2023 Universal Registration Document: Page 230, section 5.5.1 - WEEE; Page 231, section 5.5.2 - Product reuse; Page 244, section 5.7.1 - Product compliance and ban of hazardous materials</p> <p>2023 Sustainability Communication: Page 56, chapter 5.1 - Product waste regulation and compliance; Page 57, chapter 5.2 - Environmental footprint of products; Page 59, chapter 5.2 - Product reuse; Page 72, chapter 7.1 - Product compliance and ban of hazardous materials</p>		
GRI 417: Marketing and Labeling 2016	417-2 Incidents of non-compliance concerning product and service information and labeling	The organization has not identified any incidents of non-compliance with regulations and voluntary codes concerning product and service information and labeling		
	417-3 Incidents of non-compliance concerning marketing communications		Disclosure 417-3	Not applicable This information is not applicable to Vantiva activities, as Vantiva is not involved in Direct-to-Consumer sales or marketing.

MATERIAL TOPIC "CLIMATE CHANGE"**Energy**

GRI 3: Material Topics 2021	3-3 Management of material topics	<p>2023 Universal Registration Document: Page 74, section 3.1.1 - Climate change risk; Page 218, section 5.4 - Climate change; Page 220, section 5.4.1 - Carbon emissions; Page 222, section 5.4.2 - Energy efficiency; Page 223, section 5.4.3 - Renewable energy</p> <p>2023 Sustainability Communication: Page 46, chapter 4 - Climate change; Page 47, chapter 4.1 - Carbon emissions; Page 49, chapter 4.2 - Energy efficiency; Page 50, chapter 4.3 - Renewable and decarbonated energy; Page 82, chapter 9.1 - Key sustainability data</p>
-----------------------------------	-----------------------------------	---

GRI 302: Energy 2016	302-1 Energy consumption within the organization	<p>2023 Universal Registration Document: Page 220, section 5.4.1 - Carbon emissions;</p> <p>2023 Sustainability Communication: Page 47, chapter 4.1 - Carbon emissions; Page 82, chapter 9.1 - Key sustainability data</p>
	302-2 Energy consumption outside of the organization	<p>2023 Universal Registration Document: Page 220, section 5.4.1 - Carbon emissions</p> <p>2023 Sustainability Communication: Page 47, chapter 4.1 - Carbon emissions</p>
	302-3 Energy intensity	<p>2023 Universal Registration Document: Page 220, section 5.4.1 - Carbon emissions</p> <p>2023 Sustainability Communication: Page 47, chapter 4.1 - Carbon emissions; Page 82, chapter 9.1 - Key sustainability data</p>
	302-4 Reduction of energy consumption	<p>2023 Universal Registration Document: Page 220, section 5.4.1 - Carbon emissions; Page 223, section 5.4.3 - Renewable energy</p> <p>2023 Sustainability Communication: Page 47, chapter 4.1 - Carbon emissions; Page 50, chapter 4.3 - Renewable and decarbonated energy</p>
	302-5 Reductions in energy requirements of products and services	<p>2023 Universal Registration Document: Page 222, section 5.4.2 - Energy efficiency</p> <p>2023 Sustainability Communication: Page 49, chapter 4.2 - Energy efficiency; Page 57, chapter 5.2 - Environmental footprint of products</p>

Emissions

GRI 3: Material Topics 2021	3-3 Management of material topics	<p>2023 Universal Registration Document: Page 74, section 3.1.1 - Climate change risk; Page 218, section 5.4 - Climate change; Page 220, section 5.4.1 - Carbon emissions; Page 222, section 5.4.2 - Energy efficiency; Page 223, section 5.4.3 - Renewable energy</p> <p>2023 Sustainability Communication: Page 46, chapter 4 - Climate change; Page 47, chapter 4.1 - Carbon emissions; Page 49, chapter 4.2 - Energy efficiency; Page 50, chapter 4.3 - Renewable and decarbonated energy; Page 82, chapter 9.1 - Key sustainability data</p>
-----------------------------------	-----------------------------------	---

GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	<p>2023 Universal Registration Document: Page 220, section 5.4.1 - Carbon emissions</p> <p>2023 Sustainability Communication: Page 47, chapter 4.1 - Carbon emissions; Page 82, chapter 9.1 - Key sustainability data</p> <p>CDP Website: Vantiva CDP response</p>			
	305-2 Energy indirect (Scope 2) GHG emissions	<p>2023 Universal Registration Document: Page 220, section 5.4.1 - Carbon emissions</p> <p>2023 Sustainability Communication: Page 47, chapter 4.1 - Carbon emissions; Page 82, chapter 9.1 - Key sustainability data</p> <p>CDP Website: Vantiva CDP response</p>			
	305-3 Other indirect (Scope 3) GHG emissions	<p>2023 Universal Registration Document: Page 220, section 5.4.1 - Carbon emissions</p> <p>2023 Sustainability Communication: Page 47, chapter 4.1 - Carbon emissions; Page 82, chapter 9.1 - Key sustainability data</p> <p>CDP Website: Vantiva CDP response</p>			
	305-4 GHG emissions intensity	<p>CDP Website: Vantiva CDP response</p>			
	305-5 Reduction of GHG emissions	<p>CDP Website: Vantiva CDP response</p>			
	305-6 Emissions of ozone-depleting substances (ODS)	<p>2023 Sustainability Communication: Page 57, chapter 5.2 - Environmental footprint of products</p>			
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions		Disclosure 305-7	Not applicable	Vantiva no longer operates high intensity process heating or combustion installations. The majority of fuel consumption is just for building needs and not for process, and so while we do track and report fuel type and consumption locally as an indirect indicator of emissions, we make our disclosures in CO2 eq.

MATERIAL TOPIC "CIRCULAR ECONOMY"**Materials**

GRI 3: Material Topics 2021	3-3 Management of material topics	<p>2023 Universal Registration Document: Page 85, section 3.1.2 - Raw material and other key input dependency risk; Page 225, section 5.5 - Circular economy; Page 227, section 5.5.1 - Recycling of waste and optimization of raw material; Page 244, section 5.7.1 - Product compliance and ban of hazardous materials</p> <p>2023 Sustainability Communication: Page 52, chapter 5 - Circular economy; Page 53, chapter 5.1 - Recycling of waste and optimization of raw material; Page 72, chapter 7.1 - Product compliance and ban of hazardous materials; Page 82, chapter 9.1 - Key sustainability data</p>
-----------------------------------	-----------------------------------	--

GRI 301: Materials 2016	301-1 Materials used by weight or volume	<p>2023 Universal Registration Document: Page 230, section 5.5.1 - Raw material usage</p> <p>2023 Sustainability Communication: Page 56, chapter 5.1 - Raw material usage; Page 82, chapter 9.1 - Key sustainability data</p>	Disclosure 301-2	Information unavailable/ incomplete	The necessary information cannot be obtained currently. For next steps, the organization will focus first on information for key materials such as polycarbonate for DVD products.
	301-2 Recycled input materials used				
	301-3 Reclaimed products and their packaging materials		Disclosure 301-3	Not applicable	This information is not applicable to Vantiva activities, as Vantiva is not involved in Direct-to-Consumer sales or marketing.

Water and effluents

GRI 3: Material Topics 2021	3-3 Management of material topics	<p>2023 Universal Registration Document: Page 225, section 5.5 - Circular economy; Page 231, section 5.5.3 - Sustainable water management; Page 233, section 5.5.4 - Environmental investments, remediation, and pollution prevention</p> <p>2023 Sustainability Communication: Page 52, chapter 5 - Circular economy; Page 61, chapter 5.3 - Sustainable water management; Page 63, chapter 5.4 - Environmental investments, remediation, and pollution prevention; Page 82, chapter 9.1 - Key sustainability data</p>
-----------------------------------	-----------------------------------	---

GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	<p>2023 Universal Registration Document: Page 231, section 5.5.3 - Sustainable water management</p> <p>2023 Sustainability Communication: Page 61, chapter 5.3 - Sustainable water management; Page 82, chapter 9.1 - Key sustainability data</p>
	303-2 Management of water discharge-related impacts	<p>2023 Universal Registration Document: Page 231, section 5.5.3 - Sustainable water management</p> <p>2023 Sustainability Communication: Page 61, chapter 5.3 - Sustainable water management; Page 82, chapter 9.1 - Key sustainability data</p>
	303-3 Water withdrawal	<p>2023 Universal Registration Document: Page 231, section 5.5.3 - Sustainable water management</p> <p>2023 Sustainability Communication: Page 61, chapter 5.3 - Sustainable water management; Page 82, chapter 9.1 - Key sustainability data</p>
	303-4 Water discharge	<p>2023 Universal Registration Document: Page 231, section 5.5.3 - Sustainable water management</p> <p>2023 Sustainability Communication: Page 61, chapter 5.3 - Sustainable water management; Page 82, chapter 9.1 - Key sustainability data</p>
	303-5 Water consumption	<p>2023 Universal Registration Document: Page 231, section 5.5.3 - Sustainable water management</p> <p>2023 Sustainability Communication: Page 61, chapter 5.3 - Sustainable water management; Page 82, chapter 9.1 - Key sustainability data</p>
Waste		
GRI 3: Material Topics 2021	3-3 Management of material topics	<p>2023 Universal Registration Document: Page 225, section 5.5 - Circular economy; Page 227, section 5.5.1 - Recycling of waste and optimization of raw material</p> <p>2023 Sustainability Communication: Page 52, chapter 5 - Circular economy; Page 53, chapter 5.1 - Recycling of waste and optimization of raw material; Page 82, chapter 9.1 - Key sustainability data</p>
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	<p>2023 Universal Registration Document: Page 227, section 5.5.1 - Waste generation and recycling</p> <p>2023 Sustainability Communication: Page 53, chapter 5.1 - Waste generation and recycling; Page 54, chapter 5.1 - Waste process flow</p>

GRI 306: Waste 2020	306-2 Management of significant waste-related impacts	<p>2023 Universal Registration Document: Page 227, section 5.5.1 - Waste generation and recycling</p> <p>2023 Sustainability Communication: Page 53, chapter 5.1 - Waste generation and recycling; Page 53, chapter 5.1 - 2023 Waste generation; Page 56, chapter 5.1 - Product waste regulation and compliance; Page 57, chapter 5.2 - Environmental footprint of products</p>
	306-3 Waste generated	<p>2023 Universal Registration Document: Page 227, section 5.5.1 - Waste generation and recycling</p> <p>2023 Sustainability Communication: Page 53, chapter 5.1 - Waste generation and recycling; Page 55, chapter 5.1 - 2023 Waste by composition; Page 82, chapter 9.1 - Key sustainability data”</p>
	306-4 Waste diverted from disposal	<p>2023 Universal Registration Document: Page 227, section 5.5.1 - Waste generation and recycling</p> <p>2023 Sustainability Communication: Page 53, chapter 5.1 - Waste generation and recycling; Page 55, chapter 5.1 - 2023 Waste diverted from disposal; Page 82, chapter 9.1 - Key sustainability data</p>
	306-5 Waste directed to disposal	<p>2023 Universal Registration Document: Page 227, section 5.5.1 - Waste generation and recycling</p> <p>2023 Sustainability Communication: Page 53, chapter 5.1 - Waste generation and recycling; Page 55, chapter 5.1 - 2023 Waste directed to disposal; Page 82, chapter 9.1 - Key sustainability data</p>

MATERIAL TOPIC “WORKFORCE”

Market presence

GRI 3: Material Topics 2021	3-3 Management of material topics	<p>2023 Universal Registration Document: Page 17, section 1.2 - Organization and business overview</p> <p>2023 Sustainability Communication: Page 6, chapter 1.1 - Overview and business models of the Group</p>
GRI 202: Market Presence 2016	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	<p>Vantiva entry level wage is in line or above local minimum wage in all countries where it operates</p> <p>Disclosure 202-1</p> <p>Confidentiality constraints</p> <p>The organization does not wish to publish remuneration information that could be used by competitors.</p>
	202-2 Proportion of senior management hired from the local community	<p>2023 Universal Registration Document: Page 213, section 5.2.7 - Community impact and regional development</p> <p>2023 Sustainability Communication: Page 36, chapter 2.8 - Community impact and regional development</p>

Employment				
GRI 3: Material Topics 2021	3-3 Management of material topics	<p>2023 Universal Registration Document: Page 75, section 3.1.1 - Attract talent, invest in culture and diversity; Page 195, section 5.2.1 - Management and development of talent; Page 203, section 5.2.2 - Management of business cycles</p> <p>2023 Sustainability Communication: Page 21, chapter 2.2 - Management and development of talent; Page 27, chapter 2.3 - Management of business cycles</p>		
	401-1 New employee hires and employee turnover	<p>2023 Universal Registration Document: Page 201, section 5.2.1.7 - Employment figures</p> <p>2023 Sustainability Communication: Page 18, chapter 2.1 - Workforce evolution and composition</p>		
GRI 401: Employment 2016	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	<p>2023 Universal Registration Document: Page 184, section 4.2.4 - Stock Options plans and Performance or Restricted Shares plans; Page 197, section 5.2.1.3 - Performance, recognition and retention; Page 201, section 5.2.1.5 - Employee profit-sharing; Page 201, section 5.2.1.6 - Shares held by employees; Page 303, section 6.2 - Note 9 Employee benefits</p> <p>2023 Sustainability Communication: Page 23, chapter 2.2.3 - Performance, recognition and retention</p>		
	401-3 Parental leave		Disclosure 401-3	Information unavailable/incomplete The necessary information cannot be obtained currently. For next reporting cycles, the organization will focus first on information for main countries in which it operates.
Labor/management relations				
GRI 3: Material Topics 2021	3-3 Management of material topics	<p>2023 Universal Registration Document: Page 208, section 5.2.4 - Business transformation and social dialogue</p> <p>2023 Sustainability Communication: Page 31, chapter 2.5 - Business transformation and social dialogue</p>		
GRI 402: Labor/ Management Relations 2016	402-1 Minimum notice periods regarding operational changes		Disclosure 402-1	Information unavailable/incomplete The necessary information cannot be obtained currently. For next steps, the organization will focus first on information for main countries in which it operates.

Occupational health and safety		
GRI 3: Material Topics 2021	3-3 Management of material topics	<p>2023 Universal Registration Document: Page 74, section 3.1.1 - Health and safety risk; Page 209, section 5.2.5 - Health & Safety at work; Page 215, section 5.3 - Human Rights and working conditions</p> <p>2023 Sustainability Communication: Page 33, chapter 2.6 - Health & Safety at work; Page 42, chapter 3 - Human Rights and working conditions; Page 82, chapter 9.1 - Key sustainability data</p>
	403-1 Occupational health and safety management system	<p>2023 Universal Registration Document: Page 209, section 5.2.5 - Health & Safety at work</p> <p>2023 Sustainability Communication: Page 33, chapter 2.6 - Health & Safety at work</p>
GRI 403: Occupational Health and Safety 2018	403-2 Hazard identification, risk assessment, and incident investigation	<p>2023 Universal Registration Document: Page 209, section 5.2.5 - Health & Safety at work; Page 226, section 5.5 - Audits and internal governance</p> <p>2023 Sustainability Communication: Page 33, chapter 2.6 - Health & Safety at work; Page 52, chapter 5 - Audits and internal governance</p>
	403-3 Occupational health services	<p>2023 Universal Registration Document: Page 209, section 5.2.5 - Health & Safety at work</p> <p>2023 Sustainability Communication: Page 33, chapter 2.6 - Health & Safety at work</p>
	403-4 Worker participation, consultation, and communication on occupational health and safety	<p>2023 Universal Registration Document: Page 209, section 5.2.5 - Health & Safety at work;</p> <p>2023 Sustainability Communication: Page 33, chapter 2.6 - Health & Safety at work</p>
	403-5 Worker training on occupational health and safety	<p>2023 Universal Registration Document: Page 74, section 3.1.1 - Health and safety risk; Page 209, section 5.2.5 - Health & Safety at work; Page 226, section 5.5 - Training</p> <p>2023 Sustainability Communication: Page 33, chapter 2.6 - Health & Safety at work; Page 52, chapter 5 - Training</p>
	403-6 Promotion of worker health	<p>2023 Universal Registration Document: Pages 197-198, section 5.2.1.3 - Performance, recognition and retention; Page 209, section 5.2.5 - Health & Safety at work; promotion of sport and health lifestyle activities for employees</p> <p>2023 Sustainability Communication: Page 23, chapter 2.2.3 - Performance, recognition and retention; Page 33, chapter 2.6 - Health & Safety at work</p>
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	<p>2023 Universal Registration Document: Page 215, section 5.3.1 - Human rights and working conditions in the supply chain</p> <p>2023 Sustainability Communication: Page 42, chapter 3.1 - Human Rights and working conditions in the supply chain</p>

GRI 403: Occupational Health and Safety 2018	403-8 Workers covered by an occupational health and safety management system	<p>2023 Universal Registration Document: Page 209, section 5.2.5 - Health & Safety at work</p> <p>2023 Sustainability Communication: Page 33, chapter 2.6 - Health & Safety at work</p>
	403-9 Work-related injuries	<p>2023 Universal Registration Document: Page 209, section 5.2.5 - Health & Safety at work</p> <p>2022 Sustainability Communication: Page 33, chapter 2.6 - Health & Safety at work; Page 82, chapter 9.1 - Key sustainability data</p>
	403-10 Work-related ill health	<p>2023 Universal Registration Document: Page 209, section 5.2.5 - Health & Safety at work</p> <p>2023 Sustainability Communication: Page 33, chapter 2.6 - Health & Safety at work; Page 82, chapter 9.1 - Key sustainability data</p>
Training and education		
GRI 3: Material Topics 2021	3-3 Management of material topics	<p>2023 Universal Registration Document: Page 71, section 3.1.1 - Skills & knowledge management, development and retention risk; Page 75, section 3.1.1 - Attract talent, invest in culture and diversity; Page 195, section 5.2.1 - Management and development of talent; Page 209, section 5.2.5 - Health & Safety at work; Page 213, section 5.2.7 - Community impact and regional development; Page 213, section 5.2.8 - Relations with external stakeholders</p> <p>2023 Sustainability Communication: Page 21, chapter 2.2 - Management and development of talent; Page 33, chapter 2.6 - Health & Safety at work; Page 36, chapter 2.8 - Community impact and regional development; Page 36, chapter 2.9 - Relations with external stakeholders; Page 72, chapter 7.1 - Product compliance and ban of hazardous materials</p>
	404-1 Average hours of training per year per employee	<p>2023 Universal Registration Document: Page 199, section 5.2.1.4 - Training and development; Page 209, section 5.2.5 - Health & Safety at work</p> <p>2023 Sustainability Communication: Page 25, chapter 2.2.4 - Training and development; Page 33, chapter 2.6 - Health & Safety at work</p>
GRI 404: Training and Education 2016	404-2 Programs for upgrading employee skills and transition assistance programs	<p>2023 Universal Registration Document: Page 199, section 5.2.1.4 - Training and development; Page 208, section 5.2.4 - Transformation plans; Page 213, section 5.2.7 - Community impact and regional development</p> <p>2023 Sustainability Communication: Page 25, chapter 2.2.4 - Training and development; Page 31, chapter 2.5 - Transformation plans; Page 36, chapter 2.8 - Community impact and regional development</p>

<p>GRI 404: Training and Education 2016</p>	<p>404-3 Percentage of employees receiving regular performance and career development reviews</p>	<p>2023 Universal Registration Document: Page 197, section 5.2.1.3 - Performance, recognition and retention; Page 199, section 5.2.1.4 - Training and development 2023 Sustainability Communication: Page 23, chapter 2.2.3 - Performance, recognition and retention; Page 25, chapter 2.2.4 - Training and development</p>
<p>Diversity and equal opportunity</p>		
<p>GRI 3: Material Topics 2021</p>	<p>3-3 Management of material topics</p>	<p>2023 Universal Registration Document: Page 75, section 3.1.1 - Attract talent, invest in culture and diversity; Page 204, section 5.2.3 - Diversity, Equity, and Inclusion; Page 217, section 5.3.2 - Fight against harassment and discrimination 2023 Sustainability Communication: Page 28, chapter 2.4 - Diversity, Equity, and Inclusion; Page 44, chapter 3.2 - Fight against harassment and discrimination</p>
<p>GRI 405: Diversity and Equal Opportunity 2016</p>	<p>405-1 Diversity of governance bodies and employees</p>	<p>2023 Universal Registration Document: Page 110, section 4.1.1 - Board of Directors; Page 201, section 5.2.1.7 - Employment figures; Page 204, section 5.2.3 - Diversity, Equity, and Inclusion 2023 Sustainability Communication: Page 18, chapter 2.1 - Workforce evolution and composition; Page 28, chapter 2.4 - Diversity, Equity, and Inclusion</p>
	<p>405-2 Ratio of basic salary and remuneration of women to men</p>	<p>2023 Universal Registration Document: Page 204, section 5.2.3 Diversity, equity and inclusion 2023 Sustainability Communication: Page 28, chapter 2.4 - Diversity, Equity, and Inclusion</p>
<p>MATERIAL TOPIC "HUMAN RIGHTS"</p>		
<p>Non-discrimination</p>		
<p>GRI 3: Material Topics 2021</p>	<p>3-3 Management of material topics</p>	<p>2023 Universal Registration Document: Page 75, section 3.1.1 - Attract talent, invest in culture and diversity; Page 204, section 5.2.3 - Diversity, Equity, and Inclusion; Page 217, section 5.3.2 - Fight against harassment and discrimination 2023 Sustainability Communication: Page 28, chapter 2.4 - Diversity, Equity, and Inclusion; Page 44, chapter 3.2 - Fight against harassment and discrimination</p>
<p>GRI 406: Non-discrimination 2016</p>	<p>406-1 Incidents of discrimination and corrective actions taken</p>	<p>2023 Universal Registration Document: Page 215, section 5.3.1 - Human rights and working conditions in the supply chain; Page 217, section 5.3.2 - Fight against harassment and discrimination 2023 Sustainability Communication: Page 42, chapter 3.1 - Human Rights and working conditions in the supply chain; Page 44, chapter 3.2 - Fight against harassment and discrimination</p>

Freedom of association and collective bargaining		
GRI 3: Material Topics 2021	3-3 Management of material topics	<p>2023 Universal Registration Document: Page 208, section 5.2.4 - Business transformation and social dialogue; Page 215, section 5.3 - Human Rights and working conditions</p> <p>2023 Sustainability Communication: Page 31, chapter 2.5 - Business transformation and social dialogue; Page 42, chapter 3 - Human Rights and working conditions</p>
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	<p>2023 Universal Registration Document: Page 215, section 5.3.1 - Human rights and working conditions in the supply chain</p> <p>2023 Sustainability Communication: Page 42, chapter 3.1 - Human Rights and working conditions in the supply chain</p>
Child labor		
GRI 3: Material Topics 2021	3-3 Management of material topics	<p>2023 Universal Registration Document: Page 215, section 5.3 - Human Rights and working conditions</p> <p>2023 Sustainability Communication: Page 42, chapter 3 - Human Rights and working conditions</p>
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	<p>2023 Universal Registration Document: Page 215, section 5.3.1 - Human rights and working conditions in the supply chain</p> <p>2023 Sustainability Communication: Page 42, chapter 3.1 - Human Rights and working conditions in the supply chain</p>
Forced or compulsory labor		
GRI 3: Material Topics 2021	3-3 Management of material topics	<p>2023 Universal Registration Document: Page 215, section 5.3 - Human Rights and working conditions</p> <p>2023 Sustainability Communication: Page 42, chapter 3 - Human Rights and working conditions;</p>
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	<p>2023 Universal Registration Document: Page 215, section 5.3.1 - Human Rights and working conditions in the supply chain</p> <p>2023 Sustainability Communication: Page 42, chapter 3.1 - Human Rights and working conditions in the supply chain</p>
Supplier social assessment		
GRI 3: Material Topics 2021	3-3 Management of material topics	<p>2023 Universal Registration Document: Page 76, section 3.1.1 - Third-party and Human Rights risk; Page 215, section 5.3 - Human Rights and working conditions; Page 253, section 5.11 - Vigilance plan</p> <p>2023 Sustainability Communication: Page 42, chapter 3 - Human Rights and working conditions; Page 82, chapter 9.1 - Key sustainability data; Page 94, chapter 12 - Vigilance plan</p>

GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	<p>2023 Universal Registration Document: Page 215, section 5.3.1 - Human rights and working conditions in the supply chain</p> <p>2023 Sustainability Communication: Page 42, chapter 3.1 - Human Rights and working conditions in the supply chain; Page 82, chapter 9.1 - Key sustainability data</p>
	414-2 Negative social impacts in the supply chain and actions taken	<p>2023 Universal Registration Document: Page 215, section 5.3.1 - Human rights and working conditions in the supply chain</p> <p>2023 Sustainability Communication: Page 42, chapter 3.1 - Human Rights and working conditions in the supply chain</p>
MATERIAL TOPIC "SECURE AND PRIVATE"		
Customer privacy		
GRI 3: Material Topics 2021	3-3 Management of material topics	<p>2023 Universal Registration Document: Page 72, section 3.1.1 - Cybersecurity risk; Page 102, section 3.2.5 - Security of people and assets, including cybersecurity; Page 245, section 5.7.2 - Content security, cyber-risks and respect of intellectual property;</p> <p>2023 Sustainability Communication: Page 74, chapter 7.2 - Content security, cyber-risks and respect of intellectual property;</p>
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	<p>2023 Sustainability Communication: Page 74, chapter 7.2 - Content security, cyber-risks and respect of intellectual property. Vantiva has not identify any substantiated complaint concerning breaches of customer privacy and losses of customer data</p>

14 Abbreviations

- 3T: Tantalum, Tin, Tungsten
- AD&D: Accidental Death and Dismemberment
- AED: Automated External Defibrillator
- AFEP: Association Française des Entreprises Privées (France)
- AMTA : Australian Mobile Telecommunications Association
- AP: Air Pollution
- APE code: code APE - Activité Principale Exercée (France)
- AT: Assessment Team
- B2B2C: Business to Business to Consumer
- BCMS: Business Continuity Management System
- BCP: Business Continuity Plan
- BIA: Business Impact Analysis
- BOD: Biological Oxygen Demand
- CAD: Computer Aided Software
- CAHRA: Conflict-Affected High-Risk Area
- CapEx: Capital Expenditure
- CCPA: California Consumer Privacy Act (United States)
- CD: Compact Disc
- CDP: Carbon Disclosure Project
- CE: Consumer Electronics or Conformité Européenne (for CE marking)
- CEEVA: Canadian Energy Efficiency Voluntary Agreement
- CEO: Chief Executive Officer
- CEQ: Customer Experience and Quality
- CEM: Contract Electronic Manufacturer
- CERT-CC: Computer Emergency Response Team - Coordination Center
- CH: Connected Home
- CMES: Crisis Management and Employee Safety
- CMRT: Conflict Mineral Reporting Template
- CNIL: Commission Nationale de l'Informatique et des Libertés (France)
- COD: Chemical Oxygen Demand
- CoE: Center of Excellence
- COO: Chief Operating Officer
- CoP or COP: Communication on Progress (Global Compact)
- CPE: Customer Premise Equipment
- CPI: Continuous Process Improvement
- CRP: Crisis Response Plan
- CSA: Corporate Sustainability Assessment
- CSAT: Customer Satisfaction Score
- CSR: Corporate Social Responsibility
- CSTB: Complex Set Top Box
- CX: Customer Experience
- DCO: Data Control Organization
- DEI: Diversity, Equity and Inclusion
- DNSH: Does Not Significantly Harm (EU Green Taxonomy)
- DPDP: Digital Personal Data Protection Act (India)
- DPO: Data Protection Officer
- DSL: Digital Subscriber Line
- DVD: Digital Versatile Disc
- EBITDA: Earnings Before Interest, Taxes, Depreciation and Amortization
- EC: European Community or European Commission
- ECC: Ethics Compliance Committee
- ECHA: European Chemicals Agency (EU)
- EEE: Electrical and Electronic Equipment
- EIME: Environmental Information and Management Explorer tool
- EMEA: Europe/Middle East/Africa region
- EMRT: Extended Conflict Mineral Template
- EMS: Environmental Management System
- EOL: End of Life
- EPA: Environmental Protection Agency (US)
- EPB: Environmental Protection Bureau (Taiwan)
- EPS: External Power Supply
- ESG: Environment, Social and Governance
- EU: European Union
- EXCOM or ExCom: Executive Committee
- FSC: Forest Stewardship Council
- GDPL: General Data Protection Law (Brazil)
- GDPR: General Data Protection Regulation (European Union)
- GE: General Electric (USA)
- GHG: Greenhouse Gases
- GPG: Gender Pay Gap
- GRC: Governance, Risk and Compliance
- GRI: Global Reporting Initiative (GRI Sustainability Reporting Standards)
- GW: Global Warming
- HD: High-Definition
- HQE: Haute Qualité Environnementale (French low carbon footprint certification)
- HR: Human Resources
- HRO: Human Resources Online
- H&S: Health and Safety
- HSE: Health Safety and the Environment
- HW: Hardware
- ICT: Information and Communications Technology
- IEA: International Energy Agency
- IFRS: International Financial Reporting Standards
- ILO: International Labor Organization
- IoT or IOT: Internet of Things

- IP: Internet Protocol or Intellectual Property
- IPCC: Intergovernmental Panel on Climate Change
- ISCC: International Sustainability Carbon Certification
- ISMS: Information Security Management System
- ISO: International Organization for Standardization
- ISS: Institutional Shareholding Services
- IT: Information Technology
- KPI: Key Performance Indicator
- LCA: Life Cycle Assessment or Analysis
- LFPDPPP: Federal Law for the Protection of Personal Information in Possession of Individuals (Mexico)
- LGBTQ: Lesbian, Gay, Bisexual, Transgender, and Questioning
- LGPD: General Data Protection Law (Brazil)
- LMS: Learning Management System
- LTE: Long-Term Evolution
- MEDEF: Mouvement des Entreprises de France (France)
- N.A. or NAM: North America region
- NGO: Non-Governmental Organization
- NIST: National Institute of Standards and Technology (United States)
- NPS: Net Promoters Score
- NSP: Network Service Provider
- ODP: Ozone Depletion Potential
- OECD: Organization for Economic Co-operation and Development
- OEHHA: Office of Environmental Health Hazard Assessment (California)
- OpEx: Operational Expenditure
- OTI: Organisme Tiers Indépendant (Independent Third-Party Organization)
- OTT TV: Over-the-Top TV
- PCR : Post-Consumer Recycled
- PEP: Product Environmental Profile
- PIPL: Personal Information Protection Law (China)
- PoSH: Prevention of Sexual Harrasment
- PPE: Personal Protective Equipment
- PSU: Power Supply Unit
- PVC: Polyvinyl Chloride
- QA: Quality Assurance
- RBA: Responsible Business Alliance
- RCU: Remote Control Unit
- REACH: Registration, Evaluation and Authorization of Chemicals (European Commission)
- R&D: Research and Development
- RMAP: Responsible Minerals Assurance Process
- RMI: Responsible Minerals Initiative
- RoHS: Restriction of the Use of Certain Hazardous Substances (Europe)
- SBI: Significant Business Incident
- SBTi: Science Based Targets initiative
- SCIP: Substances of Concern In Products
- SCS: Supply Chain Solutions
- SD: Standard-Definition
- SDG: Sustainable Development Goal (United Nations)
- SNE: Small Network Equipment
- S-NOW: Service Now
- SOC: Security Operations Center
- SOR: Smelter Or Refiner
- SRA: Social Responsibility Alliance
- STB: Set-Top Box
- STRT: Slavery and Trafficking Risk Template
- SUP: Single-Use Plastics (EU Directive)
- SVHC: Substances of Very High Concern
- SVP: Senior Vice President
- SW: Software
- S&P: Standard & Poor's
- TCS: Technicolor Creative Studios
- T&D: Talent and Development
- TÜV: Technischer Überwachungsverein
- UHD: Ultra-High Definition
- UK: United Kingdom
- UN: United Nations
- UNGC: United Nations Global Compact
- US or USA: United States of America
- USD: US Dollar
- VAT: Value Added Tax
- VSO: Vantiva Security Office
- VSO-AT: Vantiva Security Office - Assessment Team
- WEEE: Waste Electrical and Electronic Equipment (EU Directive)
- WFD: Waste Framework Directive (EU Directive)
- WP: Water Pollution
- WW: Worldwide

Siège social

10, boulevard de Grenelle
75015 Paris - France

e-mail : investor.relations@vantiva.com
Tel : +33 800 007 167

Vantiva S.A. au capital social de 4 901 364,11 €
333 773 174 R.C.S. Paris

www.vantiva.com

