

vantiva 

2022

SUSTAINABILITY
COMMUNICATION





vantiva 

2022

SUSTAINABILITY COMMUNICATION

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

A commitment to reduce drastically the Group's carbon emissions has been validated by **Science Based Targets initiative**

Highest recognition of CSR performance by rating agencies (*Platinum* rating by *EcoVadis* and by *EthiFinance*, Top 2% performer by *S&P Global*, C+ *Prime* rating by *ISS ESG*)

MESSAGE FROM LUIS MARTINEZ-AMAGO

GRI [2-22 Statement on sustainable development]

Dear Stakeholder,

At Vantiva (formerly Technicolor), 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.

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, more recently, our willingness to integrate the *United Nations Sustainable Development Goals* (SDGs) in our CSR reporting. In 2023, we will begin to more strongly target support for access to water and sanitation, and the rights of indigenous people, refugees, and migrants, as our Polish operations did for many Ukrainian refugees during 2022.

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 heart 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 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 2022, we strongly encouraged local initiatives to promote Diversity, Equity, and Inclusion in our communities. New initiatives are being launched in 2023 to be more inclusive of visible and non-visible minorities. Beyond our commitment to the UNGC, our focus also includes being accountable to the *UN Women's Empowerment Principles* (WEPs), which Vantiva endorsed in 2021.

Focused on supply chain vigilance, in 2018, Vantiva added a more systematic risk assessment of suppliers with the implementation of the *EcoVadis* assessment platform (an independent global organization allowing companies to assess the environmental and social performance of their suppliers) for suppliers representing a yearly spend of more than € 750 thousand in 2022. This category represents 95.8% of the total spending of the Group. Suppliers representing about 68.1% of total spending in this category had already been assessed by *EcoVadis* by the end of 2022.

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.

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 committed to provide a clearly-defined pathway to reach Net Zero before 2050. The Company also participated in the Carbon Disclosure Project (CDP) for the fifteenth 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.

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. Early in 2020, during the beginning of the pandemic, and continuing throughout 2021 and 2022, Vantiva reacted strongly to protect the health and safety of all workers and swiftly launched multiple programs and working groups to safely adapt to the new and changing pandemic conditions, all while continuing to support our customers and business lines. Many aspects, such as the evolution and tracking of requirements and conditions across multiple sites and countries, global management issues, care of employees, families, and communities, and continuity of business and operations, were supervised and monitored by a "Covid-19 Global Crisis Committee" chaired at the highest level of the Company.

For the tenth 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 2022, 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 agencies. After receiving Gold Medal accolades from *EcoVadis* for the past three consecutive years (2018-2020), 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.

In early 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 2021, Vantiva achieved *ISS ESG* "Prime" status for the second time. We also reached the *ISS* "Best-in-class" status and received the *ISS QualityScore* - the highest rating awarded by *ISS* - for both our Environmental and our Social Performance. Vantiva's ranking assessed by *EthiFinance ESG Ratings* (formerly *Gaia Research*) has steadily improved in past years, and the Group is now ranked, every year since 2019, among the top companies in Europe: in 2020, the Group was ranked number 1. In 2021 and 2022, Vantiva reached an overall ESG score of respectively 82/100 and 84/100, largely outperforming the average benchmark, and was awarded the "Platinum Medal", the highest distinction by *EthiFinance ESG Ratings*.

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



Luis Martinez-Amago,
Chief Executive Officer



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Methodology note

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 of the Vantiva Group. The respective extra-financial performances of these activities were reported under the Technicolor Group during the past years.

As part of the separation process of the Technicolor Group between Vantiva and Technicolor Creative Studios, and during a transition and temporary period that should end during 2023, a few employees working for Technicolor Creative Studios activities have a working contract with a legal entity of the Vantiva group and vice versa.

According to the French Commercial Code, the scope of the report on the disclosure of extra-financial performance must be done according to the legal entities of the Vantiva Group. Tables and figures will be primarily presented according to this legal requirement, based on the legal entities

that are part of the Vantiva group, along the full 2022 year.

In order to provide a consistent view about the scope of activities, comparison with 2021 and 2020 years will be primarily provided based on the scope of legal entities of Vantiva. It also includes employees working exclusively for Technicolor Creative Studios but who are part of Vantiva legal entities.

The same approach will be applied for health and safety data, and environmental data, as very few sites that are part of Vantiva legal entities work for Technicolor Creative Studios.

With the purpose of allowing comparison with past years, estimates for 2021 and 2020 of health, safety and environmental data will be provided but based on the related activity scope based on the split of past disclosure between the different businesses of Technicolor Group, if the split by legal entity is not possible or relevant.

Company profile

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

Legal and business name: VANTIVA (formerly known as TECHNICOLOR)

Registered office:

10, boulevard de Grenelle

75015 Paris

France

Tel.: +33 (0)1 88 24 30 00

E-mail: vantiva.investor.relations@vantiva.net

Website: www.vantiva.com/

Twitter: twitter.com/vantiva/

Domicile, legal form and applicable legislation: Vantiva is a French corporation (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). Vantiva is also trading on OTC Pink (symbol: TCLRY).

For more information, please refer to Chapter 1: "Presentation of the Group", section 1.4: "Share capital and shareholding" of [Vantiva Universal Registration Document 2022](#).

Activity: Vantiva is a worldwide Technology leader composed of Connected Home and Vantiva Supply Chain Solutions (the former DVD Services division), two market-leading businesses, operated by world-class management teams. All other activities and corporate functions (unallocated) are presented within the "Corporate & Other" segment. For a detailed description of the Group's segments, please refer to section 1.2: "Organization & business overview"

In fiscal year 2022, Vantiva generated consolidated revenues from continuing operations of 2,776€ million. As of December 31, 2022, the Group had 5322 employees in 20 countries.

GRI Sustainability Reporting Standards (GRI Standards) and disclosures

Since 2014, Vantiva has been following the *GRI Standards*, a worldwide reporting framework on sustainability, to structure its economic, environmental and social reporting.

For the period January 1, 2022 to December 31, 2022, 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 14 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 is clearly presented, in a manner consistent with the

Standards, and that the references for all disclosures are included correctly and aligned with the appropriate sections in the body of the report.

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 2022](#) (available on Vantiva's website) and in this Sustainability Report. Disclosures labels help report readers to navigate and locate the information that is relevant to the disclosures they have a particular interest in and, as a result, improve the transparency of our reporting. They contribute to give more control over the comparability, quality and accountability of the Group's sustainability data.

All sustainability reports covering Vantiva activities for the past 10 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. Corporate Social Responsibility's Challenges of the Group

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, 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 & Social Responsibility Committee.

Within the Group, the Corporate Social Responsibility Department supervises the CSR (Corporate Social Responsibility) processes in

cooperation with the business divisions. CSR is backed by the People and Talent network and the Environment Health and Safety network, each network having responsible local members located in the main sites. CSR reports to the Chief Officer - People and Talent, CSR and Corporate Legal, who is a member of the Executive Committee of the Group, 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 models 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 2022**, 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 2022, available on Vantiva's website.

For more information on the Group's Corporate Governance, please refer to sections 4.1 (Corporate Governance) of **Vantiva Universal Registration Document 2022**, available on Vantiva's website:

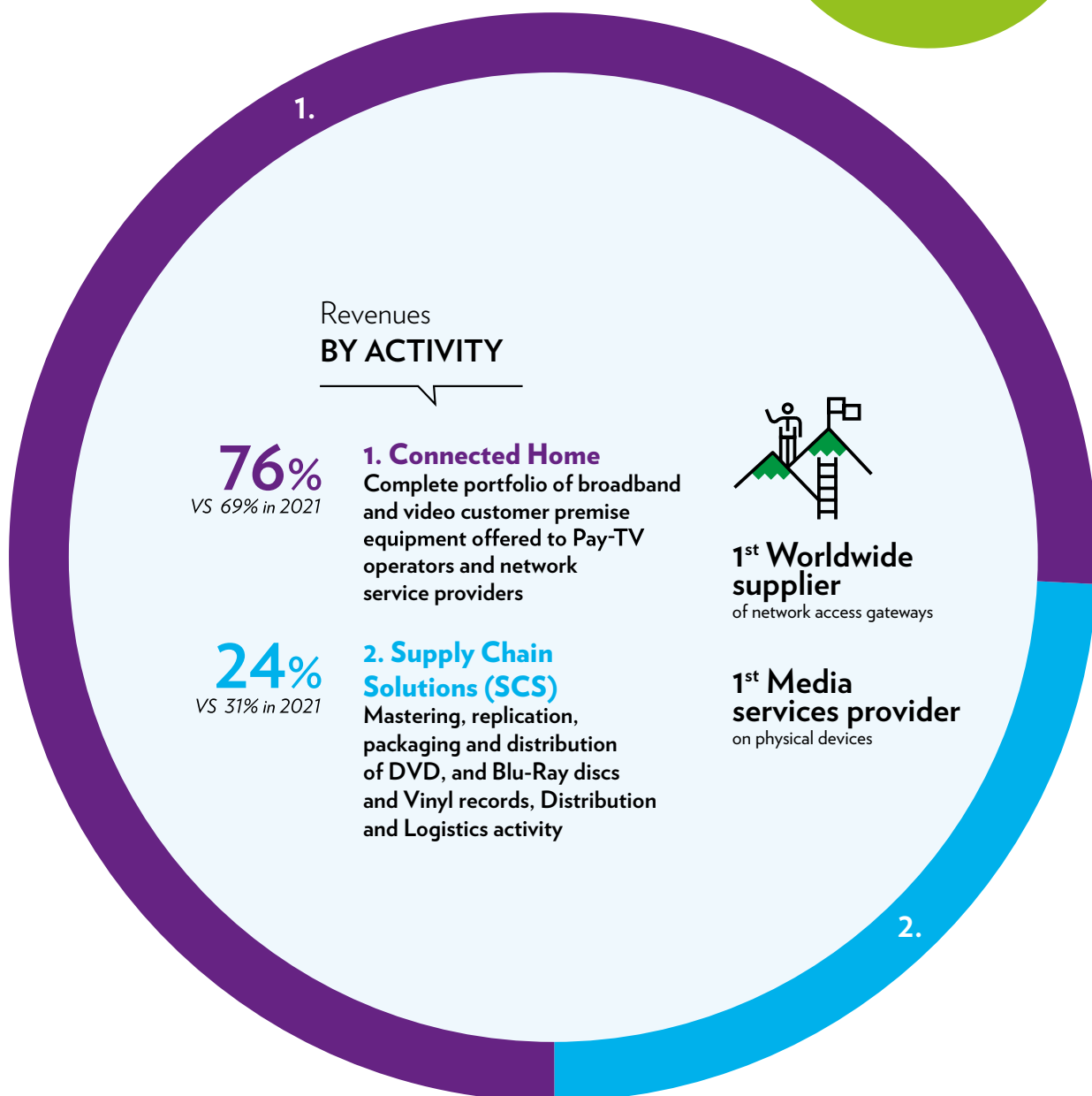
<https://www.vantiva.com/investor-center/regulated-information/>

1.1.1 Overview of Vantiva in 2022

OVERVIEW OF VANTIVA in 2022



1 



Revenues
BY CURRENCY

79%

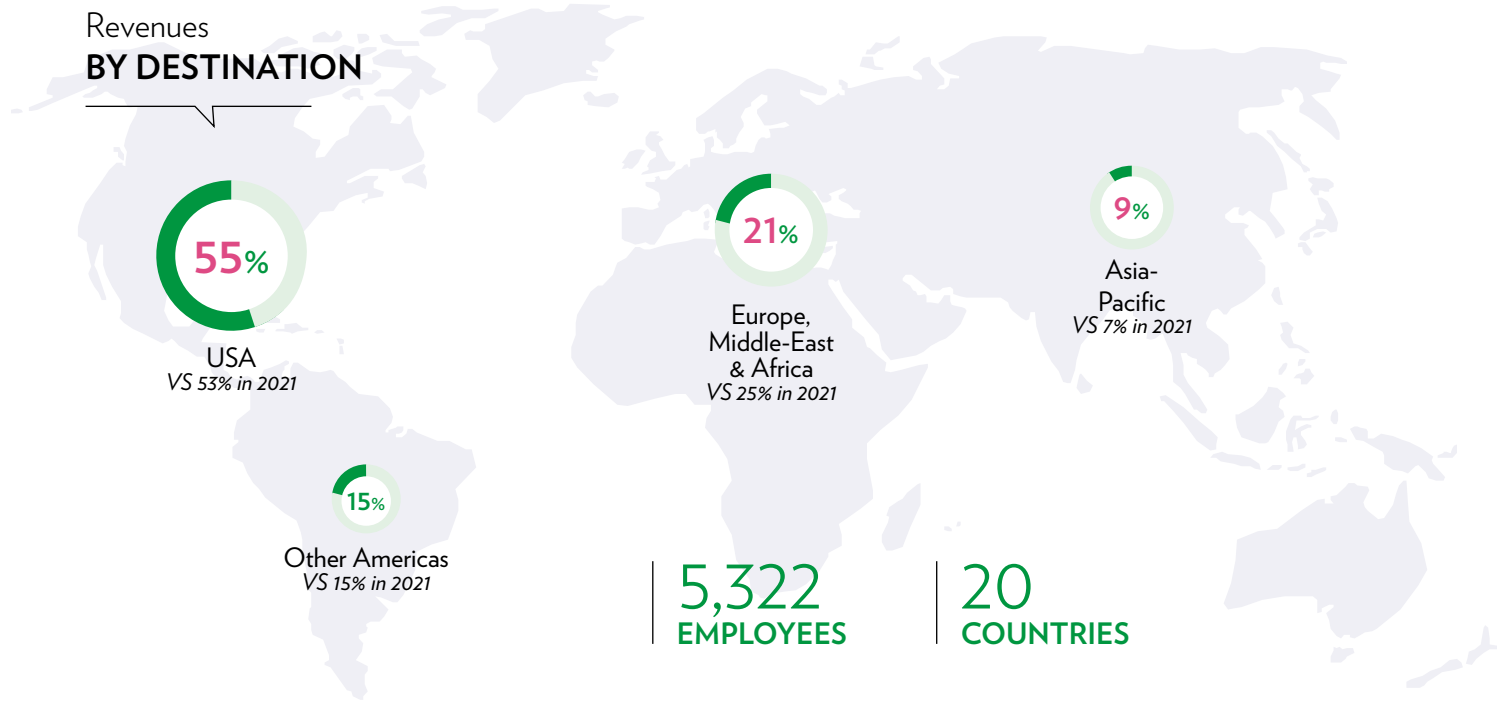
USD
VS 76% in 2021

5%

Euros
VS 6% in 2021

16%

Others
VS 18% in 2021



GOVERNANCE*



Richard Moat
Chairperson of the Board of Directors

Melinda J. Mount ●
Independent Director and Vice-Chairperson

Marc Vogeleisen ●
Director representing the employees



Luis Martinez-Amago
Chief Executive Officer

Bpifrance Participations ● ●
Represented by Thierry Sommelet
Director

Laurence Lafont ● ● ●
Independent Director

Angelo, Gordon & Co., L.P.
Represented by Julien Farre
Board Observer

Dominique d'Hinnin ● ● ●
Independent Director

Loïc Desmouceaux ●
Director representing the employees

Gauthier Reymondier
Board Observer

* As of the date of publication of this Universal Registration Document.



Meetings in 2022: **10**
Participation: **100%**



Meetings in 2022: **11**
Participation: **93%**



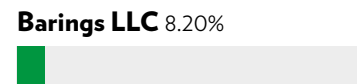
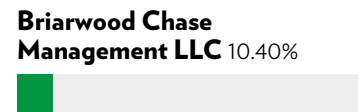
Meetings in 2022: **7**
Participation: **100%**

50% INDEPENDENT DIRECTORS
(without the Directors representing the employees)

95% ATTENDANCE RATE AT BOARD OF DIRECTORS

SHAREHOLDING (as of 31 December 2022)

VANTIVA SA
Parent Company of the Group



1.1.2 Organization and business models

Vantiva, formerly known as Technicolor, is a global technology leader in designing, developing and supplying innovative products and solutions that connect consumers around the world to the content and services they love – whether at home, at work or in other smart spaces. Vantiva has also earned a solid reputation for optimizing supply chain performance by leveraging its decades-long expertise in high-precision manufacturing, logistics,

fulfillment and distribution. With operations throughout the Americas, Asia Pacific and EMEA, the Group is recognized as a strategic partner by leading firms across various vertical industries, including network service providers, software companies and video game creators for over 25 years. The Group's relationships with the film and entertainment industry goes back over 100 years by providing end-to-end solutions for its clients.



INPUTS

FINANCIAL

Capital employed: €484m
Rigorous management of capex and WCR

HUMAN

5,322 employees
20 countries

INTELLECTUAL

760 engineers

ENVIRONMENTAL

Sustainable use of water and energy
Waste processing treatments
Environment, Health and Safety Charter

INDUSTRIAL & MARKETING

Optimized industrial footprint
Strategic partnerships with key customers and suppliers

ACTIVITIES

SUPPLY CHAIN SOLUTIONS

Long term model focused on margin optimization and growth activities development

- #1 PLAYER IN DVD AND PACKAGED MEDIA
- UNRIVALLED END-TO-END WORLDWIDE SERVICE
- STRONG GROWTH OF THE NEW ACTIVITIES
- VINYL PRODUCTION CAPACITY INCREASE
- ORDERS FOR MICROFLUIDICS

CONNECTED HOME

Worldwide leader in Broadband and Video Consumer Premises Equipment to Pay TV Operators and NSPs

- #1 IN VALUE FOR BROADBAND GATEWAYS AND MODEMS
- #2 IN VALUE FOR DIGITAL SET TOP BOX
- NEW TECHNOLOGY DEVELOPMENT TO SUPPORT « HYPER CONNECTIVITY »
- FOCUS ON PROFITABILITY AND CASH GENERATION

CLIENTS

STRENGTHS

GROWTH DRIVERS

Technological innovation and IOT
Top notch commercial position
Logistic mastering
Existing know how applied to new domains

WORLDWIDE RANKING

#1

Worldwide supplier for Broadband and Android TV video solutions

#1

Worldwide provider of packaged media (DVD, Blu-ray™, UHD, CD)

OUTPUTS

FINANCIAL

€161 million of adjusted EBITDA from continuing activities
Management initiatives to secure future profitable growth
Permanent focus on profitability and cash generation

INNOVATION

Mastering new technological standards

ENVIRONMENTAL

« Platinum rating » from EcoVadis

INDUSTRIAL

Cost/performance ratio optimization of our equipment
Customers logistic optimization

COMMITMENTS

→ PEOPLE

→ CUSTOMERS

→ SUPPLIERS & PARTNERS

→ ENVIRONMENT

1 Corporate Social Responsibility's Challenges of the Group

In September 2022, the former Technicolor Group executed a spin-off of Technicolor Creative Studios (TCS) activity, whilst maintaining a stake of 35% in the newly company, listed on the Paris stock exchange.

Following the Spin-Off of Technicolor Creative Studios, Technicolor SA has been renamed Vantiva SA.

Vantiva core activities are now composed of two businesses having leading positions in their respective markets and with solid fundamentals ahead:

- **Connected Home** is the leader in Broadband access and Android TV.
- **Supply Chain Solutions** is the worldwide leader in replication, packaging and supply chain solutions for packaged media and related products, serving global content producers across film, television, games and music.

The Connected Home Division offers a complete portfolio of Broadband and Video Customer Premises Equipment ("CPE") to Pay-TV operators and Network Services Providers ("NSPs"), including broadband modems, gateways, wifi 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, modems and gateways CPE are access connectivity devices designed for Cable, Telco and Mobile operators to allow the delivery of multiple-play services (video, voice, data, and mobility) to their residential and business subscribers over fixed wireline and wireless networks (cable, xDSL, fiber, LTE/5G). Connected Home offers a

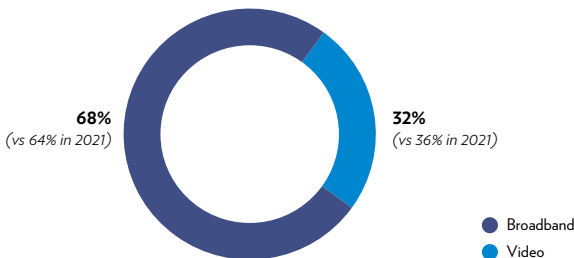
complete range of broadband CPE devices from entry to high ranges, home gateways, business gateways, fixed wireless gateways, integrated hybrid access devices, as well as, Wi-Fi routers, extenders, and IoT devices;

- in Video, digital Set-Top Box CPE are designed for Cable, Satellite, Telecom and Mobile operators to enable the delivery of digital video entertainment and advanced services to their subscribers over broadband, broadcast, and hybrid networks. Connected Home offers a wide range of products including IP Set-Top Box, broadcast Set-Top Box, hybrid Set-Top Box and media servers. These products enable NSPs to offer access to Broadcast TV, Internet TV and OTT services in Standard ("SD"), High ("HD") and Ultra High Definition ("UHD").

Vantiva provides the design, validation and full integration of the CPE, hardware and software capabilities. In addition, it manages all the logistics and supervises the manufacturing and assembly. The manufacturing and assembly services are performed by CEMs ("Contract Electronic Manufacturers") in a diversified and de-risked geographical distribution, manufacturing in Asia (Vietnam, Thailand, Indonesia), India and LATAM (Mexico, Brazil) with a flex manufacturing model to expand its manufacturing capabilities. The company operates and owns a manufacturing facility in Manaus (Brazil) to serve the Brazilian market.

Connected Home is committed to develop 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



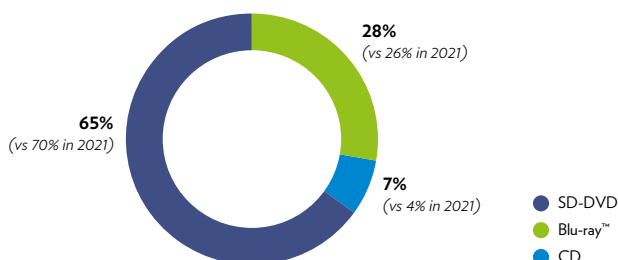
The Supply Chain Solutions (SCS) Division is a global provider of optical discs manufacturing and supply chain services. The division provides integrated manufacturing solutions for optical discs (DVD, Blu-ray, CD, etc.), vinyl records, and microfluidic cartridges for diagnostic and life science applications. 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-consumers channels.

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

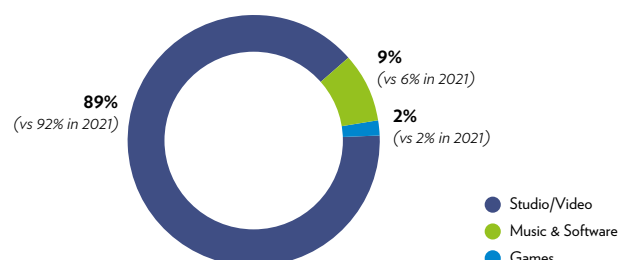
Supply Chain Services (e.g., packaging, distribution, and transportation management) in the United States, Europe and Australia are supported by a multi-region/multi-site facility platform.

All Supply Chain Services facilities/operations employ rigorous security processes to help ensure against piracy and loss of our customer's data/IP/product loss.

Supply Chain Solutions (SCS) Volumes by format



Supply Chain Solutions (SCS) Volumes by segment

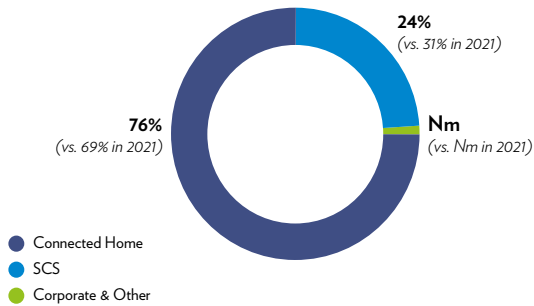


Vantiva Financial Highlights

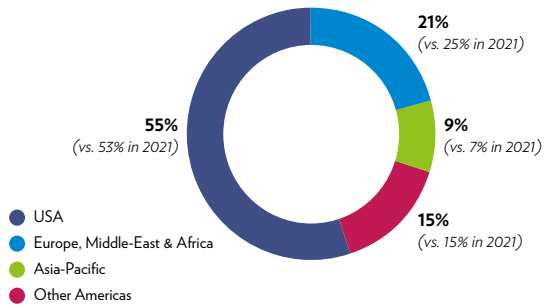
In the fiscal year 2022, Vantiva generated consolidated revenues from continuing operations of €2,776 million (compared to €2,250 million for the fiscal year 2021 at constant exchange rate) and Adjusted EBITDA of €161 million (compared to €141 million for the fiscal year 2021 at constant

exchange rate). Vantiva net financial situation at the end of the exercise and following the spin-off consisted of net debt of €282m, and the Group had liquidity of €167m not including an undrawn credit line of \$125m. As of December 31, 2022, the Group had 5,322 employees in 20 countries.

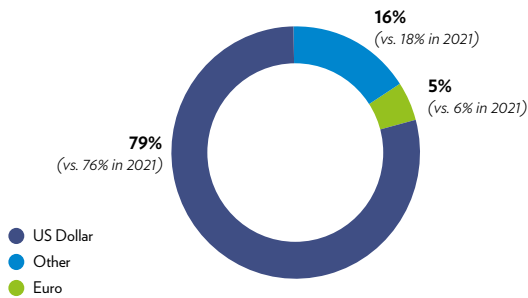
2022 revenues of continuing operations by segment



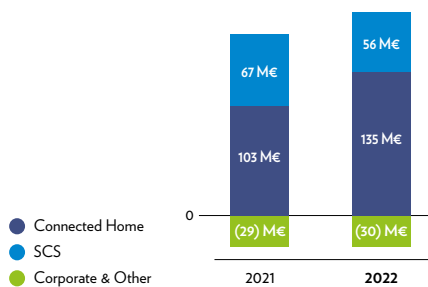
2022 revenues of continuing operations by destination



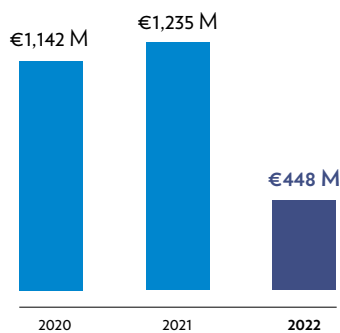
2022 revenues of continuing operations by currency



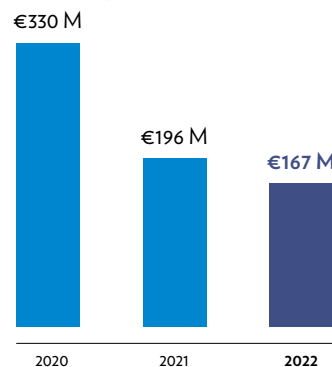
2022 adjusted ebitda by business segment



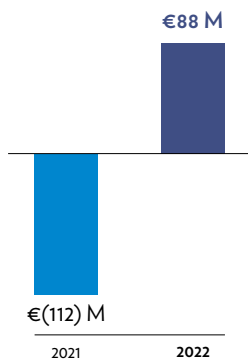
Gross debt evolution (IFRS)



Cash position evolution



Free cash flow of continuing operations *



* Before interest and tax.

Net debt



1.1.3 Strategy

Recent Strategic Evolutions

On February 24 2022, Technicolor announced its intention to list Technicolor Creative Studios (TCS) to enable its further growth and development, creating two independent market leaders, and to refinance Technicolor's existing debt.

This operation was approved by the Shareholders' General Meeting held on September 6, and 65% of TCS shares were distributed to Technicolor shareholders on the 22nd of September. Technicolor Creative Studios first traded on Euronext on September 27, 2022.

The remaining company was renamed Vantiva and the latter remains TCS' main shareholders with a 35% stake.

Vantiva's strategy aims at reinforcing its leadership on its markets by offering its clients high quality products and services while generating enough cash to finance its future.

In order to achieve this, the Group's main priorities are:

- delivering state of the art products and services, offering high reliability and quality, for a competitive price;
- designing innovative, ecofriendly and cost effective products and having them produced at the better costs;
- developing strong and transparent partnerships with our key customers and suppliers;
- expanding our addressable markets by adding products and services linked to our core competences and markets;
- improving the group's profitability and cash generation through business expansion and rigorous management;
- Investing in promising new opportunities to secure the Group's future growth.

Connected Home key pillars are:

- continue to develop its Broadband leadership. The unit is consolidating its market leadership on Cable and xDSL while accelerating on Fiber and Wireless/5G technologies. Connected home is also at the forefront of the new generation of Wifi;
- exploit the potential in Android TV by adding features to the set top box like soundbar;
- focus growth on scale customers using platform model;
- leverage the Group's connectivity know how to push into the IOT market for Verticals (enterprises).

Supply Chain Solutions key pillars are:

- continue significant business transformation, cost-optimization and automation in this specialist manufacturing, supply chain and fulfillment services division;
- leverage the 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 (record) Manufacturing and Distribution Services.

While conducting its daily operations, the Group is constantly reviewing various potential strategic options to further create value to its stakeholders.

1.2 CSR materiality

GRI [3-1 Process to determine material topics][3-2 List of 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 2022**, and regarding the implementation of Articles L. 225-102-1 and L. 225-102-4 of

the French Commercial Code, the Group has identified 6 material pillars concerning CSR resulting in 20 more granular CSR topics. Policies and results regarding CSR materiality are detailed throughout this Chapter.



CSR MATERIAL PILLAR	CSR TOPIC
Safe and Fair In an internationalized and competitive business environment with increasing business ethics requirements, any non-compliance generates major risks.	1 Product Safety (see chapter 7.1 of this report)
	2 Business ethics, anti-corruption, fraud, bribery, compliance (see chapter 8.1)
	7 Business Continuity / Resilience (see chapter 7.3)
	12 Management of business cycles (see chapter 2.3)
	19 Community Support and Development (see chapter 2.8)
Human Rights The global organization for own operations, and the performance of our supply chain with multiple contributors, requires strong and consistent vigilance while national legislations related to human rights is increasing.	3 Human Rights in Supply Chain (see chapter 3.1)
	11 Discrimination, Harassment, Absence of Retaliation (see chapter 3.2)
	13 Transparency and Evidence in Supply Chain (see chapter 11)
Workforce In a context of ongoing and rapid transformation of our business, and while the profile of talents may vary according to each business's needs, in all cases, the diversity, availability, development, engagement and care for all talents are at the core of our production and competitive capabilities.	8 Diversity, Equality, Inclusiveness (see chapter 2.4)
	9 Worker Health and Wellness (see chapters 2.2 and 2.6)
	10 Worker Engagement (see chapter 2.2.3)
	14 Talent attraction, development, management, retention (see chapter 2.2)
	15 Worker Safety (see chapter 2.6)
Secure and Private In an internationalized and competitive business environment any non-compliance, escape, or breakage generates major risks.	4 Customer content, business and personal data protection, cyber-risks and data security (see chapter 7.2)
	5 Carbon emissions reduction (see chapter 4)
Climate Change Climate change requires improvement of efficiency at every step of the life cycle of our products and services.	16 Engagement of Supply Chain (see chapter 4.3)
	6 Eco-Design of products (see chapter 5.2)
Circular Economy The depletion of raw material and of water resources creates a risk for both our business and the communities in which we operate. Resources must be saved or reused or recycled.	17 Responsible Sourcing (see chapter 3.1)
	18 Waste Generation, Reduction, and Recycling (see chapter 5.1)
	20 Sustainable Water (see chapter 5.3)

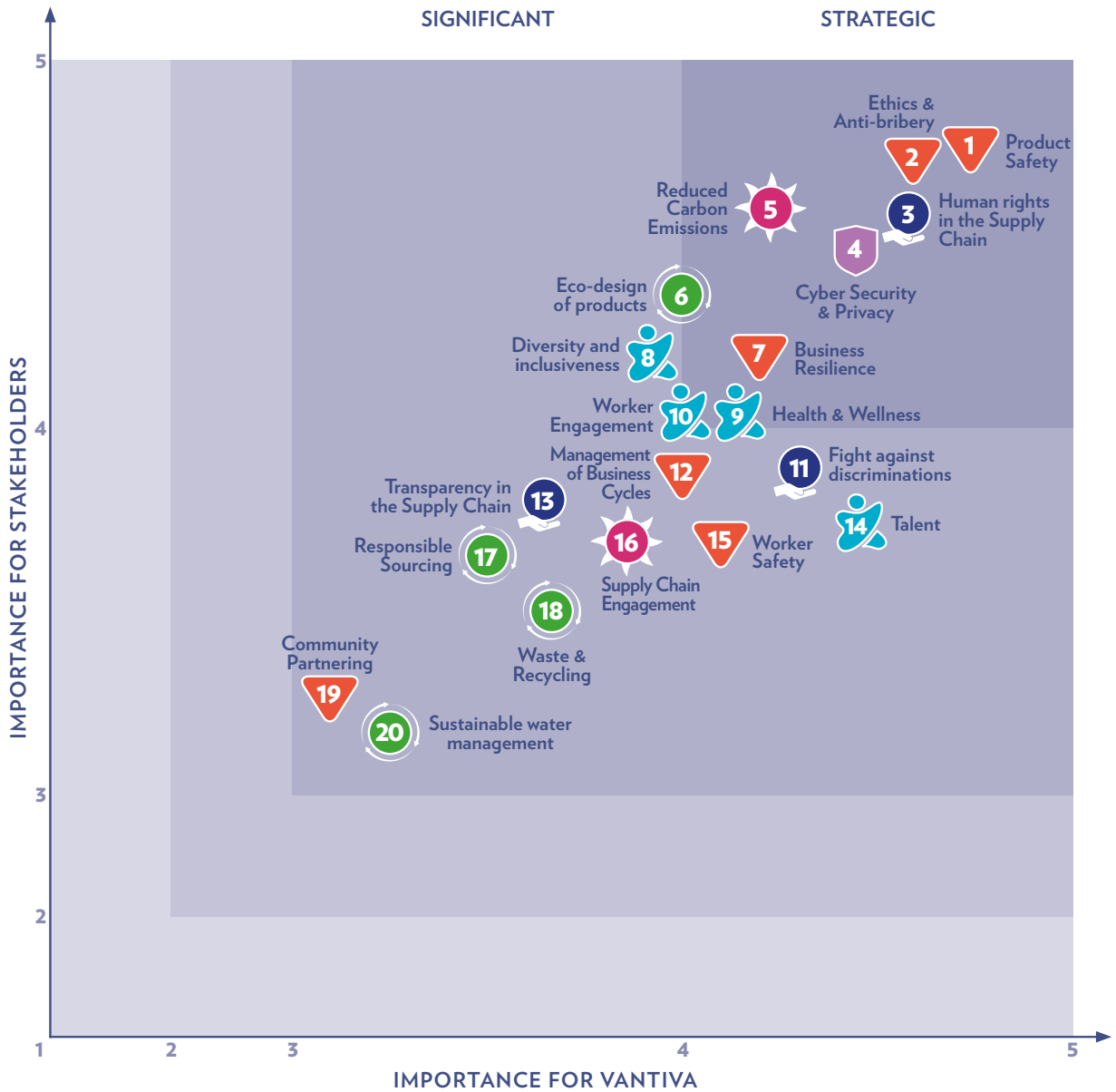
The CSR pillars and topics were derived from a 2022 materiality review in parallel with the launch of Vantiva.

Identification of the CSR matters is based on CSR requests from

customers and rating agencies, on peer evaluation, and on internal analysis of key levers to anticipate evolution of customers, markets, and regulations. It was updated in 2022 to reflect the revised Group perimeter.

1.3 The 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]



CSR MATERIAL PILLARS

- Safe & fair
- Human rights
- Workforce
- Secure & private
- Climate change
- Circular economy

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

- the operational, the business, and the reputational impacts on the Group (the most important across the 2 business divisions, as the impact of any single CSR subject on a business division may differ widely from one topic to the next);
- the likelihood of occurrence;
- the likelihood of generation of risk by the Supply Chain (suppliers and subcontractors).

The importance for the Stakeholders was determined based on:

- the impacts of the Group activities and business relationships on the economy, environment, and people, including impacts on their human rights;
- the focus of customers' requests per CSR topic;
- the feedback from employees;
- the focus of questions and alignment with subjects judged important by CSR rating agencies and investors.

1.4 The approach to sustainability

GRI [2-29 Approach to stakeholder engagement]

Vantiva's approach to sustainability relies on 3 pillars:

- **ensuring a safe, healthy, and fair work environment in own operations and throughout the supply chain** - All workers, our employees but also the employees of our suppliers, must be able to work freely in a safe, secure, and healthy environment, free of discrimination and harassment, with decent wages and working hours, without discrimination and harassment. Recurrent activity cycles and project management principles in our business require significant flexibility from employees but also recruitment of temporary employees to offset peak production periods while maintaining quality. In a competitive labor market, long-term relationships and commitment from employees are key to worker retention and satisfaction, and a safe and fair work environment is a driver;
- **implementing a sustainable business** - This pillar includes climate change mitigation, reduction of carbon emissions and increased use of recycled materials in products, together with reduction of waste. Innovation in electronic product design and in video technologies must support energy efficiency of modems and set-top boxes together with improved video performances and resolution. The improvement of physical distribution networks, of logistic resources, the reduction

in volume of packaging, and improvements in recyclable waste must provide a reduction of the environmental footprint of physical media;

- **becoming and remaining a world leader in the protection of all data and content** - 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. Vantiva's Security Assessment experts also routinely evaluate customer-facing products – a key differentiator among industry Cyber Security programs. Vantiva also has a comprehensive suite of Security policies, and all employees are required to take approved training on these policies annually.

All Vantiva enterprise data is covered under a comprehensive Data Management Program, which ensures the consistent identification, handling, and retention of our enterprise data and enables services including, but not limited to, backup, archival, and disaster recovery for all critical applications used throughout the Group. All other data is managed by distributed teams in compliance with Vantiva's Information Protection Policy and Content Protection Guideline.



1.5 Covid-19

GRI [3-3 Management of material topics: Indirect economic impacts] [3-3 Management of material topics: Employment] [3-3 Management of material topics: Occupational health and safety] [3-3 Management of material topics: Local communities] [203-2] [403-1] [403-2] [403-3] [403-4] [403-5]

Early in 2020, during the beginning of the pandemic and continuing throughout 2021 and 2022, Vantiva reacted strongly to protect the health and safety of all workers as a first and primary step, and then launched multiple programs and working groups in order to adapt safely to the new and changing pandemic conditions while continuing to support all customers and business lines. Many aspects such as the evolution and tracking of requirements and conditions at sites and within countries, global management issues, care of employees, families and communities, and continuity of business and operations, were supervised and monitored by a "Covid-19 Global Crisis Committee" chaired by the Chief Executive Officer. This Committee comprised all business division Chief Operating Officers and representatives of transversal functions. Two other levels of Covid-19 Global Crisis Management level were implemented.

Based on prior experience with workers in close proximity to areas of the world experiencing outbreaks of SARS and H1N1, Vantiva was able to quickly adapt policy and practice to enable healthy and safe working conditions for all essential workers operating on site, while creating the ability to work remotely for almost all other members of staff.

Ultimately, some travel was permitted based on case-by-case justification and executive approval, and in the same way, remote workers were permitted to return to the workplace based on business needs and approval of their site management and depending on local public authorities'

regulations. From mid-year 2022 forward, business travel began to return to pre-covid levels.

Workers were requested to disclose to Vantiva at any time if they were feeling ill or if they received a positive test result for Covid-19. If on-site during this time, then the worker was requested to exit the facility as soon as possible, and to seek medical care according to local practices and facilities. Their workspace was then targeted for a deep cleaning and disinfection, contact tracing was done, and two levels of communication went out to the site personnel – all personnel were advised that the location had hosted a person confirmed to be infected, and anyone deemed in close contact was advised to isolate for a period according to local guidance, typically 14 days. In all cases, Vantiva remained in close contact with all affected workers in order to offer support and to clearly communicate benefits during this period of recovery as well as to define requirements for returning to work, and this follow-up contact was ongoing until each worker received the all-clear to return to work, whether working remotely or on-site.

During 2022, the Group returned progressively to a more normal way to operate in our non-industrial locations, but with a calendar depending on the respective releases of remaining restrictive public policies in a few countries, and in general operations were back to pre-covid occupancy at year end.

1.6 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 since 2003. The Global Compact is a United Nations (UN) initiative which challenges Member companies to align their operations and strategies around 10 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. Our CoP is published in chapter 13 of this report, and Vantiva will publish its 2023 CoP using the UN Global Compact CoP newest digital platform when it becomes available later in 2023.

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 recent past, 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 material topics (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, 2022, the Group employed 5,322 employees (58.5% male and 41.5% female), compared to 6,023 employees on December 31, 2021, a decrease of 11.6%.

The highly competitive and rapidly changing sector in which the Group provides its products, technology and services requires continuing

adjustment to the workforce. In 2020, the Covid-19 pandemic generated a drastic reduction of projects for the Supply Chain Solutions Division, while the recovery in 2021 generated an acceleration of the projects and a significant rebound.

Employee split by geographical region

The table below shows Vantiva’s total workforce within its legal entities as of December 31, 2022, 2021 and 2020, as well as the distribution of personnel across geographical regions.

	2022	2021	2020
Europe	1,191	1,435	1,793
North America	1,111	1,371	1,944
Asia ⁽¹⁾	979	991	845
Latin America ⁽²⁾	2,041	2,226	1,452
Total number of employees	5,322	6,023	6,034
Number of employees in entities accounted for under the equity method	-	-	-
Permanent contracts	4,552	4,986	5,709
Fixed-term contracts	770	1,037	325
⁽¹⁾ Including India:	611	581	408
⁽²⁾ Including Mexico:	1,906	2,067	1,255

Total workforce figures above account for executives, non-executives and workers. Agency workers, trainees and apprentices are excluded. The strong increase of employees in Mexico and of fixed-term contracts results from the Mexican regulation change in 2021 restricting

the use of agency workers who now must be hired.

As a reference, the following table provides past years (2021 and 2020) figures based on the scope before the spin-off of Technicolor Creative Studios activities and legal entities.

	2021	2020
Europe	3,471	2,999
North America	3,956	4,030
Asia ⁽¹⁾	7,023	4,808
Latin America ⁽²⁾	2,226	1,452
Total number of employees	16,676	13,289
Number of employees in entities accounted for under the equity method	-	-
Permanent contracts	11,433	11,228
Fixed-term contracts	5,243	2,061
⁽¹⁾ Including India:	6,487	4,318
⁽²⁾ Including Mexico:	2,067	1,255

Employee split by business segment

The following table indicates the number of Group employees by segment as of December 31, 2022.

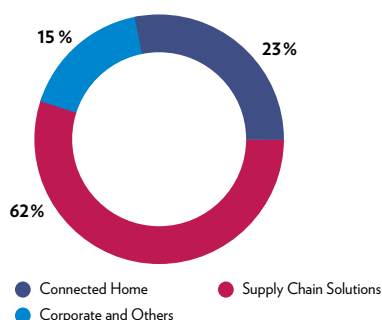
Segment	Number of employees	Percentage
Connected Home	1,226	23.0%
Supply Chain Solutions	3,287	61.8%
Corporate and Other (Transition Service Agreement – TCS activities) ⁽¹⁾⁽²⁾	809	15.2%
Total	5,322	100%

⁽¹⁾ Including 594 employees as part of the Transition Service Agreement.

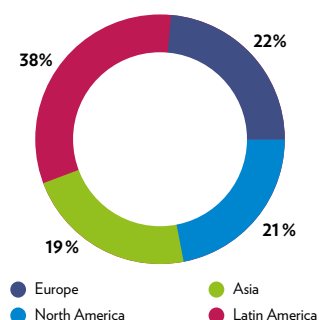
⁽²⁾ Including 79 employees related to Technicolor Creative Studios to be later transferred.



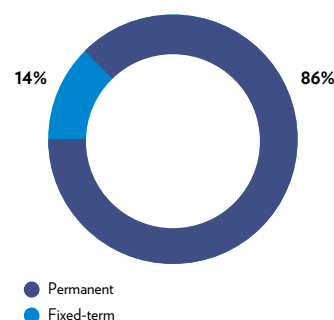
Employee split by business segment in 2022



Employee split by geographical region in 2022



Employee split by type of contract in 2022



Employee split by gender and job status

At the end of December 2022, the Group employed 2,211 women representing 41.5% of Vantiva headcount, and 3,111 men (representing 58.5% of Vantiva headcount). The following table indicates the split by gender and job status:

	Women	Men	Total
% Total workforce	41.5%	58.5%	100%
Total workforce	2,211	3,111	5,322
% Exempt jobs	24.6%	75.4%	100%
Exempt jobs ⁽¹⁾	302	926	1228
% Management committee members (including Excom members) ^{(2) (3)}	30%	70%	100%
% Excom members ^{(2) (3)}	22%	78%	100%
Excom members ^{(2) (3)}	2	7	9
% Board of Directors ^{(4) (5)}	37.5%	62.5%	100%
Board of Directors ^{(4) (5)}	3	5	8

⁽¹⁾ On December 31, 2022

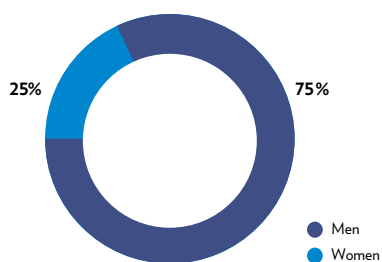
⁽²⁾ On February 15, 2023

⁽³⁾ Including CEO Luis Martinez-Amago

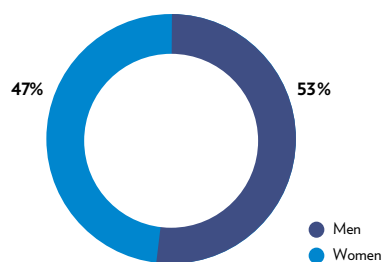
⁽⁴⁾ Pursuant to the AFEP-MEDEF Corporate Governance Code, the Directors representing employees are not included in this number

⁽⁵⁾ On June 20, 2023, following Vantiva's Annual General Meeting

Gender by job status in 2022 Exempt



Gender by job status in 2022 Non Exempt

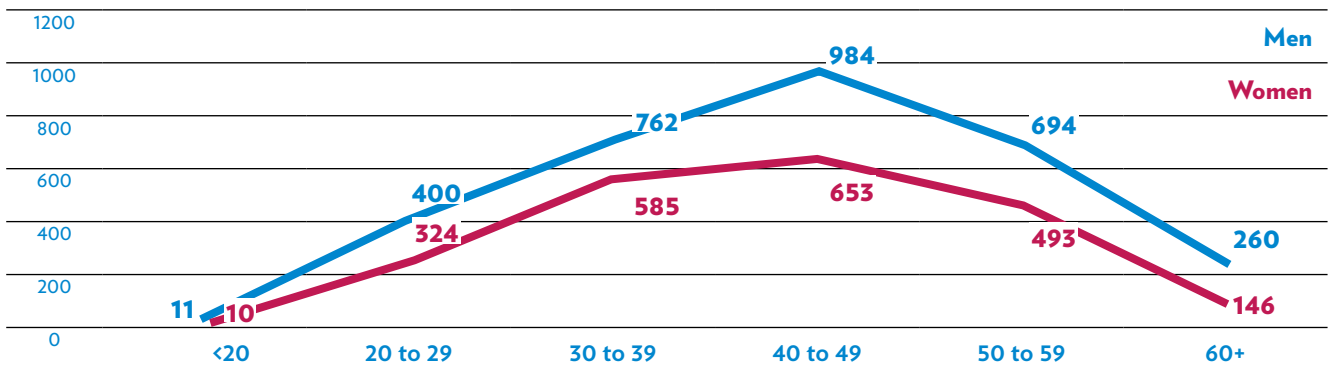


Employee split by gender and age

At the end of December 2022, 14% of employees are aged under 30; 25% are aged 30-to-39; 31% are aged 40-to-49, and 30% are aged over 50. The breakdown by gender and age is as follows:

Age	Women	Men	Total
<20	10	11	21
20 to 29	324	400	724
30 to 39	585	762	1,347
40 to 49	653	984	1,637
50 to 59	493	694	1,187
60+	146	260	406
Total	2,211	3,111	5,322

Employee split by gender and age in 2022

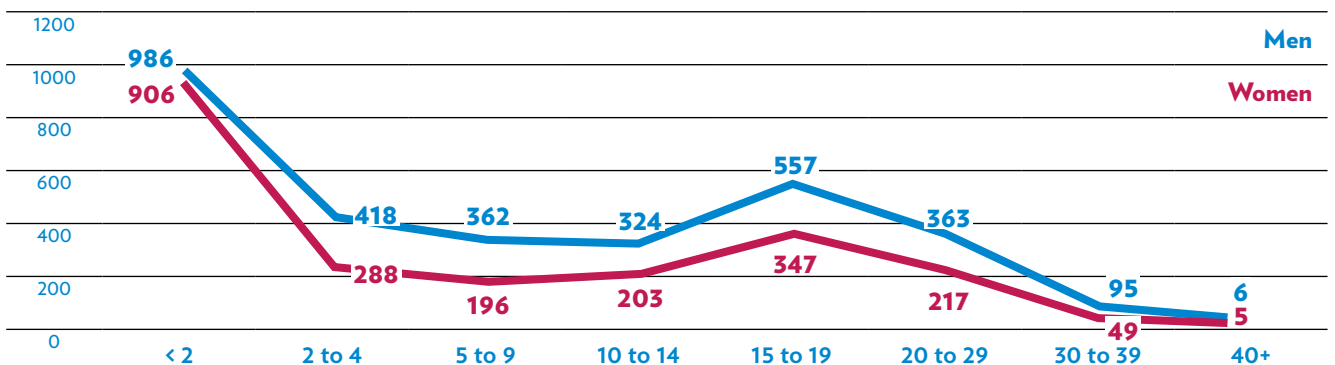


Employee split by gender and seniority

The scale shows the total number of years of employment with Vantiva. 35% of employees have worked for the Company for less than 2 years. 24% have worked for the Company for 2 to 9 years. 27% have worked for 10 to 19 years, and 14% have been employed for 20 years or more. At the end of December 2022, the breakdown by gender and seniority is as follows:

Seniority (years)	Women	Men	Total
< 2	906	986	1892
2 to 4	288	418	706
5 to 9	196	362	558
10 to 14	203	324	527
15 to 19	347	557	904
20 to 29	217	363	580
30 to 39	49	95	144
40+	5	6	11
TOTAL	2,211	3,111	5,322

Employee split by gender and seniority in 2022



Hiring and termination

During 2022, among Vantiva legal entities, 2,583 employees have been hired of which 453 were retained as permanent employees. 496 employees were made redundant.

	2022	2021	2020
Hiring of permanent employees	453	1,007	303
Hiring of fixed-term contracts	2,130	1,880	517
Transfer from Vantiva legal entities to Technicolor Creative Studios legal entities	109	105	2
Transfer from Technicolor Creative Studios legal entities to Vantiva legal entities	20	18	23
Acquisitions	-	-	-
Divestitures (1)	13	127	-
End of fixed-term contracts	395	174	66
Resignations of fixed-term contracts	1653	737	655
Dismissals	496	1,142	1099
Resignations of permanent employees	601	601	458
Other (retirement...)	37	30	50

⁽¹⁾ In 2022, the divestiture is the sale of the Trademark licensing business.

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

Except for Vantiva global support functions, most profiles of Vantiva’s employees are business division specific:

- **Connected Home:** mainly engineering skills, with R&D hardware and software engineers, quality engineers, technical customer support, sourcing and manufacturing engineers, sales engineers, and a limited percentage of production workers. Turnover is limited and recruitment is mainly in Asia and Americas, allowing a relative level of diversity complemented by the diversity of site locations and the internal mobility of employees;

- **Supply Chain Solutions:** line operators, warehouse and material handling workers, content security specialists, facilities and equipment maintenance technicians, health and safety specialists, supervisors and managers. Activity is seasonal and regularly requires large staffing variations using temporary recruitment (employees and agency workers), in addition to overtime, to offset peak production requirements. Recruitment is local.

Therefore, the management and the development of talent requires a flexible organization to match with 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 legal, a Member of Vantiva’s Executive Committee, defines Human Resources and CSR strategic priorities in line with Vantiva’s Strategic Plan, 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)** who design the strategy in their respective fields. They ensure consistency and delivery of key Group HR projects and provide specialized advice and expertise across the whole organization in the following areas:
 - *Global Rewards, Wellness and Payroll* focusing on compensation & benefits, rewards, incentive programs, individual contribution to team performance management, pension schemes, medical care and other benefits, payroll and wellness framework,
 - *Digitalization, Performance and Transformation*, including 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,
 - *Global Talent Development* focusing on people and teams development to:
 1. enhance both technical and soft skills leveraging on learning platforms like O`Reilly or Cornerstone, and on internal and external trainers,
 2. provide all compliance required training, recorded in the HR database,
 3. enhance management skills set at all levels from line managers to senior managers,
 - *Global Diversity, Equity and Inclusion (DEI)* focusing on inclusion and equity programs and initiatives to attract and retain our diverse workforce,
 - *Corporate Social Responsibility (CSR) & Compliance* focusing on all areas pertaining to Sustainable Responsibility: Human Rights, Health and Safety, Environmental care, Ethics, and Social Responsibility as well as Compliance;
- **Talent & Business Partners** who define the operational talent requirements and objectives in strong partnership with their respective

business divisions. Talent & Business Partners work closely with each business leader to analyze and to plan the evolution of Vantiva's workforce skills and competencies, and to ensure they are in line with their business strategy. They have a key role in the domains of organizational design, define career paths and specific development strategies aligned with business priorities. On the basis of the Resource & Development Plans drawn up each year by the divisions, the Talent and Business Partners define and lead, hand-in-hand with the management of their organization, an HR strategy for their scope which is based on 4 pillars: Talent Acquisition and Development, People and Teams Performance, Recognition, and Retention;

- **People Partners** who deliver regionally and locally the Human Resources services to the businesses such as:
 - talent identification and development,
 - employee relations,
 - Performance Management,
 - Global Rewards,
 - employment compliance and labor relations,
 - local DEI or Wellness initiatives.

They ensure a consistent HR approach across sites and functions within each geographical region, and guarantee that Vantiva remains compliant with local employment laws and practices. People Partners also contribute to the implementation of Corporate People & Talent programs and facilitate coherent 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;

- **Global People Services** focuses on delivering data management, transactional and on-boarding services as a global tiered operating and service delivery model for all countries. It is located in India.

2.2.2 Talent acquisition

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

In the case of individual recruitments (replacements, job creations, creation of teams), a vacancy request is published by the manager with the help of the local HR, triggering recruitment of the required position(s).

To optimize its recruitment capabilities, Vantiva set up internal recruitment teams in locations where recruitment activities are more complex than others because of highly competitive markets, demanding role specifications or language requirements like India or mainland China. In other countries, Vantiva partnered with a well-known international outsourcing Company to cover all jobs except senior executives. Special initiatives were relaunched post-pandemic such as referrals program or recruiting fairs involving both business and People & Talent representatives. Investment was made in 2022 in a new hiring platform to enhance the candidate's experience, to add job on-boarding capabilities and improve hiring process monitoring through live KPIs.



Lastly, the Group has been locally developing for many years wherever it operates and seeks to maintain an attractive Employer branding that allows candidates to better recognize Vantiva as an employer of choice due to 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.

Committed to offer 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.), in March 2018 the Group launched a project to overhaul the system of performance evaluation and employee development. This tool called “TEAM” is based on 4 fundamental principles:

- contribution replaces the notion of performance: the contribution is defined in this tool as the global appreciation of the concrete contribution of an individual to the results and successes of the collective;
- observed behaviors (the “how”) are taken into account in the evaluation of the contribution as well as the results obtained (the “what”);
- “continuous” conversations aim at ensuring frequent exchanges between employees and their managers: setting or modifying objectives or missions, feedback loops on obtained results and observed behaviors; and finally,
- for those who wish to do so, integration into the contribution assessment of the justified and formalized opinions of relevant stakeholders who collaborated with the person evaluated (multi source feedback).

42.4% of all employees are now using the TEAM tool, as well as 97% of the employees having a variable compensation.

In a competitive environment, the compensation and benefits policies, including the total remuneration policy, are a key pillar of retention of acquired talent.

The remuneration policy is tailored to acknowledge and fairly recognize an employee’s contribution to the short-term and long-term success of the Group.

Vantiva uses a classification structure based upon Willis Towers Watson 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 in a way that reflects the evolutions of the Group. Such classification allows the Group to ensure the internal equity of remuneration packages. Moreover, Vantiva participates to 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:** appropriate market benchmarks of total compensation against comparable companies allow Vantiva to offer competitive compensation packages to employees in accordance with competitive pressures in the marketplace. This ensures that Vantiva continues to attract, motivate and retain high potentials and key contributors for which Vantiva competes in an international marketplace, while controlling cost structures;
- **equitable approach/internal fairness:** Vantiva believes that it remunerates its employees on a fair basis in each of its geographical locations in a way that aligns with both local market standards and proposed corporate programs. The remuneration policy is set according to the Group’s “broad-banding policy” which allows consistent assessment of responsibility, contribution and levels of expertise on an international business basis across all businesses and functions. In addition, the remuneration policy of top executives is managed by Corporate Human Resources to facilitate consistency of various remuneration components and ease international and cross-business mobility;
- **business and skills focus:** the remuneration of professionals, engineers and managers is a sound, market-driven policy and is ultimately administered to stimulate business performance. A substantial part of the total remuneration package is composed of variable elements which drive a performance culture and support the Group strategy. These variable elements are meant to stimulate, recognize and reward not only individual contribution, especially innovation and risk-taking, but also and in particular, 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 rate exchange (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).

	2022	2021	2020
Evolution of remuneration	5.62%	8.15%	1.62%

2022 figures include only Vantiva entities while 2021 and 2020 figures are for Vantiva and TCS.



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.

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

Area of action	Type of action	Description of the extension	Country
All Benefit Plans	Benefits Harmonization	SCS-SE employees moved to the Technicolor benefits plans, eligibility rules and admin platform (MyADP)	US
All Benefit Plans	Benefits Eligibility Enhancement	Temporary Full-Time employees (ACA eligible) are eligible for benefits 90 days from original date of hire	US
Health & Financial	Benefits Enhancement	Employer annual contribution to Health Savings Account (HSA) increased from \$700 to \$750 for individual coverage and from \$1,400 to \$1,500 for family	US
Health	Flat Premium Costs	No increase to employee health care premium costs	US
Health	Benefits Eligibility Enhancement	Eligibility geo location and re-mapping of the medical programs to assign the appropriate provider network by the employee's post code (and not by pay group)	US
Dental	Benefits Enhancement	New Dental provider & 3 plan enhancements: <ol style="list-style-type: none"> 1. orthodontia lifetime maximum increase to \$3,000 2. diagnostic & Preventive In-Network services (e.g., cleanings, routine exams and x-rays) do not count toward the annual maximum of \$2,000 3. composite (white) fillings for all teeth are the standard care and are not subject to surcharge 	US
Health	Benefits Enhancement	New Lifetime Max for Infertility Benefits (for Traditional PPO and PPO plus HSA plan members): Anthem & Cigna members with infertility diagnosis are eligible for additional fertility solutions up to a NEW lifetime maximum of \$25,000	US
Health, Retirement & Social	Wellbeing	Extend Wellbeing & Lifestyle Rewards program to SCS-SE employees. Wellbeing program is a series of 20 activities targeted towards medical & dental prevention, telemedicine, 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 employees, about the benefits enhancements effective Jan. 1, 2023	US
All Benefit Plans	Communications & Digitalization	Launch of www.MyVantivaBenefits.com/ targeted to Vantiva employees	US
Health & Retirement	Onsite Event	Onsite presence of Benefits Partners during "Family Fun Day" event in Memphis: retirement & financial advisor, blood pressure station and nurse assistance, life coach with the Employee Assistance Program and Wellbeing program consultant	US

The severity of impact and consequences of the pandemic in India were of particular concern and several more specific initiatives were implemented in 2021 and maintained throughout 2022 to support our employees and their families:

- Corona Kavach health insurance policy for employees tested Covid positive, until end of April 2022;
- agreement with a renowned Indian Chain of Hospitals to provide support for infected employees and their families;
- exclusive vaccination drive as part of the above agreement;
- breakfast, lunch and dinners organized for employees;
- transportation of IT assets required for work to employees remote locations and reimbursement of broadband bills for working remotely until mid-2022;
- 10 days of Covid leaves for recovery over and above the sick leaves until mid-2022; and
- transport facility arranged.

Employees' Engagement

Beyond the processes and initiatives described above, Vantiva strives to detect any significant trend that may hamper the retention of our talent as this objective is key.

In the past years, Vantiva conducted yearly employee satisfaction and engagement surveys on selected businesses and sites. Due to the Covid-19 pandemic and the switch for a large part of our employees to work from home on the one hand, and the Black Live Matters movement surge on the other hand, these surveys have been redirected in 2022 to match with the expectations arising from these events and situations with two worldwide surveys:

- check employees' morale and mindset for those employees who were working from home for long periods, due to the likely effects of the different lockdowns and restrictions;
- survey the diversity of our employees and understand their perception and expectations about the way diversity is managed by Vantiva. As diversity was understood in a very broad sense, this survey could not be conducted in a few countries where national legislations prevent the collection of such information (data privacy and personal information).

Since early September 2021, with the return to the workplace in most

locations, all employees were invited to answer to an on-line global engagement survey, covering all topics: Strategic alignment, Career (Growth and Development), Compensation, Communications, Job Enablement, Performance Management, Belonging and Wellbeing, DEI and Managing change.

Based on its results, business specific action plans are prepared in order to meet expressed employees' expectations.

In addition to this global approach, several specific sites 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.

Apart from surveys, throughout the employee lifecycle, there are several effective processes to ensure continual feedback. This is through qualitative On-boarding and Exit Surveys as vital touchpoints on the employee journey, as well as engaging continually throughout the year with the employee committees (Balance and Culture Champions – more information below) who are the employees with their ears on the ground in the business.



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

2.2.4.1 Training

Training priorities are set, based on the evolution of existing jobs and technologies, on the identification of new capabilities to develop and on the individual needs of employees in terms of job performance and/or of professional evolution. The creation of specific learning tracks per job has been encouraged in each division, resulting in an optimization of training resources and in an increased number of training opportunities. In order to ensure the same quality level as well as alignment and consistency, development programs regarding Leadership, Management and Technical or Functional skills are coordinated at the Corporate level.

In addition, the Talent Development Center of Excellence advises operational managers and Talent & Business Partners on all aspects of training and development, particularly on leadership and management aspects. Talent & Business Partners coordinate the construction and monitoring of Development Plans at division or function level. Training sessions are organized at the local level by the People Partners who are responsible for ensuring that training initiatives are optimized across

a training program and pragmatic development approach that is as aligned as much as possible to the business challenges.

divisions and that they comply with local regulations. The Covid-19 crisis shifted learning and development initiatives to virtual spaces and shifted focus to foundational soft skills development and improving personal well-being. That focus remained throughout 2022.

Training in 2022 happened more often in quicker iterations. The focus on soft-skills and well-being resulted in sessions being more focused on how to keep behavior and stress management top of mind throughout 2021 and 2022. There was a focus on both remote working and returning to office, helping employees adapt to the ambiguity of the modern workplace and still be able to work together effectively became paramount. There was a heavy reliance on rolling out e-learning via the Learning Management System, *MyDevelopment*, giving all employees access to a robust soft skills learning library and compliance training. This platform allowed for easier access to voluntary learning, assigned learning, and progress monitoring.

2022 training	Women	Men	Total
Number of hours of training delivered	69,011	57,237	126,248
Number of employees trained	1,973	2,762	4,735
Number of hours of training per employee trained	35.0	20.7	26.7

Overall, training initiatives offered in 2022 encompassed 134,195 hours of training for both employees and external persons working under Group supervision, of which 126,248 hours were delivered to 4,735 Vantiva employees, a coverage of 89% of Vantiva employees at the end of 2022. This represents 26.7 hours of training per employee trained on an annualized basis. The training hour gender gap per trained employee 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.

Training focused on the following categories:

- technical and functional training with 106,093 hours for 2,339 employees. A significant effort was done to offer longer technical training to women for upskilling and evolution, as they receive in average 54.4 hours of training compared to 37 hours for men;
- environment Health and Safety with 15,763 hours of which 7,187 hours for employees and 7,946 hours for agency workers and supervised people (see chapter 2.6 for more details);
- prevention of discrimination and harassment with 2,174 hours for 1,913 employees (see chapter 3.2 for more details);

- security of IT use with 1,543 hours for 3,103 employees;
- leadership and management with 4,250 hours for 1,529 employees;
- anti-bribery with 945 hours for 1,253 employees.

Focus on divisions

Connected Home:

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

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.

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. All 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 trainings, 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, and all need 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 works with businesses to provide foundational e-learning and virtual instructor-led curriculum 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 through cultivating awareness, common language, interpersonal skills, and connection in our talent across the globe while creating a “habit of learning” across the organization.

The 2022 development initiatives were virtually delivered, for shorter periods of time. This allowed for more participation and increased exposure across the globe with a focus on well-being, DEI and foundational people manager behaviors. This “Blended learnings” approach, combining e-learning and virtual instructor-led sessions continued in 2022. Talent & Development (T&D) Center sponsored 3,724 individual training hours focused on creating a best-in-class baseline for employee soft skills. Talent & Business Partners kept the T&D Center informed of changes as they happened and T&D adapted, managed, and facilitated programs to support the changes.

With an increased focus on soft skills development of managers, a foundational curriculum was launched in Connected Home, Empower, aimed at developing manager self-awareness, definition/appreciation of management style difference, and skill building on delegation and motivation. Empower had an additional focus on transformational leadership and will continue in 2023.

Focus on divisions

In 2019, a new feedback tool combined with a talent evaluation system was introduced to support the notion of talent development and transparent feedback. The Continuous Feedback App is accessible and has changed the way employees think about and track feedback. It empowers individuals to own their development and learning, and to take control of their career trajectory. This tool also works to promote a culture of recognition, between peers and between manager and employee.

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

In Connected Home, the program is called Empower and was open to 200 managers. The program covered many topics such as Leadership, Feedback, managing change, managing diversity and emotional intelligence. This content was delivered using blended learning, mixing instructor led training and e-learning. The program was made of 8 modules of 1 hour each and approximately 2 hours of e-learning. Given the success of this program, Vantiva has decided to continue delivering it in 2023 to all new managers.

Supply Chain Solutions rolled out a Leadership cohort training in 2022 to more than 90 managers of the Memphis facility. The program was made 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: worked days are then monitored.

Part-time and remote working are authorized on a case-by-case basis according to the Group policies and depending on the occupational requirements. During 2022, Vantiva had 57 employees working less than 5 days per week. Over the year, part time employees working at least half time represent 94% 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 48% of part time employees.

Some activities of Vantiva experience seasonal peak workloads (such as Supply Chain Solutions) 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 directly hired 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 very time-limited peak activity (manufacturing or project development achievement). Interim workers are not included in the year-end Group headcount figures as they are not employees of the Group. The main countries employing seasonal workers were the United States, Mexico, Poland and to a lesser extent Canada and Australia. In the course of 2021, Mexico changed its agency workers legislation, and most of them must now be replaced by fixed-term contract employees.

Overall, seasonal interim workers represent about 2,183 full time equivalent jobs while at the peak they may more than double the number of workers present on the relevant sites.

Fixed-term contracts represent about 892 full time equivalent jobs across the Group activities.

Unlimited contracts employees represent about 4,784 full time equivalent jobs across the Group activities.

Across Vantiva, total overtime represents about 180 full time equivalent jobs.

Working time is managed in the Group's various sites via 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.

	2022	2021	2020
Number of part time employees	57	119	175
% of part time employees working at least half time	94%	95%	97%
% of part time employees working at least 4 days per week	48%	49%	71%

2021 and 2020 figures are for the full Technicolor scope (Vantiva and TCS).

	2022	2021	2020
Full time equivalent number of fixed term contract	892	646	258
Full time equivalent number of agency workers	2,183	2,549	3,069
Full time equivalent number of unlimited contract employees	4,784	4,560	not available
Full time equivalent of overtime	180	322	240

2021 and 2020 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]



“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 in the workplace

At the end of 2015, a global plan for Diversity and Inclusion was launched. The objective of this plan was to improve processes globally to ensure that practices were not discriminatory at any stage in the Group, but also to promote a mindset of openness and inclusiveness globally and a willingness to bring support and assistance to persons or groups who may be under-represented compared to their regional demographics. The 4 key areas of the plan were gender diversity, disability, age, and ethnicity.

During 2020, and following the tragic events that happened in the USA and the subsequent BLM (Black Live Matters) movement initiative, it became clear that a much stronger and more active culture regarding diversity, equity, and inclusion (DEI) was required from all market leaders worldwide, and so Vantiva established a global and Company-wide DEI taskforce in June in order to truly become an inclusive and supportive employer. Using the cyclic process of Listen-Learn-Lead, Vantiva developed specific stakeholder groups and networks, gathered data and assessments, and established critical KPIs at all levels of the Company. The structure that developed began with a top-level task force that supports several topical working groups, all of them making sure to balance the common areas of focus: KPIs; Programs, Policies, and Initiatives; Learning and Development; and Communication. At the same time, the first wave of working groups was launched concerning: Gender Parity; LGBTQ+; Black Employee Network; and Ethnicity and Race – all of those working groups aligned with consistent guiding principles while embracing important variations at business level, at local level, and in each of the specific working group topical themes.

The first Group-wide employee DEI survey collected initial data used to support decisions in these working groups in 2020. This data was further supported by the 2021 employee engagement survey. Several key actions were derived from the survey analysis: update the current recruiting model, create career development and greater transparency, re-onboard existing employees so all employees know where to go for resources, policies, and tools that are in place.

DEI in 2021 involved continued definition of KPIs for DEI, expanded external speaker series, working groups, monthly “Share our Stories” podcasts, continuous updated to Intranet resources, a global DEI calendar to celebrate key events, continued adoption of the my.technicolor.com Intranet resource center and a DEI-focused training curriculum, open to all employees on the MyDevelopment Learning Management System. Overall the Group’s DEI focus was on identifying opportunities to be of service and to step in when gaps were identified.

In 2022 Vantiva also partnered with Seramount, a leader in the definition of Diversity Best Practices. They provide research and guidance to navigate and improve DEI in organizations.

As with all parts of the organization, the announcement in February, 2022 of the intent to spin-off Technicolor Creative Studios brought

about changes to the DEI framework. Parallel paths of continuing existing initiatives and allowing business-specific DEI to grow were initiated, resulting in a more de-centralized model. 2023 will be a reset and re-build of Group-level initiatives on both sides of the spin-off.

2022 DEI Highlights:

- Global Women’s Mentor Program;
- “Let’s Talk LGBTQ+” guest speaker: Abhina Aher (Connected Home India);
- DEI & “Power of She” eLearning Curricula;
- gender neutral bathroom progress;
- pronoun selection available on HRO;
- DEI Certifications for two committee members in Vantiva;
- implementation of “blind” CV practice;
- Global Anti-Discrimination/Harassment Campaign in six languages (English, French, Polish, Spanish, Portuguese and Chinese);
- partnership with Seramount-Diversity Best Practices;
- Black History Month: guest speaker Dr. Emma Dabiri;
- community outreach with Venice Arts;
- VBEN Virtual Movie Club: Summer of Soul;
- IWD: #BreakTheBias celebrations;
- Pride-India LGBTQ Toolkit;
- #21DaysofDEIJ Challenge via Yammer;
- Overcoming Adversity: guest speaker Dr. Malavika Iyer (Connected Home India).

Gender parity

A first program was launched in 2014 under the sponsorship of the Executive Committee (EXCOM), in order to improve gender parity, and increase the ratio of women in business roles, management levels and leadership pipeline. Recognizing that, as a business, Vantiva has a stake in, and a responsibility for, gender equality and women’s empowerment, and so the current mission is to advocate, to promote, and to implement gender parity and women’s empowerment in the business, the brands, the workplaces and also the surrounding business communities. Vantiva will base its gender parity goals and initiatives on the United Nations (UN) Women’s Empowerment Principles (WEPs) from UN Women. These goals include equal pay for work of equal value, gender-responsive supply chain practices, and zero tolerance against sexual harassment in the workplace. Specific actions concerning a full range of processes and progress continued during 2022:

- two women are members of the EXCOM, representing 22% of the total number of members on February 15, 2023. With 11 members,

women represent 31% of the Management Committee. Within the combined Executive Committee and Management Committee, there are 13 women representing 30% of the membership;

- a recruitment policy was adopted to encourage gender parity in Senior Management positions: Vantiva requires recruitment and personnel search professionals worldwide to ensure that the *curriculum vitae* of at least one qualified woman is included in every list of finalists submitted for open Senior Management positions within the Company;
- leadership talent criteria are adapted to secure equity between men and women in leadership positions, and gender parity is integrated in each division's Talent reviews, which outcomes are presented to the EXCOM, including dedicated action plans as needed.

Beyond specific national or local regulations requiring the public reporting of gender pay gap indexes in highly variable and non-comparable ways, a global gender pay equity index was implemented internally to measure and monitor the global consolidated percentage pay gap between women and men for similar local job occupations and to identify gaps and shifts between remunerations.

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 increase the representation of women in the higher quartile, through promotion and hiring.

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

- in France, since 2019, an action plan was developed relating to gender equity. In line with the collective agreement signed in 2016, it authorizes a dedicated budget to align compensation between men and women, training to support women and to promote their careers;
- in Poland, women candidates make up at least 50% of the short list for any open permanent position, and the industrial operation actively manages lifestyle expectation concerning shift duration, physical capability, and social events. Women are represented in the same proportion as employment for the site's Stakeholder Representatives Committee, which reviews operational changes and provides input to management. As a new initiative for 2020, a flexible home office (teleworking) system was planned for the Warsaw offices in response to women staff's request to improve work – life balance;
- in Brazil, pink October events include lectures, exams and medical consultations related to the prevention and early diagnosis of breast cancer, while blue November activities focus on prostate cancer in men.

Black employee network

Vantiva's Black Employee Network (VBEN) is a working group within the DEI Taskforce open to everyone allied with the cause of improving Black people's lives. The working group purpose is to raise awareness and to support the resolution of issues that affect people who are the descendants of indigenous Africans within our workplace because Black Lives Matter. VBEN will provide guidance and contributions to achieve Vantiva's goal of fostering a workplace that is diverse, inclusive, equitable, and welcoming to all. VBEN supports colleagues and community by providing a voice, by providing resources to enrich, by providing a safe space, and by celebrating Black people.

The first programs launched in 2021 included education of colleagues

about the heritage, struggles and needs of Black people by training, thought leadership, and celebrations of culture and heritage, development of a mentorship and sponsorship program to provide professional development for Black people, partnering with existing organizations to offer scholarship opportunities, and active recruitment of Black people.

During the 2022 year, the VBEN chairs received a DEI Certification from Cornell University.

In 2022, VBEN created a my.technicolor.com spotlight page for Martin Luther King day, and sponsored guest speaker Dr. Emma Dabiri during USA Black History month. The virtual movie club continues with Summer of Soul.

LGBTQ+

Worldwide staff profiles are now facilitated in a way that allows each member of staff to designate their preferred pronouns. In June 2022, guest speaker Abbina Aber, a trans-activist in India was part of the "Let`s talk LGBTQ+" aimed at giving Indian employees a safe space to learn and to talk about the issues that the community faces and what resources are available in India.

Employment and integration of disabled people

Depending on national legislation, legal requirements to integrate disabled persons or to hire a specified number or percentage of disabled employees, and thus the definition of a disabled employee, may strongly vary, or may not even exist. Also, labelling, categorizing, or making a record of an employee as disabled may be legally prevented in certain countries or subject to the individual authorization by each concerned employee who may refuse. Therefore, statistics cannot reflect the reality with accuracy. In an effort to create the safe space to speak about ability, a "Share Our Stories" podcast where employees discussed their mental health and well-being was recorded.

However, beyond the legal requirements when they exist, Vantiva strives to adapt its working places, including factories, to provide equal employment opportunities with no discrimination against disabled people with regard to hiring, training, allocation of work,



promotion, or reward, and seeks to eliminate employment barriers and to accommodate disabled employees. In that regard, employment of people who have a disability is part of our non-discrimination policy, and Vantiva has been and continues to be willing to integrate different needs including modified duties, adapted hours, and adapted workspaces:

- in France, a new agreement was signed in 2019 with labor representatives in support of Vantiva's *Mission Handicap - France* program. Aligned with our CSR engagements, this new 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. Vantiva Group in France has 26 employees with disabilities in 2022;

- in Australia, Vantiva continues to partner with a disability employment agency to hire employees with disabilities;
- in Poland, Vantiva extended efforts into families of workers who care for children with disability, providing increased benefits to the family via the worker in these cases.

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

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

The worldwide reorganization of the Global Business Services function (finance shared services) during 2021 between Mexico, Poland and India required remote hiring due to the pandemic, a retention program,

the transfer of employees, a transfer of knowledge program and also intercultural and cross-communication training to facilitate joint working.

The main 2022 transformation event is the spin-off of the Technicolor Creative Studios from Vantiva, together with the implementation of a transition service agreement of transversal and support functions serving both Vantiva and Technicolor Creative Studios. These services are mainly provided by Vantiva employees.

Labor relations

GRI [2-30 Collective bargaining agreements]

Local labor relations with Vantiva employees are the responsibility of site managers in each country, by legal entity, with the support of local Human Resources 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. This council, which meets several times each year, comprises union representatives or Members of local Works Councils in European

countries. European Work council management is the responsibility of the Group People & Talent Officer.

Recognizing business division specifics, market conditions and country regulations, there is no unified approach at the Group Level but a central guidance and monitoring to ensure peaceful social climate. An annual review is done at the Group Level to ensure all newly signed agreements are captured and registered.

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 in respect of personnel, finance, production, sales, and research and development, and their impact upon employment and working conditions. It is also informed of major structural, industrial and commercial changes as well

as organizational transformations within the Group. It met eleven times in 2022.

In accordance with applicable law in the European Union, Vantiva’s managers of each European country meet annually with labor organizations to discuss remuneration and working conditions.

In accordance with domestic laws, data regarding the level of unionization is not available in most European countries (the laws in these countries do not allow this type of statistics to be published). In 2022, Vantiva entered into 17 collective bargaining agreements: 2 in Australia, 1 in Belgium, 6 in Brazil, 6 in France, 2 in Mexico.

In several countries, collective bargaining agreements are negotiated on a multiannual basis (three years or more), and therefore agreements may not have to be renewed in 2022 in certain countries, due to this calendar.

In France, a collective agreement was signed with the Unions in 2019 for a 3 years period of time (2019-2021) and extended until July 2023 on Rennes site about GPEC (*Gestion Prévisionnelle des Emplois et des Compétences*, that is to say provisional jobs and skills management). This agreement includes the publication of a cartography (to be revised on an annual basis) of existing jobs along with their anticipated quantitative and qualitative evolution within the next 3 years, and

proposes bridges from one job to another. The objective of giving these perspectives is to increase visibility for all Rennes employees on the Company's vision of the jobs evolution, and thus allow employees to become more in control of their career. In order to support these evolutions, the agreement also includes measures about training, secured external mobility, and the possibility of getting into an early retirement program for eligible employees as defined by the agreement.

In addition, 3 Health and Safety agreements were signed in Belgium and Mexico.

In 2022, 58.3% 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, training, career management, including for young or senior workers, and disability workers.

Country	Headcount	Number of collective agreements signed in 2022
Mexico	over 1,500	2
USA	between 1,000 and 1,500	0
India	between 500 and 1,000	0
Poland	between 500 and 1,000	0
France	under 500	6
China	under 500	0
UK	under 500	0
Brazil	under 500	6
Australia	under 500	2
Korea	under 500	0
Belgium	under 500	1

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

An effective occupational Health and Safety (H&S) program, as defined by Vantiva, 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 believes that the necessary elements of an effective program include, at a minimum, provisions for systematic identification, evaluation, and 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, authorized by top management. After that comes 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, or emergency preparedness.

The HSE Charter has been translated in 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, thus it is 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 such a manner that will not only ensure compliance with appropriate laws, regulations and policies, but also so that they may prevent accidents which 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 2022, 15,763 hours of HSE documented training reported through the HSE reporting system (*Enablon*) on a wide variety of environmental and safety compliance and protection, injury prevention, emergency preparation and response, and occupational health topics were provided to employees and contractors throughout Vantiva.

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-Amato, Chief Executive Officer
October 2022

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Emergency preparedness and response

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

Goals and objectives 2019-2022

Related to safety at work, Vantiva established the following HSE goals and objectives for the Group, to be met by its worldwide operations by the end of 2022:

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

Safety performance

What follows are results of key safety metrics that were tracked in 2022.

In 2022, Vantiva experienced a 27.4% decrease in the work-related injury and illness incident rate from 0.95 in 2021 to 0.69. The work-related lost workday incident rate, was stable at 0.42 from 0.43 in 2021.

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 French regulatory definition which equals average number of days lost per 1,000 hours worked (0.062), to average lost days per incident (18), to average lost days per equivalent full-time worker (0.124).

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⁾
2020	86	0.98	42	0.48
2021	75	0.95	34	0.43
2022	50	0.69	30	0.42

2022 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	4	0.31	1	0.08
Supply Chain Solutions	46	0.79	29	0.50
Corporate & Other	0	0	0	0

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

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

Local initiatives

There were many notable H&S achievements during 2022, and several of them are summarized below.

ISO 45001 certification remained in force for the Supply Chain Solutions operations in Sydney and Melbourne (Australia) and will be recertified during 2023.

The industrial site of Memphis (USA), improved employee parking lot safety, protecting the lot with fences and cameras. Safety inspections were organized weekly in facilities.

In Melbourne (Australia), mental health first-aiders were trained.

In Rugby (UK), trolley picking was introduced, featuring built-in picking steps and eliminating over-stretching.

In Piaseczno (Poland), a new device was purchased to facilitate the pulling out, transportation, and loading of heavy baskets with nickel balls in the mastering and plating department.

In Manaus (Brazil), the Connected Home assembly facility, new forklifts were purchased with improved safety systems.

Safety was also a Rennes (France) concern with new evacuation sirens located in remote basement work areas, such as data center or anechoic chamber.

Promotion of sport and healthy lifestyle activities for employees

The promotion of sport or healthy lifestyle activities for employees may take different aspects, and most of them are managed at the site level.

Below are a few examples :

Sport activities

- encourage and support teams to participate to running competitions in “La Parisienne in Paris” (France), “Marathon vert” and “Tout Rennes court” in Rennes (France), Marathon in Chennai (India);
- grant to subscribe to fitness center (France and Poland);
- promotion of bike to work (Paris, France; Edegem, Belgium);
- ergonomics training (Manaus, Brazil);
- football tournaments (Manaus, Brazil);
- table tennis and badminton tournaments (Chennai, India);
- fitness space with connected bicycle and telemedicine cabin inside the office (Rennes, France).

Health risk prevention

- organization of on-site prevention day of cardiovascular diseases with the onsite nurse;
- benefits incentive program in the USA : employees who choose to participate in the wellness and lifestyle reward program may be eligible to receive a \$400 annual medical premium discount for completing a series of health & financial activities. Employees are not required to participate in the wellness and lifestyle rewards program;
- sport medicine awareness webinar for cycling and football (Chennai, India).

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 absence such as jury duty, or as may be 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 2022 was 4.10%.

	2022	2021	2020
Absenteeism rate (%)	4.10%	3.2%	3.3%

2021 and 2020 figures for comparable Vantiva legal entities scope.

The absenteeism rate calculation does not include non-medical direct absences due to the Covid-19 pandemic: 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) were not considered. It is also more difficult to track as a significant number of employees worked for a long period from home.

However, as a very significant proportion of employees in the Connected Home Division worked from home due to the pandemic in a broad context of lockdown and health precautions, reported absences were more limited for these businesses. In addition, the separation between Vantiva and Technicolor Creative Studios modifies drastically the profile of jobs occupations, with a majority located in industrial facilities, more exposed to absenteeism.

Absenteeism methodology

Population coverage: 99% of the employees are covered for the calculation. All employees with an active and not terminated working contract with Vantiva are included in the scope (interns, apprentices, contracted workers, employees under a notice period are excluded).

Absence reported: paid and unpaid medical leave up to 12 continuous week 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, are not included.

Absenteeism rate divides volume of recorded absence (days) by the product of 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 in order to sustain local employment. Vantiva's locations are usually in very large cities and surrounding metropolitan areas and, as a result, Vantiva holds a minority employer position in most employment areas where it is located and has limited direct local economic influence. 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 the hiring of employees from 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 to cooperative initiatives aiming at developing education and employment at the regional level (Brazil, Mexico, France, India).

The Connected Home Manaus site continued a project with a new school in the neighborhood of the site, implementing selective collection, training teachers and students in environmental education to be environmentalists in their homes and community. Vantiva sites donated €37 thousand in cash in 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 of technologies and services and for development of products. 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 below descriptive examples.

In 2022, 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. In 2022, Connected Home launched a new Customer Experience Survey, to ascertain the long-term customer sentiment and brand loyalty. Over 50 accounts were contacted, encompassing over 250 individual contacts. Findings of these surveys and meetings are used to correct processes and improve relationships

and quality of products and services. See Chapter 2.10 of this report.

Vantiva maintain strong relationships with its shareholders and investment community. Vantiva participated to about 65 events (roadshows, conference calls/meetings, conferences, and investor day), and met about 90 institutions (institutional investors and analysts). Overall, Vantiva handled about 165 meetings or calls with investors and analysts over the course of the year.

Long-term cooperation with education bodies is key for fast growing and/or changing business domains to enable Vantiva to access to young highly educated talent pool whose skills fit with our requirements. See chapter 2.8.

Vantiva maintains close relations with local communities in order to limit the impacts of the Company's industrial activities on the local environment (e.g., noise pollution, light pollution, air pollution and road traffic). The Group strives to take the necessary steps in these contexts in order to achieve a satisfactory outcome for all concerned.

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 in order to secure a favorable business, social and technological environment. Such relations are managed either directly or indirectly through industry associations, and follow strictly Vantiva's business ethics rules, especially competition and anti-bribery rules as well as 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



“The mission of Connected Home’s Customer Experience and Quality (CEQ) team is to deliver defect-free product on-time through continuous improvement methodologies, exceeding Customer expectations and thereby leading the worldwide CPE industry. We achieve this by applying strict quality guidelines and processes during the product development phase, with our component suppliers and factory partners during manufacturing, and directly with our customers as the product is deployed. 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 7.0**) 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 New Customer Experience Survey for 2022

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 2022, as part of the Vantiva Connected Home continuous improvement philosophy, Vantiva Connected Home committed additional resources for gathering customer feedback on the overall satisfaction, relationship, and partnership rather than on specific projects or products.

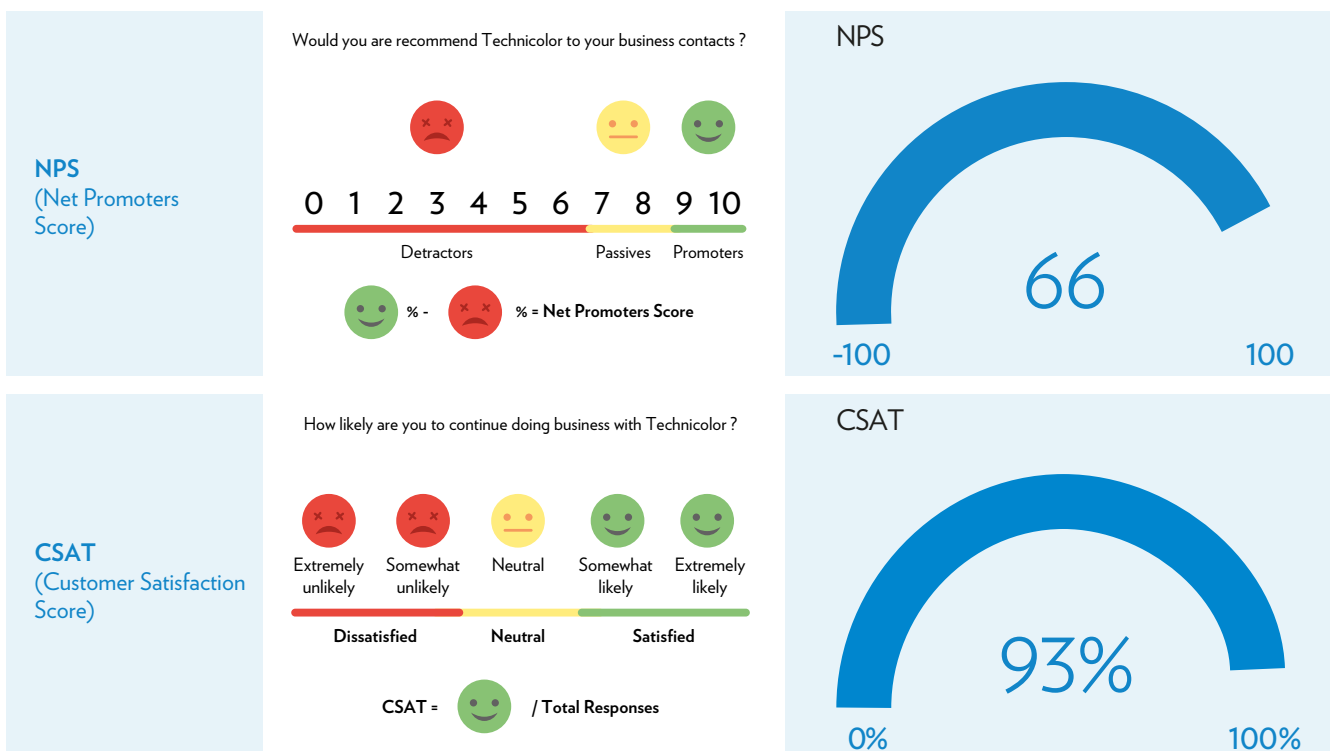
This approach has allowed Vantiva Connected Home to achieve better and more focused engagement with our customers, which will further enhance our understanding of their perception of Vantiva Connected Home with

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 2022



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 2022, Vantiva sold a total of 495 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 fulfillment 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	2020	2021	2022
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.

Throughout 2016-2022, 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.

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.

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 closely follows the international principles laid out in the International Labor Organization’s (ILO) Declaration on Fundamental Principles and Rights at Work in its approach to Ethics and Social Responsibility, a standard reinforced in the Group’s Ethics policy and in its membership with the United Nations (UN) Global Compact (see details on Global Compact in Chapter 1.6 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 in respect of employment and occupation. These principles carry through into the supply chain, and supplier compliance with the Group’s policies and principles relating to ethics and human rights is monitored through a Supplier Responsibility program or as part of the compliance activities aligned with Vantiva’s membership in the *Responsible Business Alliance*.

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

10 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. Our CoP is published in chapter 13 of this report, and Vantiva will publish its 2023 CoP using the UN Global Compact CoP newest digital platform when it becomes available later in 2023.

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

Since 2016, Vantiva Connected Home has been a full member of the nonprofit Responsible Business Alliance (RBA), after having adopted 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 methods of formal communication, 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 strives for continual improvement in their environmental management systems, processes and products.

Vantiva requires its suppliers, partners and sub-contractors 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 being sold.

Beyond raw material and component purchasing, the main areas where Vantiva subcontracts production and services are the manufacturing of set-top boxes and gateways of the Connected Home business, and part of the logistics of Supply Chain Solutions in Europe. In addition, to manage seasonal peak workloads within Supply Chain Solutions, Vantiva uses contracted labor services to provide additional workforce on packaging and distribution sites.

To ensure that suppliers respect established principles, and as part of

Vantiva's Supplier Responsibility program, since 2003, Vantiva sourcing management:

- 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 Suppliers Responsibility program requirements.

The Vantiva Supplier Responsibility program:

- 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 ethics commitments.

Suppliers are expected to adhere to these basic principles:

- tolerate no discrimination and encourage diversity;
- promote best working conditions;
- use no child labor or 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 operates;
- prevent and avoid all forms of bribery, corruption, or other unfair and unlawful action;
- respect consumer and personal privacy;
- avoid potential conflicts of interests.

64 Supplier Responsibility audits were performed in 2022 by Vantiva or its authorized auditing partners, either on-site or remotely. 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. During the audit process, instances of child labor are classified as "critical," resulting in an immediate stoppage of business. Audits revealing employee discrimination, forced labor, safety violations, permanent disabilities or fatal injuries are classified as "major," and require immediate corrective action.

Two critical violations were detected during 2022 (both of them related to absence of written occupational risk assessments). 46% of detected violations relate to health and safety, and 39% to labor, primarily working hours. Health and safety violations represent 64% of major violations, while the remaining categories of major violations detected were labor, management system and then 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 to monitor the supply chain for suppliers above a yearly spending threshold of more than €1 million (reduced to € 750 thousand in 2022). In 2022, these covered

suppliers represented 95.8% of the total spending of the Group, and about 68.1% of suppliers above the spending threshold were assessed by EcoVadis.

The primary sub-contracting scope within the Group is within the Connected Home business, where sub-contracting represents the majority of units sold, and thus almost all audits originating as part of the Supplier Responsibility program are targeting suppliers and sub-contractors for the Connected Home business as sub-contracting is 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 gives preference to suppliers who have achieved ISO 9001 certification and who are certified to meet such HSE standards such as ISO 14001 and ISO 45001.

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. 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 RBA will have Validated Audit Process reports on record within the RBA communication platform. As a Full Member of RBA, Vantiva is committed to make the RBA Code of Conduct part of the Company's supplier code of conduct, and distributes it to its supply chain. The Group is also committed to ensure 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 guideline to take action as required, to ensure that suppliers are engaged in responsible sourcing of materials and labor, and in preventing forced labor.

In 2016, Vantiva's commitment was confirmed by a Vantiva public statement on Conflict Minerals, updated in 2020, available on www.vantiva.com/corporate-social-responsibility, along with other Vantiva statements on compliance with UK and California anti-human trafficking laws. Please refer also to chapter 7.1 for more information on product compliance and ban 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, and also hampers our ability to perform and to retain talented employees.

Beyond existing legislation, Vantiva strives to track pay discrimination cases between women and men and to reduce such gaps. An improved gender pay gap analysis process based on current and revamped business' job architectures was developed to identify and help to prevent pay gap creation at every step of women's career.

The non-discrimination and equal employment opportunity policies, based upon the Ethics Charter and locally augmented according to specific legal requirements if needed, including the anti-harassment policy, are implemented at all Vantiva sites.

In addition to the role of management, detection of discrimination cases also relies on the whistleblower policy allowing any employee to confidentially disclose their situation or the situation of a co-worker, without fear of publicity or adverse reaction. Such cases are reported to the Ethics Compliance Committee and investigated. Some countries implement in addition an official trust person or advocate for employees if there is a discrimination issue. Overall, 5 cases of harassment and discrimination were reported in 2022.

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 throughout the Group. To ensure a better understanding, this 30 to 45 minute training course was delivered in 6 languages: English, French, Spanish, Polish, Portuguese and Chinese. 1,913 employees completed this online training in 2022, representing 2,174 hours.

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 several countries, managers and supervisors are providing legal awareness training sessions about anti-harassment and non-discrimination:

- in Australia, the harassment and discrimination policy was signed by all new employees during induction, and a global harassment training was completed. Managers are trained on their responsibilities to report any violation of the workplace discrimination policy and to take action immediately. Employees are trained to report any issues of breaches of the workplace discrimination policy;
- in India, Vantiva continued to make provision for mutually agreeable extensions of employment for senior workers, past the national retirement age of 58. The Bangalore operation also provides a written document concerning local community conditions and advice for new workers moving in from other areas.

4. Climate change

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



“Year after year, our planet suffers the effects of global warming, with average temperatures reaching historic highs, several countries hit by extreme heatwaves causing wildfires, and exceptional precipitation leading to flooding. Through our commitment to the Science Based Target initiative we want to contribute by setting ambitious targets to decrease the carbon impact of our activities in the coming years, and to reach Net Zero targets before 2050”.

Koen de Wulf, *Connected Home, Director Sustainability*

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 2022.

Climate change is integrated into Vantiva’s business strategy along two primary axes: 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 has Vantiva joining or leading various industry groups, regulatory committees, or trade collaborations as a way to find or to create improvements and manage them into 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

Vantiva committed to 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 committed to provide a clearly-defined pathway to reach Net Zero before 2050.

This work was well-aligned with the material CSR risks of Vantiva and given that the business community plays a crucial role in minimizing the impacts of climate change and that climate science is now well-established, the Group decided to move forward in alignment with other leading businesses by aligning with the SBT and Net-Zero initiatives in order to be fully transparent and committed to doing its part. This means that beyond controlling and minimizing the climate change impacts of its own operations through increased use of decarbonized energy, Vantiva will focus on the climate change impacts of its products as used by consumers as well as the full supply chain, including data centers, distribution, and purchased goods.

Charter, policies and guidelines

Standards and direction begin with Vantiva’s Code of Ethics and then flow to the Group’s HSE Charter, authorized by top management. After that comes 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. The CSR organization reports to the Director of Human Resources (People & Talent) and Corporate Social Responsibility, who is a member of Vantiva’s Executive Committee. Overseeing CSR is a corporate manager, who directs the efforts of HSE personnel throughout the business. Business Unit 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 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 within 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 and applicable governmental laws and regulations, and for implementing site-specific programs and procedures which will 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 21 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. By 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 impacts to the environment.

Given the diversity of the Group’s operations, the environmental aspects and potential impacts vary by location, thus 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 21 sites included in this report may be reviewed in the subsection: “Data collection method and rationale” (see Chapter 9.2) herein.

The Corporate CSR 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. Vantiva's goal is to continually evaluate information needs and collection processes to ensure that it remains consistent, with a focus on present activities and issues as well as anticipated future requirements.

Training

Please refer to Chapter 5 for Environmental training.

Goals and objectives 2019-2022

Vantiva established the following climate change goals and objectives for the Group, to be met by its worldwide operations by the end of 2022:

- commit to 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 2022, worldwide energy use was approximately 531.7 terajoules, a decrease of about 20% compared with 2021. Of the total energy consumed, 86.9% was in the form of electricity (of which 30.4% was from decarbonated

sources and 20.4% was from renewable sources), 13.0% was in the form of fossil fuels, and 0.1% was in the form of purchased steam or chilled water. When compared to total revenue, average energy intensity was 0.192 TJ/M€ across the business in 2022.

Energy consumption

	Total (terajoules)	Electricity (terajoules)	Fuel sources (terajoules)	Total per revenue (terajoules per M€)
2020	798.2 ⁽¹⁾	691.9	92.9	-
2021	665.6 ⁽²⁾	574.3	83.4	-
2022	531.7⁽³⁾	462.1	68.9	0.192

⁽¹⁾ Total energy includes about 13.4 TJ steam or chilled water purchase.

⁽²⁾ Total energy includes about 7.9 TJ steam or chilled water purchase.

⁽³⁾ Total energy includes about 0.7 TJ steam or chilled water purchase.

2022 energy consumption

	Total Energy (terajoules)	% Total Group (%)	Electricity (terajoules)	% Total Segment (%)	Fuels (terajoules)	% Total Segment (%)
Connected Home	28.8 ⁽¹⁾	5.4%	25.3	87.8%	2.8	9.8%
Supply Chain Solutions	502.6	94.6%	436.6	86.9%	66.1	13.1%
Corporate & Other	0.268	-	0.263	98%	0.005	2%

⁽¹⁾ Total energy includes about 0.7 TJ chilled water purchase.

Greenhouse Gas emissions

Having evaluated its operations, and using the Greenhouse Gas Protocol (GHG) as the standard reference for estimates and calculations of carbon emissions for all scopes, Vantiva determined the most significant but limited air emission contaminant resulting from the Group's operations (Scope 1) to be equivalent carbon dioxide (CO₂eq) associated with on-site combustion

of fuels for heating and cooling, back-up power generation, fire-suppression equipment, or other typical engine-driven equipment.

In 2022, a total of 3,902 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)
2020	5,231
2021	4,707
2022	3,902

⁽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 55,650 metric tons CO₂eq and were estimated using the International Energy Agency location-based emissions factors (2020). As Vantiva continues to work on reducing emissions,

and on contracting for less-carbonated electricity when renewing energy contracts, Vantiva is beginning to disclose Scope 2 emissions on an additional market-based approach, resulting in 44,119 metric tons CO₂eq during 2022.

Scope 2 emissions	CO ₂ eq (metric tons)	
	Location-based	Market-based
2020		
2020	90,622	-
2021	69,983	55,752
2022	55,650	44,119

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 potential absence of exact knowledge for specific type of transportation equipment and fuel. Necessary assumptions are based on industry standards or surveys for collective vehicle performance or consumer behavior:

- electricity consumption during the use of Connected Home devices (set top box and gateways) in their targeted markets during their estimated product lifetime of 5 years (STB) or 4 years (gateway). The total impact of all Connected Home devices produced during 2022 is estimated to be an equivalent 2.75 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 the customer habits for using their television at home. For any individual piece of equipment, the true equivalent emission will depend on the country and region of operation as emission factors vary significantly depending on electricity generation methods and sources in each country. The 2020 emissions factors used were selected from the International Energy Agency - IEA (2022), Emission Factors;
- the estimated impact of all inbound and outbound traffic controlled by Vantiva during 2022 for Supply Chain Solutions was 53,569 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 (www.epa.gov/smartway),
 - the estimated impact of all inbound and outbound traffic controlled by Vantiva during 2022 for Connected Home devices was 36,486 tons CO₂eq. Emissions were estimated by third-party specialist Company TK'Blue, focusing on climate change impact of shipping and logistics activities. Connected Home gives preference to ocean and rail shipping where practical, in order to optimize reduced emissions, and also prefers vessels operating with low emissions fuels or bio-fuels;
 - pre-Covid employee commuting was estimated at about 15,009 tons CO₂eq and a new employee survey was developed that will bring focus and improved accuracy to the employee commuting impact going forward;
 - business travel continued to be impacted and reduced in 2022 due to Covid-19 risks and travel restrictions, with an impact of 2,687 tons CO₂eq;
 - data centers supporting all businesses and functions within Vantiva generated an estimated impact during 2022 of 1,095 tons CO₂eq. This estimate concerns all data centers and includes in part a double counting of some emissions already reported as Scope 2 emissions within Vantiva operations. Emissions factors used were selected from International Energy Agency emissions factors (2020).
- In 2022, Vantiva participated for the fifteenth 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: www.cdp.net/.
- In addition to the above highlights, the full Scope 3 profile of Vantiva in 2022 is shown as below:

Scope 3 emissions		Tons CO ₂ e
Categorization		
Upstream	1. Purchased goods and services (Opex)	736,053
	2. Purchased goods and services (Capex)	
	3. Energy	15,639
	4. Shipping and Logistics	90,055
	5. Waste generated in operations	6,977
	6. Business Travel	2,687
	7. Worker commuting	15,009
	8. Upstream leased assets	0
Upstream sub-total		866,420

Scope 3 emissions		
Categorization	Tons CO ₂ e	
Downstream	9. Shipping and logistics	0
	10. Processing of sold products	0
	11. Use of sold products	2,753,956
	12. End of life waste impacts	2,488
	13. Downstream leased assets	0
	14. Franchises	0
	15. Investments	31,279
Downstream sub-total		2,787,723
Total Upstream + Downstream		3,654,143

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]

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, putting itself in a leading role for 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.

Also, Vantiva has actively contributed to creation or revision of eco-design regulations impacting the design and development of Vantiva gateways and set-top boxes by providing inputs to the EU commission, via Vantiva's membership with the Digital Europe organization of leading Digital European companies.

As concerns electricity consumption during the use of Connected Home devices (set-top boxes and gateways) in their targeted markets during their estimated product lifetime of 5 years (STB) or 4 years (gateway), the one-year impact of all Connected Home devices produced during 2022 is estimated to be an equivalent 656 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 using their television at home. For any individual piece

of equipment, the true equivalent emission will depend on the country and region of operation, as emission 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 2022 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 transform 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 sites.

Renewable energy

Group	As a percentage of electricity (%)	As a percentage of total energy (%)
2020	11.0%	9.5%
2021	17.3%	14.9%
2022	20.4%	17.7%

Business Segment	As a percentage of electricity (%)	As a percentage of total energy (%)
Connected Home	54.0%	47.4%
Supply Chain Solutions	18.5%	16.1%
Corporate & Other	-	-

Decarbonated energy

Group	As a percentage of electricity (%)	As a percentage of total energy (%)
2020	-	-
2021	27.5%	23.7%
2022	30.4%	26.4%

Business Segment	As a percentage of electricity (%)	As a percentage of total energy (%)
Connected Home	73.2%	64.2%
Supply Chain Solutions	27.9%	24.2%
Corporate & Other	-	-

Climate change highlights

Sites, both industrial and non-industrial, try equally to reduce their energy consumption. Efforts to reduce energy consumption locally continued in 2022. Typical efforts involve lighting fixtures changeover to LED appliances, HVAC improvements (heating, ventilation and air-conditioning), and shutting down as many lighting or other systems during weekends or holidays as possible, raising setpoint temperatures in data centers or other technical rooms, selecting equipment according to energy efficiency criteria, and using window solar control screen films to improve heat blocking in exposed offices. Many initiatives took place at the site level in 2022 to reduce carbon emissions in addition to energy saving initiatives implemented in both industrial and non-industrial sites:

- Industrial sites continued to look for ways to reduce their energy footprint and to optimize processes. The Supply Chain Solutions Sydney (Australia) site continued to consolidate orders to minimize the number of deliveries and to avoid unnecessary trips. To reduce electricity consumption, the

Supply Chain Solutions Rugby (UK) site modified external lighting, changing timers to a PIR sensor system to adjust lighting more precisely to hours of darkness. The Supply Chain Solutions Piaseczno (Poland) site managed to reduce electricity consumption by 91.44 MWh in its printing department. The Connected Home assembly Manaus (Brazil) site contracted green electricity from hydro and biomass sources;

- In non-industrial sites, Vantiva sites also contributed to reduce carbon emissions, albeit on a different scale. In the Connected Home (non-industrial) site of Edegem (Belgium), the bike allowance was increased, to continue to promote bike to work. The site also changed part of the Company cars fleet, with 3 plug-in hybrid electric vehicle and 7 electric vehicles and will continue progressively to renew the site fleet. Following an energy audit, the Rennes (France) site started implementing many energy-saving smart solutions, including reducing set temperatures through the smart building management system, installing sensors to further reduce lighting in passageways and campus among other technical initiatives.

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.

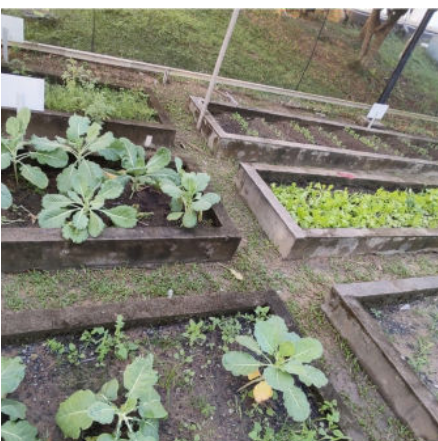
In 2023, Vantiva planted 4,750 açai seedlings, a plant known for its ability to absorb greenhouse gases, in the Tietê river reserve, near São Paulo (where Vantiva's Sales office is located), as a form of 100% compensation for carbon emissions in 2022. The planting of these seedlings renders Vantiva a 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 2022.

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

A process was implemented in 1997 to allow for the consistent internal benchmarking of key HSE (Health, Safety and Environment) management programs and requirements within each of the Group's industrial locations, and tracking of site progress toward environmental, safety and resource conservation improvement goals. This process was revised during 2012 to better support the wider network and diversity within the Group's mix of industrial and non-industrial locations, and it assesses benchmark criteria, helping the Group create consistent global focus and action plans on key programs, requirements and initiatives.

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 2022, three SBIs associated with HSE aspects were reported, and no penalties or fines were incurred as a result of SBI events.

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. The aim of the audit program is 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 2022, as post-covid travel was authorized, five industrial sites were audited, and eight non-industrial sites were remotely 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 also so that they may prevent accidents which 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 2022, 15,763 hours of HSE-related training were reported through

the HSE reporting system (*Enablon*) on a wide variety of environmental and safety compliance and protection, injury prevention, emergency preparation and response, and occupational health topics were provided to employees and contractors throughout Vantiva.

Goals and objectives 2019-2022

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 2022:

- 75% minimum waste recycling rate (not achieved in recent years due to drop in market value of recyclables, but the objective is maintained going forward and recovery began in 2022);
- reporting to satisfy GRI Sustainability Reporting Standards (GRI Standards).

5 

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 long-standing commitment to the principles of sound and environmentally responsible management of waste. Establishing the hierarchy of internal re-use, recycling and reclaiming followed by treatment and then landfill as the last option, Vantiva has developed and implemented programs to reduce waste generation, decrease the amount of hazardous waste, decrease waste sent to landfill, and increase recycling.

Hazardous waste is defined at each site using guidance from local governing agencies, but in general it means waste chemicals, fuels, oils, solvents, batteries, fluorescent light bulbs, or other items that may

have been in contact with the hazardous material, for example, cleaning materials or empty containers. All these hazardous wastes are handled, stored, and disposed in compliance with local regulation and Group Policy.

Vantiva operates industrial sites and non-industrial sites. Non-industrial sites generated about 0.6% of the total waste generated in the Group in 2022, with approximately 7.2 tons of hazardous waste from non-industrial locations (batteries, mercury-containing bulbs, e-waste). Organic composting is tracked as part of recycled waste, with about 3 tons reported during 2022 in both industrial and non-industrial sites.

Total waste generated in 2022 was 10,868.2 tons. The recycling rate was 71.8% increasing 10% compared to 2021. When compared to total revenue, the average waste generation for all Vantiva operations was 3.92 M-Ton/M€ in 2022.

Waste

	Total Waste Generated (metric tons)	% Treated Hazardous (%)	% Recycled (%)	Total per Revenue (metric tons per M€)
2020	21,625	2.4%	62.9%	-
2021	16,306.6	3.8%	61.8%	-
2022	10,868.2	4.0%	71.8%	3.92

2022 Waste generation

GRI [306-2]

	Total Waste Generated (metric tons)	% Total (%)	% Treated Hazardous (%)	% Recycled (%)
Connected Home	192.7	1.8%	3.7%	65.1%
Supply Chain Solutions	10,675.2	98.2%	4.0%	72.0%
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, then reformatted and recorded according to standard categories defined at the corporate level using periodic online site questionnaires deployed via a specialized, web-based, software. Waste data are

consolidated at the Group level and audited each year by third-party auditors during the process of validation of Group extra-financial data, prior to publication and in compliance with French law.

Vantiva sites select only qualified suppliers of waste-related services, generally always licensed and permitted by government agency, and

in addition 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 observation and inspection 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 DVDs and vinyl records and dispatch them to distribution centers are using raw materials and packaging. Main raw materials are: clear polycarbonate, PVC pellets, bonding resins and lacquers, inks, plastic films, cardboard, and pallets. Consequently, waste generated include 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; plastics 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 Box 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;

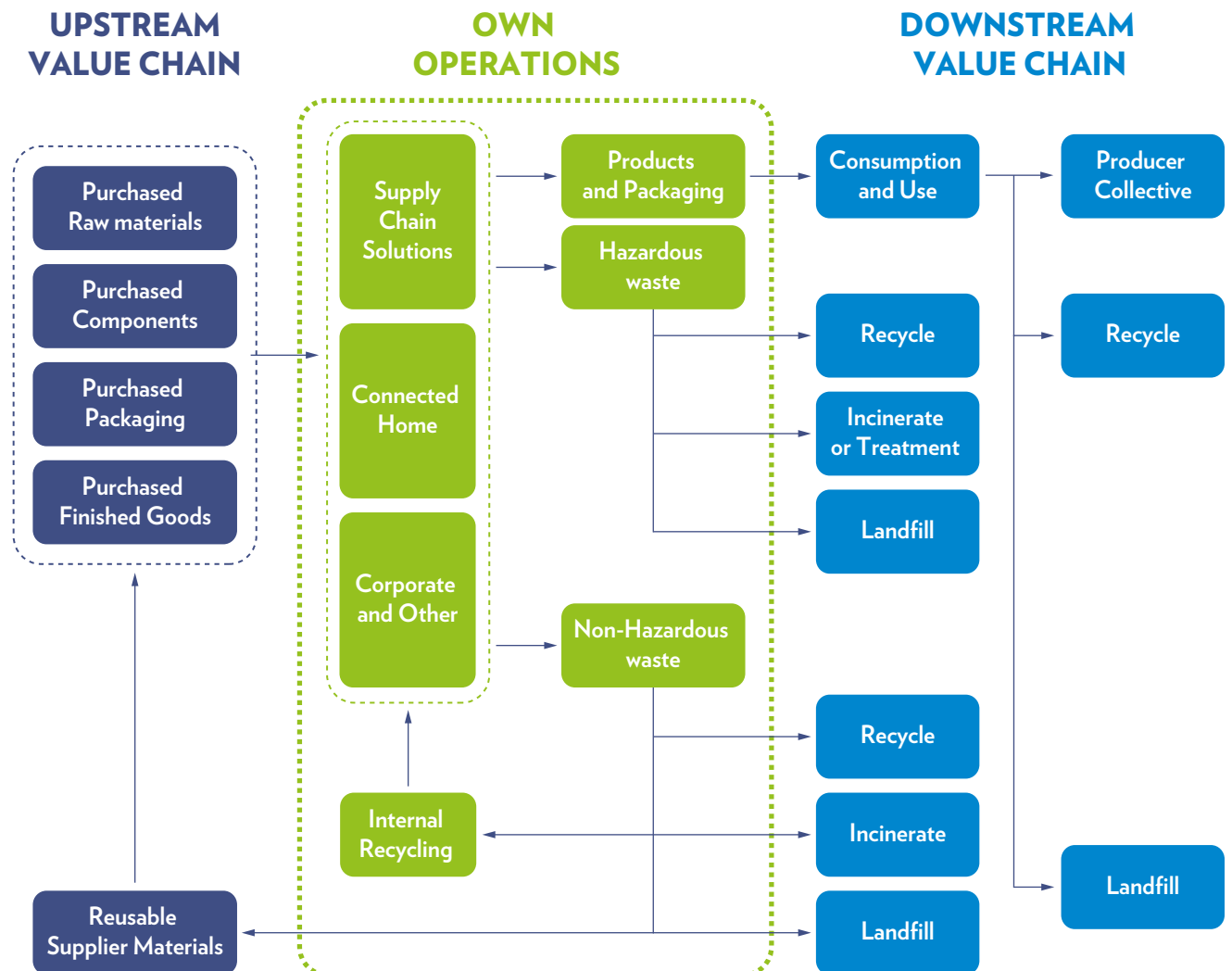
- non-industrial sites generate typical waste associated with office buildings, plus additional e-waste streams in Connected Home sites due to testing and evaluation of electronic product. Many non-industrial locations are tenants in multi-tenant properties where most waste is collected and/or managed 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 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, with the last having the most impact due to e-waste characteristics. Vantiva engages in discussions with customers and suppliers to reduce packaging and to increase recyclability of packaging as well as improved recyclability of parts in electronics. 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 or 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]



2022 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	4,566.5	4,566.5	-
Landfill	2,721.4	-	2,721.4
Incineration	173.3	-	173.3
Ground-up metallized polycarbonate	956.0	956.0	-
Wooden pallets	744.1	744.1	-
Clear polycarbonate	519.2	519.2	-
Plastic media cases	280.8	280.8	-
Chemically treated hazardous	157.7	-	157.7
Plastic film wrap	106.8	106.8	-
E-waste/WEEE	13.8	13.8	-
Return to supplier for reuse	11.0	11.0	-
Fluorescent bulbs	0.45	0.45	-
Batteries	0.52	0.52	-
Compost	3.0	3.0	-
All-other non-hazardous	569.4	569.4	-
All-other hazardous	44.03	44.0	0.03
TOTAL WASTE	10,868.0	7,815.57	3,052.43

5 

2022 Waste diverted from disposal, in metric tons (T)

GRI [306-4]

		Onsite	Offsite	Total
Hazardous Waste	Reuse	-	-	-
	Recycling	-	58.7	58.7
	Other recovery	-	-	-
	Total	-	58.7	58.7
Non-Hazardous Waste	Reuse	-	11.0	11.0
	Recycling	694.9	7,051.2	7,746.1
	Other recovery	-	-	-
	Total	694.9	7,062.2	7,757.1
TOTAL	WASTE DIVERTED	694.9	7,120.9	7,815.8

2022 Waste directed to disposal, in metric tons (T)

GRI [306-5]

		Onsite	Offsite	Total
Hazardous Waste	Incineration (with energy recovery)	-	123.4	123.4
	Incineration (without energy recovery)	-	-	-
	Landfilling	-	94.25	94.25
	Other disposal	-	157.7	157.7
	Total	-	375.35	375.35
Non-Hazardous Waste	Incineration (with energy recovery)	-	2.4	2.4
	Incineration (without energy recovery)	-	47.5	47.5
	Landfilling	-	2,627.2	2,627.2
	Other disposal	-	-	-
	Total	-	2,677.1	2,677.1
TOTAL	WASTE DISPOSED	-	3,052.45	3,052.45

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 2022 were:

Raw materials

(in metric tons)

Polycarbonate molding plastic	7,818
Carboard and paper packaging	6,924
Wood packaging	6,006
Plastic packaging	691
DVD bonding resin	497

Waste highlights

Waste reduction, reuse and recycle efforts continued in 2022.

Non-industrial sites increasingly reduced waste produced by discontinuing the use of disposable paper cups, plastic cutlery, or bottled water, shifting to durable options.

In industrial sites, to continue to save resources, as an example, the Supply Chain Solutions Sydney (Australia) site began testing lighter shrinkwrap, seeking to lighten packaging weight. In Supply Chain Solutions Piaseczno (Poland), the team reduced the amount of chipboard waste by 747 kg in the packaging department.

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), 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)

Managing e-waste has become a global concern as the volumes of used electronics requiring disposal grows among consumers. 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 reuse and refurbishing of end-of-life products in accordance with the circular economy principal. Also, information to end-users explaining about e-waste and how to dispose of devices correctly is made available, including the meaning of the wheelie 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 Austria, 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]



“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

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, as well as the avoidance and recycling of waste and optimization of raw material as explained in Chapter 5.1. During 2021, Vantiva achieved a decrease of 21% in waste when compared to revenue generation.

Product design and product life cycle

As a leading supplier of Set-Top Box (STBs) and home gateways, Vantiva has acquired experience and decided to incorporate eco-design principles and methodology into its product families. Rigorous analysis about product environmental performance allowed Vantiva to measure the impact of innovations and to target key areas of focus. Based on product life cycle assessment, Vantiva advises and supports its customers to reduce the ecological impact of their activities, addressing short-term product aspects of core product design (e.g., energy

consumption reduction during its life cycle, elimination of hazardous substances in electronic cards, components, casings, accessories, and cable materials, use of recycled materials and contributions to a more circular economy) as well as on related elements to reduce single-use plastics and packaging and to decrease carbon emissions due to transportation. Vantiva also looks forward, collaborating with its customers to support them in their ambitions to reduce their carbon footprint and evolve towards carbon-neutral activities. For more information, please refer also to Chapter 4.2 on energy efficiency.

Product reuse

GRI [417-1]

Beginning in 2016, as part of its reuse strategy, the Group began to recover used units from the American market in partnership with a major network provider capable of taking back product from individual consumers. Using its network of post-sales locations, Vantiva inspects, refurbishes, and requalifies the returned products whenever feasible, and then sells them as a clearly labeled refurbished product and at a reduced price. Since the program commenced in 2016, the destruction and disposal of about 3.36 million units and 3,190 tons of waste was avoided. At the same time, the need for an equivalent amount of raw materials and manufacturing effort required to produce new products for these markets was eliminated.

In addition to the reuse strategy in the Americas, Vantiva has further committed to the reuse of its products by joining the MobileMuster program in Australia. This government-accredited program, managed by ATMA, brings together mobile phone network operators, service providers, handset manufacturers, and network equipment suppliers in an effort to reduce related waste in landfills. Officially launched on July 1, 2022, Vantiva is among the first two manufacturers to participate in the MobileMuster Expanded program. While the expanded program is still quite new, and no figures specific to Vantiva are yet available, 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 recycling

While many stakeholders have specific actions to take to fully achieve product recycling, Vantiva Connected Home supports the Circular Economy. Easy device disassembly and avoidance of compound material in device mechanics and packaging helps to reintroduce parts of the devices in the raw material flow (e.g., for device housing or packaging).

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.

These practices 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.

Vantiva Connected Home communicated a new vision in 2020 and reinforced its mission on sustainability in 2021 and 2022.

A New 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.

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 also becomes the first and currently, the only CPE vendor company within the Connected Home Industry to sign on the additional ambition for the **2050 Net-Zero Standard**.

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.
- The Company'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 2021 and 2022. 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.

Product environmental profile

To facilitate transparency on environmental information, an environmental self-declaration or Product Environmental Profile (PEP) quantifying environmental information on the life cycle of any given product may be proposed on request.

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.

The 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.

Eco-design tools

To support the eco-design process, Life Cycle Assessment (LCA) tools are needed to identify and measure the environmental impacts of a product over its entire lifespan (i.e., from cradle to grave).

LCA is standardized in the international standard ISO14040 (Environmental Management, Analysis of Life Cycle). Vantiva's Connected Home activity has used the Environmental Information and Management Explorer (EIME) tool (considered to be the reference LCA evaluation tool) for electronic and electrical equipment.

It measures environmental impact indicators such as global warming (i.e., CO2 footprint), water eutrophication, resource material depletion, etc., that allows Vantiva, upon request, to evaluate, compare, improve, and communicate product design and environmental performance more effectively.



Vantiva Connected Home has developed expertise and experience in the field of LCA full scope.

In 2019, Vantiva Connected Home started a new project and simplified LCA on a set of subsystems and hot spots, using the EIME tool as a database and standardized methodology in a continuity approach, maintaining results on eleven criteria for selected aspects. This environmental assessment tool, which does not require advanced or special environmental knowledge for users to operate, was developed and finalized in 2020, allowing Vantiva Connected Home to perform simplified LCA of Vantiva products. This LCA tool helps to answer the increasing number of customers' questions and awareness about the environmental impacts of Vantiva Connected Home devices, such as, but not limited to, their contribution to climate change.

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%

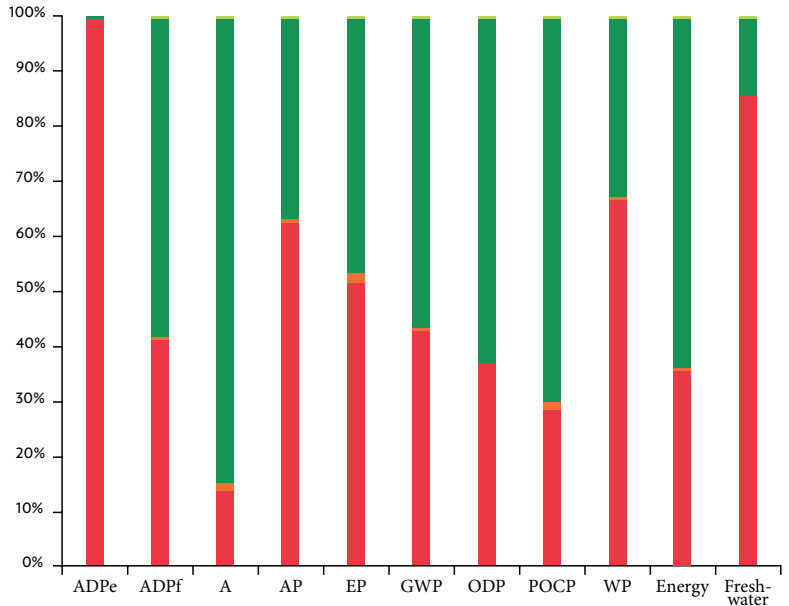
Breakdown of Environmental Impacts over Lifecycle of a Vantiva IP High-End Set-Top Box



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.



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 color. 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, colors, and quality limitations. Alternatives to single-use plastics can have a more beneficial ecological footprint than using plastics that would be properly recycled;
- 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.

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

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 2022, water consumption at the Vantiva reporting locations decreased by about 18.5% versus 2021 to 220.4 thousand cubic meters. When compared to revenues, the average water consumption rate was 79.4 m³/M€ across the business in 2022.

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. 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 2022 was about 2,751 m³.

Water consumption

	Total consumption (thousands of cubic meters)	Total per revenue (cubic meters per M€)
2020	352.2	-
2021	270.5	-
2022	220.4	79.4

2021 Water consumption

	Total consumption (thousands of cubic meters)	% Total (%)
Connected Home	10.4	4.7%
Supply Chain Solutions	209.5	95.1%
Corporate & Other	0.5	0.1%

Process wastewater

Within Vantiva's facilities, 4 sites utilize water within their manufacturing processes. In order to assess the potential environmental impact of the discharge of this treated water, the Group referenced both the European Union (EU) and US Environmental Protection Agency (EPA) criteria for "priority pollutants". Based upon these lists, and

information provided by Vantiva's sites regarding the parameters that require monitoring and reporting, 13 pollutants were identified on either the EU or EPA list.

For 2022, the amount of treated water discharged was 54,821 cubic meters, and the total estimated amount of discharged priority pollutants was 29.7 kilograms.

Discharged priority pollutants

	Total discharged (kilograms)	Total per revenue (grams per M€)
2020	46	15.3
2021	84.3	29.1
2022	29.7	10.7

In addition, due to effluent characteristics, 3 sites are required to monitor biological oxygen demand (BOD) or chemical oxygen demand (COD), in 2022 an estimated total of 481 kg BOD and 74 kg COD were discharged within process effluent.

All above quantities of discharged pollutants are fully compliant

with authorized limits. Summary weights of pollutants are calculated using volume-averaged, full year, average concentrations, based on periodic laboratory sampling. Periodic effluent sampling is performed in accordance with local regulatory requirements, and in general pollutants are not monitored continuously.

Sustainable water highlights

While Vantiva is not a water intensive business, efforts to save water are made wherever possible, at industrial sites but also non-industrial sites, with sites in water stressed areas being particularly sensitive to careful water management. Throughout the year, many sites explored new ways of saving water. 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 2,751 cubic meters of rainwater in 2022). In non-industrial sites, awareness campaigns and signage are a complement to 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 as well as 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 successfully integrate environmental concerns into normal 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 environmental impacts of its activities.

During 2022, 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 Chains 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 €1.95 million was spent on environmental remediation projects in 2022.

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 was 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. The groundwater remediation process is underway. EPB and TCETVT continue to negotiate over the scope of that work. Vantiva has reached an agreement with General Electric with respect to 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 2022](#));
- as a result of a minor groundwater contamination discovered at a former Vantiva site in North Carolina (USA), an exhaustive environmental site assessment and corrective action plan was completed in 2005. The corrective action plan was approved by the appropriate environmental agency in September 2006, and remediation activities at the site

were completed in 2007. Monitoring of the declining groundwater contamination is on-going;

- 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 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 replacement of the concrete flooring. These works were reviewed and approved by the governing agency prior to implementation and construction activities were completed during 2013. Soil vapor extraction processes and site groundwater monitoring continued during 2022.

The Group believes that their environmental accounting provisions and the 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 or in safety, health and environmental laws or the discovery of new risks could result in increased costs and liabilities that could 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.

In addition, Vantiva has initiated a number of environmental projects at various locations to ensure that they are in compliance 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 21 locations confirm annually whether or not they operate in an area that provides an environmentally sensitive habitat to one or more species of plant or animal. During 2022, 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 and 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 locates its facilities (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][3-3 Management of material topics: Economic performance]

According to the European Union regulation 2020/852 and to the Commission delegated regulations C 2021/2139 and C 2021/4987 supplementing regulation EU 2020/852, information about the eligibility and the alignment of the activities to be disclosed are presented in the following tables.

Proportion of Turnover from products or services associated with taxonomy-aligned economic activities – disclosure covering year 2022

Economic activities ⁽¹⁾	A. Taxonomy-Eligible Activities		B. Taxonomy-Non-Eligible Activities	Total (A+B)
	A.1. Environmentally sustainable activities (Taxonomy-aligned)	A.2. Taxonomy-Eligible but not environmentally sustainable activities (not Taxonomy-aligned activities)		
	Turnover of Environmentally sustainable activities (Taxonomy-aligned) (A.1)	Turnover of Taxonomy-Eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (A.2)	Turnover of Taxonomy-non-eligible activities	
Code(s) ⁽²⁾	-	-	-	
Absolute turnover ⁽³⁾ M€	-	-	2 776	2 776
Proportion of turnover ⁽⁴⁾ %	0%	0%	100%	100%
Substantial contribution criteria				
Climate change mitigation ⁽⁵⁾ %	-	-	-	-
Climate change adaptation ⁽⁶⁾ %	0%	-	-	-
Water and marine resources ⁽⁷⁾ %	-	-	-	-
Circular economy ⁽⁸⁾ %	-	-	-	-
Pollution ⁽⁹⁾	-	-	-	-
Biodiversity and eco-systems ⁽¹⁰⁾	-	-	-	-
DNSH criteria ('Do No Significant Harm')				
Climate change mitigation ⁽¹¹⁾ YES/NO	-	-	-	-
Climate change adaptation ⁽¹²⁾ YES/NO	-	-	-	-
Water and marine resources ⁽¹³⁾ YES/NO	-	-	-	-
Circular economy ⁽¹⁴⁾ YES/NO	-	-	-	-
Pollution ⁽¹⁵⁾ YES/NO	-	-	-	-
Biodiversity and eco-systems ⁽¹⁶⁾ YES/NO	-	-	-	-
Minimum safe-guards ⁽¹⁷⁾ YES/NO	-	-	-	-
Taxonomy-aligned proportion of Turnover, year N ⁽¹⁸⁾ %	0%	-	-	-
Taxonomy-aligned proportion of Turnover, year N-1 ⁽¹⁹⁾ %	0%	-	-	-
Category (enabling activity) ⁽²⁰⁾ E	-	-	-	-
Category (transitional activity) ⁽²¹⁾ T	-	-	-	-

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 the annex 1 or 2 of the delegated regulation C 2021/2139 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 ; distribution of motion pictures), Supply Chain Solutions revenues related to its activities (reproduction of recorded media) appear to be excluded and not eligible. This exclusion, set by the delegated regulation, creates a significant inconsistency along the value chain of motion pictures production and distribution activities that are eligible.

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

The risk management system, about human and social rights, the fight against corruption, taxation and fair competition, implemented in the Group, has been assessed with regard to the requirements in these

areas specified in regulation 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 5.11, 5.3 , 3.1.1 and 3.2.2 of [Vantiva Universal Registration Document 2022](#), available on Vantiva's website;
- Anti Corruption: an anti corruption policy, aligned with the Sapin II law, is in place, and presented in sections 5.8.1 and 3.2.2 of [Vantiva Universal Registration Document 2022](#);
- Tax management: the tax management is presented in section 5.8.2 of [Vantiva Universal Registration Document 2022](#);
- Fair competition: the policy is in place and is presented in sections 5.8.1 and 3.2.2 of [Vantiva Universal Registration Document 2022](#);
- 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 2022](#)).

Proportion of Capex from products or services associated with taxonomy-aligned economic activities – disclosure covering year 2022

Economic activities ⁽¹⁾	A. Taxonomy-Eligible Activities		B. Taxonomy-Non-Eligible Activities	Total (A+B)
	A.1. Environmentally sustainable activities (Taxonomy-aligned)	A.2. Taxonomy-Eligible but not environmentally sustainable activities (not Taxonomy-aligned activities)	Capex of Taxonomy-Non-Eligible Activities	
Code(s) ⁽²⁾	8.2	-	-	
Absolute Capex ⁽³⁾ M€	35	35	58	93
Proportion of Capex ⁽⁴⁾ %	38%	38%	62%	100%
Substantial contribution criteria				
Climate change mitigation ⁽⁵⁾ %	-	-	-	-
Climate change adaptation ⁽⁶⁾ %	100%	100%	-	-
Water and marine resources ⁽⁷⁾ %	-	-	-	-
Circular economy ⁽⁸⁾ %	-	-	-	-
Pollution ⁽⁹⁾	-	-	-	-
Biodiversity and eco-systems ⁽¹⁰⁾	-	-	-	-
DNSH criteria ('Do No Significant Harm')				
Climate change mitigation ⁽¹¹⁾ YES/NO	-	-	-	-
Climate change adaptation ⁽¹²⁾ YES/NO	-	-	-	-
Water and marine resources ⁽¹³⁾ YES/NO	-	-	-	-
Circular economy ⁽¹⁴⁾ YES/NO	-	-	-	-
Pollution ⁽¹⁵⁾ YES/NO	-	-	-	-
Biodiversity and eco-systems ⁽¹⁶⁾ YES/NO	-	-	-	-
Minimum safe-guards ⁽¹⁷⁾ YES/NO	YES	YES	-	-
Taxonomy-aligned proportion of Capex, year N ⁽¹⁸⁾ %	38%	38%	-	-
Taxonomy-aligned proportion of Capex, year N-1 ⁽¹⁹⁾ %	0%	0%	-	-
Category (enabling activity) ⁽²⁰⁾ E	-	-	-	-
Category (transitional activity) ⁽²¹⁾ T	-	-	-	-

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 for the activity 8.2 Computer programming, consultancy and related activities of the annex 2 (adaptation to climate change) of the delegated regulation 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 (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.

Proportion of Opex from products or services associated with taxonomy-aligned economic activities – disclosure covering year 2022

Economic activities ⁽¹⁾	A. Taxonomy-Eligible Activities		B. Taxonomy-Non-Eligible Activities	Total (A+B)
	A.1. Environmentally sustainable activities (Taxonomy-aligned)	A.2. Taxonomy-Eligible but not environmentally sustainable activities (not Taxonomy-aligned activities)	Opex of Taxonomy-Non-Eligible Activities	
	Computer programming, consultancy and related activities	Opex of Environmentally sustainable activities (Taxonomy-aligned) (A.1)	Opex of Taxonomy-Eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (A.2)	Opex of Taxonomy-non-eligible activities
Code(s) ⁽²⁾	8.2	-	-	-
Absolute Opex ⁽³⁾ M€	1	1	-	11
Proportion of Opex ⁽⁴⁾ %	8%	8%	0%	92%
Substantial contribution criteria				
Climate change mitigation ⁽⁵⁾ %	-	-	-	-
Climate change adaptation ⁽⁶⁾ %	100%	100%	-	-
Water and marine resources ⁽⁷⁾ %	-	-	-	-
Circular economy ⁽⁸⁾ %	-	-	-	-
Pollution ⁽⁹⁾	-	-	-	-
Biodiversity and eco-systems ⁽¹⁰⁾	-	-	-	-
DNSH criteria ("Do No Significant Harm")				
Climate change mitigation ⁽¹¹⁾ YES/NO	-	-	-	-
Climate change adaptation ⁽¹²⁾ YES/NO	-	-	-	-
Water and marine resources ⁽¹³⁾ YES/NO	-	-	-	-
Circular economy ⁽¹⁴⁾ YES/NO	-	-	-	-
Pollution ⁽¹⁵⁾ YES/NO	-	-	-	-
Biodiversity and eco-systems ⁽¹⁶⁾ YES/NO	-	-	-	-
Minimum safe-guards ⁽¹⁷⁾ YES/NO	YES	YES	-	-
Taxonomy-aligned proportion of Opex, year N ⁽¹⁸⁾ %	8%	8%	-	-
Taxonomy-aligned proportion of Opex, year N-1 ⁽¹⁹⁾ %	0%	0%	-	-
Category (enabling activity) ⁽²⁰⁾ E	-	-	-	-
Category (transitional activity) ⁽²¹⁾ T	-	-	-	-

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 the annex 2 (adaptation to climate change) of the delegated regulation 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.

7. Safety of customers and protection of content

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]



“Our customers depend on Vantiva to deliver best-in-class products, free of hazardous substances, which meet the ever-growing list of global environmental regulations for banned and restricted chemicals. That’s why we enable a team of experts to manage compliance in Vantiva’s supply chain for every part and product, using specialized systems and processes to manage each Declaration of Compliance received. At Vantiva, we are passionate about product environmental compliance. Each supplier receives timely communications, training, and feedback to improve the accuracy of reporting, and to reduce the presence of toxic chemicals in their parts, and in Vantiva products, for the benefit of all our customers.”

Patricia Leonard, Head of Supply Chain Sustainability & Compliance, 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 both 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 products manufacturers supplying the EU market. The Group has put into place the necessary processes and initiatives to comply with law 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 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 thus has to deal with 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 the industry and regions. We have continued our on-going 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.

Also, Vantiva faces increasing complexity in its product design and supply chain to adjust to new or future requirements relating to the chemical and materials 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 2020, in the context of the EU Waste Framework Directive (WFD), the European Chemicals Agency (ECHA) established the Substance of Concern in Products (SCIP) Database. Companies that supply articles containing Substances of Very High Concern (SVHCs) were required to submit a product dossier on safe handling of the SVHCs in these articles to this new database starting in 1Q 2021. Vantiva Connected Home manages all actions required for compliance with E.U. WFD in collaboration with a 3rd party partner (including, but not limited to, suppliers’ awareness and training, instructions, data collection, and product registration).

Chemical products are fundamental to the circular economy – they

are either recycled or discarded as waste. Tracking harmful chemical products and reducing their use is the key to moving towards a more sustainable circular economy.

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.

It places the burden of proof on companies, that in order to comply with E.U. REACH, must identify and manage risks linked to the use of substances that they market in the E.U. This is done by demonstrating to ECHA how the substance can be safely used, by communicating the risk management measures to users, and by identifying safer alternatives.

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 E.U. REACH Declaration of Compliance for every part and article in new product.

If any products contain more than traces (i.e., more than 0.1% w/w) of some of the 223+ hazardous chemicals categorized as E.U. 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 as to comply with this REACH obligation pursuant to Article 33.

Additional E.U. 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. E.U. 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 E.U. REACH, as well as RoHS.

California Proposition 65

Vantiva takes actions to comply with “California Proposition 65”, officially known as the Safe Drinking Water and Toxic Enforcement Act of 1986. The proposition protects consumers from unsafe chemicals in products and materials, and also it 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 guideline (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 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 hazard (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 which must meet this Law, the Supply Chain Sustainability & Compliance team gathers Declarations of Compliance from each product BOM 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 via the Dodd-Frank Act, Section 1502. Since 2014, companies in scope of U.S. 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 creates 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, the Group is committed to ensure 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.

As an RBA Responsible Minerals Initiative (RMI) member, our approach is to rely 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 own supply chain, so as to determine the origin of any conflict minerals (tin, tantalum, tungsten and gold) provided to Vantiva. Note that based on current knowledge and suppliers surveyed in 2022, 100% of the smelters identified in the Vantiva Connected Home supply chain are classified under the RMI.

The Extended Minerals Reporting Template (EMRT), launched by the RMI in 2021, now also includes Cobalt and Mica, and is 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, content, governance, risk and compliance as well as physical security. This program is a dynamic, yet structured set of initiatives with a clear focus to continue 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 content and products.”

Ginny Davis, Group Chief Information and Security Officer

As major stakeholder of the content creation and distribution industry, Vantiva is eager to carefully respect and protect Intellectual Property of its own assets and of its customers' and suppliers' assets.

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

Respective risks description and risks management are presented in sections 3.1.1 and 3.1.2 of [Vantiva Universal Registration Document 2022](#) entitled “Global market and industry risks” and «Operational risks»:

- products development and cybersecurity for the Connected Home segment;
- physical security for the Supply Chain Solutions segment.

Vantiva information technologies security procedures, as well as security processes of people and assets, are presented in section 3.2.5 of [Vantiva Universal Registration Document 2022](#).

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. Hence, Vantiva has decided 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. Vantiva's 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 in 2021, the scope was expanded to include the product security testing process performed by the Vantiva Security Office Assessment Team (VSO-AT). ISO 27001:2013 certification was renewed in both 2020 and 2021, and the expanded scope was fully recertified in 2022.

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. Vantiva proactively manages a responsible disclosure process, in addition to evaluating and addressing public submissions, to report vulnerabilities on Vantiva products and systems. Relations are established with skilled cybersecurity partners, and the CERT-CC (Computer Emergency Response Team - Coordination Center) to coordinate response 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) need to achieve best-in-class protection to contribute to global security and privacy efforts, and to provide security added value to our customers.

A formal Data Protection Policy was issued in 2017 – and reinforced in 2020 – to govern legal compliance aspects and ensure that Vantiva, its staff, contractors, suppliers and other people working on its behalf comply with the EU General Data Protection Regulation (GDPR), where and when appropriate, as well as comply – as appropriate – with any applicable other legislation when processing personal data. The policy applies regardless of where the data is held, i.e. if it is held on Vantiva-owned equipment or outside Vantiva property (for example by a subcontractor).

In addition, following the Schrems decision by European Court of Justice, the VSO has acted 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 ensure GDPR compliance. The VSO also ensures other relevant privacy laws and regulations are complied with.

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

Cybersecurity risk monitoring and management

The 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 or 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 the 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.

The 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 2022, working in collaboration with clients and industry organizations, the Group 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 Group Cybersecurity Program is 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. Architecture, continuous implementation, enforcement, evaluation, and update of security actions, protocols, and standards in new production facilities are being performed. On the other hand, tracking and management of items identified for remediation, led by internal teams within Service Now central repository are managed and reported by the Group Security Operations Center (SOC).

Security of people and assets, including cybersecurity

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

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 (42 in total) that highlight the key areas of focus and progress. A cross-functional

security team is in place being the main contributor in executing the 3YP. This team is comprised of: VSO-Assessment Team (AT), Physical Security, Security Operating 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 manages the global incident management processes. The Security Operating 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 Group Security program is governed through a dedicated Security Steering Committee including each Business Heads, Head of HR, 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.

In 2022, 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 stay current with the industry and with established security policies.

In 2022, over 104 security audits were conducted across the global perimeter. These audits were performed using a combination of

internal VSO Assessment and external audits conducted by customers, ISO (International Organization for Standardization), MPAA (Motion Picture Association of America), and other security organizations. Audit findings are tracked and managed by internal teams, and have been incorporated into the 3YP based on risk priority.

Employee awareness & safety

Security-conscious behavior is key for all employees. As such, the GRC team developed a formal awareness program hosted within the Group online training platform (MyDevelopment) with courses selected by the security working teams annually with 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 2022, the Group delivered security awareness training to all employees and provided multiple communications around phishing, malware, and general security practices, with an increased focus on the impacts of an increase in remote work.

Regarding travel and employee safety, updates to the process were made and administrative responsibilities were expanded to better respond to critical incidents. A supplemental procedure exists for travel to high-risk countries. An employee 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 all site Business Continuity Plans (BCPs) across the Vantiva business. 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 the Vantiva 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 require 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 impacted parts of our business recently, 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 top management** has shown its engagement (i) by issuing communications to all employees explaining that a zero-tolerance policy against bribery is part of Vantiva’s core values and (ii) by requiring regular updates on the anti-bribery program at the ExCom level, at the Audit Committee of the Company’s Board of Directors and at the Board itself;
- **Code of Ethics & Anti-Bribery Policy:** the Code of Ethics was updated in 2022 and is now available in 6 languages so to be accessible and well understood by all Group employees. The employees are required to confirm that they duly read it. 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. A dedicated application has been developed internally to ease the approval process of gift 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 by emailing directly the Ethics and Compliance Committee. The latest is committed to treat diligently any alerts received with independence, objectivity and confidentiality. The Whistleblowing Policy also makes clear that no retaliation will be tolerated;
- **Risk mapping:** the Group’s corruption risk mapping has been reviewed in 2022 to reassess the identified risks and identify potential new ones. The results have been presented to the Executive Committee, the Audit Committee and to the Board;
- **Third-party assessments:** the Group’s suppliers are required to respect the Anti-bribery Policy through the acknowledgment of the Suppliers Handbook. A Third-Party policy covering our relationship and engagement with Connected Home agents, consultants, advisors, among others, is in force and most high risked third parties are screened against business ethics criteria and economic sanctions lists to allow their onboarding;

- **Training:** specific training courses on anti-bribery, economic sanctions, export controls, and gift and entertainment are developed and delivered within the Group to the staff categories with the highest level of exposure. An anti-corruption E-learning campaign has been implemented in early 2022 targeting in particular specific employee categories such as sales, legal, finance or human resource employees to maintain a high level of awareness. 1,253 employees followed the 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;

- **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 our Code of Ethics. Our overall approach regarding these two aspects are presented in section 3.2.2: “General control environment” of [Vantiva Universal Registration Document 2022](#).

The values and principles of conduct for the Group’s managers and employees are defined in three of the Group’s principal internal documents: the Group’s Code of Ethics, the Financial Ethics Charter, and the Anti-corruption & Anti-bribery Policy. A copy of the Code of Ethics and the Financial Ethics Charter, as well as the other policies are available on the Company intranet, and its website at www.vantiva.com/corporate-social-responsibility/

Code of Ethics

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 basic principles. Please also refer 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** details the specific rules to guide employees in their day-to-day activities. It is translated in 6 languages (English, French, Spanish, Portuguese, Dutch and Polish) and available on Vantiva's website. All employees were required to individually acknowledge the Code of Ethics during 2021. During 2022, the Code of Ethics was systematically communicated to new employees who had to acknowledge receipt against signature. In July 2022, a limited update of the Code of Ethics has been implemented to meet the requirements made by the Responsible Business Alliance (RBA) in order to maintain our current status of full member and avoid a public downgrading :

- explicit exclusion of child labor and precisions on apprentice's and intern's remuneration when there is no local law regulating this remuneration; and
- inclusion of the freedom of association, where it is legal (i.e. China is excluded).

Early 2023, Vantiva has also updated several additional key policies including its Whistleblower Policy, its guidelines related to Gift and Entertainment, and its Ethical Sourcing Policy. Indeed, Vantiva is committed to uncompromising integrity in all of its actions. A reputation for integrity benefits Vantiva in countless large and small ways – i.e. a trusted advisor and service provider to customers, a dependable collaborator for business partners, a valuable member of communities, and a reliable long-term investment for shareholders. Ethical behavior and observance of laws are two main ingredients in building Vantiva's reputation for uncompromising integrity.

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 annually to the full Finance organization for review and personal acceptance.

This policy promotes the following rules:

- acting honestly and with integrity and avoiding conflicts of interest,
- providing accurate, complete and objective information,
- compliance with all rules and regulations, public and private, to which the Group is subject,
- acting in good faith without misrepresenting material facts or allowing one's judgment to be unduly influenced,
- respecting confidentiality of information,
- sharing and maintaining appropriate knowledge and skills,
- promoting ethical behavior in one's environment,
- using and controlling responsibly assets under one's supervisions, and
- reporting known or suspected violations of the charter.

Anti-corruption & Anti-bribery Policy and 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 Group also created an **Ethics Compliance Committee** in 2006, which 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 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, training on existing policies, and investigating any and all reports of unethical behavior. It meets at least monthly and more frequently when required.

In 2022, the ECC treated and followed up on 3 whistleblowing cases, of which zero incident of corruption was reported.

Whistleblower Policy

Vantiva **Whistleblower Policy** is designed to make it easier for employees and partners to share questions, concerns, suggestions or complaints about financial, accounting, banking or anti-bribery matters. 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.

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.

Ethics training programs and initiatives

Over the last several years, Vantiva has deployed many ethics training programs. Several training sessions were launched to educate employees on various ethical rules and obligations, including bribery, competition, and fraud. Specific training courses on anti-bribery and economic sanctions and export controls are developed and delivered within the Group to the staff categories with the highest level of exposure.

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.

8.2 Tax management

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

The Group operates in many countries around the world. We take a zero-tolerance approach to Tax Evasion or facilitation of Tax Evasion under the law of any city, state or country in which we operate or do business. Our strategy is to comply with the tax legislation of the countries in which we operate and pay the right amount of tax at the right time, in the countries where we have a taxable presence. We pay at the corporate level all applicable taxes such as income taxes, property and local taxes, green tax, stamp duties, employment and other taxes. We also collect and pay employee income taxes, and indirect taxes such as import duties and VAT. The taxes we pay and collect form a significant part of our economic contribution to the countries in which we operate.

Our tax strategy accords with the following principles:

Tax planning

We engage in efficient tax planning that supports our business activities and reflects commercial and economic substance. We adhere to relevant tax laws and disclosure requirements in every jurisdiction in which we operate and seek 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 which have genuine substance. We do not seek abusive tax results.

We conduct transactions between the Group's companies on an arm's-length basis and in accordance with current OECD and relevant local national guidelines.

Vantiva will take into account the underlying policy objectives of relevant tax laws and will comply with current practices. Where we claim tax incentives offered by governments, we seek to ensure that they are transparent and consistent with statutory and regulatory frameworks. We do not use artificial arrangements to generate a tax advantage.

The Group does not have an overall target effective tax rate.

Tax risk

Our tax policies aim to ensure that we identify tax risks and take actions to address them. Tax risk is considered as part of our management process

and is overseen by the Company's Board of Directors. To prevent any tax risk, a worldwide tax guideline is sent annually to all the Group's Leadership teams to prevent, identify and mitigate the occurrence of risks.

The Group has a dedicated tax team with the necessary experience and skill set, which works with the Group's businesses to provide the required tax advice and guidance.

Our 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 (including elements of tax compliance). In addition, where uncertainty regarding the tax treatment in a particular situation cannot be resolved internally, we refer the matter to external tax or legal advisors. Where it is still not possible to obtain certainty regarding the tax treatment, we aim to resolve the matter by discussion with the local tax authorities. Risks of this type may arise due to the complexity of legislation and because scenarios sometimes arise in practice that were not envisaged when legislation was drafted.

Where agreement cannot be reached through discussion, we would consider seeking formal tax authorities' opinion and potentially litigation to resolve the uncertainty, depending on the materiality involved.

Governance

The Group head of tax is responsible for our tax governance and strategy, which are approved and overseen by the Company's Board of Directors and Audit Committee.

The local tax managers have responsibility for local tax and 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 annual 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] [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	2020	2021	2022
Energy Consumption (Terajoules, %, or TJ/m€) (1)			
Electricity	691.9	574.3	462.1
o/w renewable Energy Sources	11.0%	17.3%	20.4%
o/w decarbonated energy sources (incl renewable)	-	27.5%	30.4%
Fuel Sources	92.9	83.4	68.9
Total	798.2	665.6	531.7
Total/Revenue	-	-	0.192
Total Water Withdrawal Consumption by Source (Thousand Cubic Meters or m ³ / M€) (2)			
Total Consumption	352.2	270.5	220.4
City Water consumed	201.5	129.8	94.7
Well Water consumed	147	138.6	122.9
Rainwater harvested and consumed	3.4	2	2.8
Surface Water	0	0	0
Total per Revenue	NA	NA	79.4
Water Recycled Internally	30.8	32.3	26.5
Waste Generation and Management (Metric Tons, %, or M-Ton/M€)			
Total Waste generated	21,625	16,306.6	10,868.2
of which waste diverted from disposal	NA	NA	7,815.8
of which waste directed to disposal	NA	NA	3,052.45
% treated hazardous ⁽³⁾	2.4%	3.8%	4.0%
% recycled	62.9%	61.8%	71.8%
Total per Revenue	NA	NA	3.92
Greenhouse Gas Emissions (Metric Tons CO ₂ e) Scope 1, Scope 2, Scope 3			
Scope 1			
Total Direct Greenhouse Gas Emissions in t CO ₂ e (from fuel combustion)	5,231	4,707	3,902
Scope 2 - location-based			
Total Indirect Greenhouse Gas Emissions in t CO ₂ e (from electricity, steam, chilled water)	90,622	69,983	55,650
Scope 2 - market-based			
Total Indirect Greenhouse Gas Emissions in t CO ₂ e (from electricity, steam, chilled water)	-	55,752	44,119
Scope 1 and 2 - location-based (Total CO ₂ emitted)			
	95,853	74,690	59,552
Scope 1 and 2 - market-based (Total CO ₂ emitted)			
	NA	60,459	48,021
Scope 3 (Total Scope 3 Greenhouse Gas Emissions in t CO ₂ e)			
	NA	NA	3,654,143
of which upstream*	NA	NA	866,420
of which downstream*	NA	NA	2,787,723

* According to the categorization used in the GHG protocol

Environment	2020	2021	2022
Industrial Effluents			
Industrials Effluents (in Thousand Cubic Meters) ⁽⁴⁾	68	67	55
Priority Pollutants (in Kilograms)	46	84.3	29.7
Biological Oxygen Demand (in Tons)	0.2	2.06	0.48
Chemical Oxygen Demand (in Tons)	0.18	0.138	0.074
Main Raw Materials Usage** (in Metric Tons)			
Polycarbonate Molding Plastic	13,681	12,587	7,818
Cardboard and Paper Packaging	8,255	7,159	6,924
Wood Packaging	6,967	6,208	6,006
Bonding Resin for DVD	832	808	497
Plastic Packaging	744	550	691

** The Group sources all raw materials externally.

Three-Year Performance Data, Trends and Explanation

Social and Human Resources	2020	2021	2022
Health and Safety (Work-related Incident Rates per 200,000 hours worked)			
Incidents	86	75	50
Incident Rate	0.98	0.95	0.69
Lost Workday Incidents	42	34	30
Lost Workday Incident Rate	0.48	0.43	0.42
External Stakeholders			
Suppliers			
Number of Supplier Responsibility Audits	33	73	64
Records per Category			
Excellent	8	39	25
Acceptable	19	27	27
Unsatisfactory	4	3	4
Unacceptable	2	4	2
Customer Satisfaction Survey Results ⁽⁵⁾			
Total Sample Contacts	53	55	-
Number of Customers surveyed	13	10	-
Response Rate	25%	18%	-
Net Promoters Score	-	-	66
Customer Satisfaction Score (%)	-	-	93%

(1) Non-industrial sites reported energy consumption for the first time in 2010. Their consumption represented approximately 15% of total usage then. It represents 5 % in 2022. In 2022, worldwide energy use was approximately 531.7 terajoules, a decrease of about 20% compared with 2021. Of the total energy consumed, 86.9% was in the form of electricity (of which 30.4% was from decarbonated sources and 20.4% was from renewable sources), 13% was in the form of fossil fuels, and 0.1% was in the form of purchased steam or chilled water. When compared to total revenue, average energy intensity was 0.192 TJ/M€ across the business in 2022.

(2) Non-industrial sites reported water consumption for the first time in 2010. Their usage represented approximately 9% of total consumption then. It represents 2% in 2022. In 2022, water consumption at Vantiva industrial and non-industrial locations decreased by about 18.5% versus 2021 to 220.4 thousand cubic meters. When compared to revenues, the average water consumption rate was 79.4 m³/M€ across the business in 2022. 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. In addition, including laboratory operations in Rennes, France and industrial sites in Australia, Brazil, and Mexico, total rainwater harvested and consumed during 2022 was about 2,751 m³.

(3) Vantiva operates industrial sites and non-industrial sites. Non-industrial sites generated about 0.6% of the total waste generated in the Group in 2022, with approximately 7.2

tons of hazardous waste from non-industrial locations (batteries, mercury-containing bulbs, e-waste). Organic composting is tracked as part of recycled waste, with about 3 tons reported during 2022 in both industrial and non-industrial sites. Total waste generated in 2022 was 10,868.2 tons. The recycling rate was 71.9% increasing by 10% compared to 2021. When compared to total revenue, the average waste generation for all Vantiva operations was 3.92 M-Ton/M€ in 2022.

(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 per business segment, year ending 31 December 2022

Health, safety, and environment	Connected Home	Supply Chain Solutions	Corporate
Energy Consumption (Terajoules or %)			
Total Energy	28.8 ⁽¹⁾	502.6	0.268
% Total Group	5.4%	94.6%	-
Electricity	25.3	436.6	0.263
% Total Segment	87.8%	86.9%	98.0%
Fuels	2.8	66.1	0.005
% Total Segment	9.8%	13.1%	2%
Water consumption (Thousand Cubic Meters)			
Total Consumption	10.4	209.5	0.5
% Total	4.7%	95.1%	0.2%
Waste generation (Metric Tons or %)			
Total Waste generated	192.7	10,675.2	0.3
% Total	1.8%	98.2%	-
% treated hazardous	3.7%	4.0%	0%
% recycled	65.1%	72.0%	100%
Health and Safety (Work-related Incident Rates per 200,000 hours worked)			
Injuries and Illnesses	4	46	0
Incident Rate	0.31	0.79	0
Lost Workday Incidents	1	29	0
Lost Workday Incident Rate	0.08	0.50	0
Collection Period: January 1, 2022 - December 31, 2022			
⁽¹⁾ Total energy includes about 0.7 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 21 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, 2022 to December 31, 2022.

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	2020		2021		2022	
				Industrial profile	Non-industrial profile	Industrial profile	Non-industrial profile	Industrial profile	Non-industrial profile
Avon ⁽¹⁾	Supply Chain Solutions		France		X		X		
Beijing	Connected Home	2 236	China		X		X		X
Calexico	Supply Chain Solutions	3 456	California, USA			X		X	
Camarillo ⁽¹⁾	Supply Chain Solutions		California, USA		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		X		
Hong Kong	Connected Home	321							X
Huntsville ⁽¹⁾	Supply Chain Solutions		Alabama, USA	X		X			
Indianapolis	Connected Home	840							X
LaVergne	Supply Chain Solutions	71 535	Tennessee, USA	X		X		X	
Lawrenceville ⁽¹⁾	Connected Home		Georgia, USA		X		X		
Manaus	Connected Home	4 645	Brazil	X		X		X	
Melbourne	Supply Chain Solutions	3 757	Australia	X		X		X	
Memphis	Supply Chain Solutions	293 638	Tennessee, USA	X		X		X	
Mexicali	Supply Chain Solutions	70 021	Mexico	X		X		X	
Norcross	Connected Home	4 941	Georgia, USA				X		X
Piaseczno	Supply Chain Solutions	24 991	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
Sydney	Supply Chain Solutions	7 189	Australia	X		X		X	
Tokyo ⁽¹⁾	Connected Home		Japan		X		X		
Toronto SCS ⁽¹⁾	Supply Chain Solutions		Canada	X		X			
Tultitlan ⁽¹⁾	Supply Chain Solutions		Mexico	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 2022. Some additional surface area remains leased at times, after sites are closed or sold due to contract requirements. The total operating surface area for 2022 was 551 501 square meters, of which 90% is leased. The indicator used for calculating the surface area is the rentable surface according to lease contracts.

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*, *EthiFinance ESG Ratings* (formerly *Gaia Research*), and *Vigeo Eiris* (*Moody's ESG Solutions*). 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 rating	Latest Rating	Comment
EcoVadis	76/100 - Platinum medal (2021) Top 1% all industries	78/100 - Platinum medal (2023) Top 1% all industries	Second year of "PLATINUM" rating Three consecutive years of "Gold" rating since 2018
S&P Global CSA (Corporate Sustainability Assessment)	57/100 (as of March, 18 2022) reached the 91st percentile	65/100 (as of March 17, 2023) reached the 98th percentile	In the top 2% in its industry Second year of assessment
ISS ESG	C+: Prime (2018)	C+: Prime (2021)	Second achievement of a "PRIME" status
ISS Corporate Solutions	-	ISS Quality Score (2021)	"BEST-IN-CLASS" status for the first rating
EthiFinance ESG Ratings (formerly Gaia Research)*	82/100* (2021)	84/100* - Platinum (2022)	First award of "PLATINUM" medal* Among the top-ranked companies since 2019
Vigeo Eiris (Moody's ESG Solutions)	68/100 (2018)	Not assessed in 2023	Rated "TOP PERFORMER" in its industry
RBA (Responsible Business Alliance)	Member in full compliance	Member in full compliance	Since 2017

* In 2022, *EthiFinance ESG Ratings* conducted a historic overhaul of its rating framework 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 and introduced a medal ranking system.



ECOVADIS*

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. This honor ranks Vantiva in the **top 1% of companies worldwide** rated by the agency, regardless of size or industry. This is the second year in a row that Vantiva has received this distinction from *EcoVadis*, 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 global collaborative platform enables companies to monitor their supply chain's sustainability performance across 21 CSR criteria and 200+ sectors. Considered as one of the most trusted corporate sustainability rankings in the world, EcoVadis ratings are produced by a team of independent sustainability experts. In 2023, 100,000+ companies were rated by EcoVadis in 175+ countries.*



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 an ESG rating of 65/100, up 8 points (March 17, 2023 score), well over the industry average of 20/100. Vantiva now ranks in the **top 2% worldwide in its category** (Communications Equipment sector), up from the top 10% in previous year. Vantiva ranks third among companies in its sector, and first in the environmental category with the highest score (89/100). The panel assessed by *S&P Global's* extra-financial department includes no less than 112 global companies. The rating is based on the audit of numerous criteria in three areas: Environment, Social and Governance.



*The S&P Global ESG assessment has been performed based on the CSA (Corporate Sustainability Assessment) rating methodology 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.



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 2021 and 2022, the Group reached an overall ESG score of respectively 82/100 and 84/100, largely outperforming the average benchmark, and was awarded the "**Platinum medal**", the highest distinction by *EthiFinance ESG Ratings*.

**Ethifinance ESG Ratings* (formerly *Gaia Research*) is an independent ESG rating agency specialized in mid-size companies and currently covering 2300+ listed European companies.



ISS ESG and ISS*

In 2021, Vantiva achieved ISS ESG “Prime” status for the second time. The Company reached also the ISS “Best-in-Class” status and received 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.

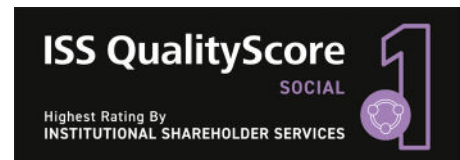
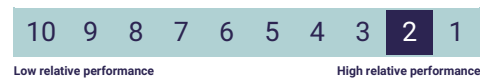
10



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 12,500 corporate issuers and covers important national and international indices as well as additional companies from sectors with direct links to sustainability. The assessment by ISS ESG of a company’s social & governance and environmental performance is based on approximately 100 environmental, social and governance indicators per sector, selected from a pool of 800+ proprietary indicators.



Vigeo Eiris (Moody’s ESG Solutions)*

In 2018, Vantiva (formerly Technicolor) was ranked “Top Performer” and # 1 in the software-IT services industry worldwide with an overall ESG Score of 68/100.

TOP PERFORMERS

- Europe: Technicolor (68/100)
- North America: DXC Technology (51/100)
- Asia Pacific: NTT Data Corporation (38/100)
- Emerging Markets: Wipro (61/100)

MOST IMPROVED since 2017

- Europe: Technicolor (+14)
- North America: VMware (+10)
- Asia Pacific: KAKAKU.COM (+1)
- Emerging Markets: NetEase (+1)

*Vigeo Eiris, a CSR rating and research agency acquired by Moody’s, evaluates companies’ integration of social, environmental and governance factors into their strategies, operations and management.

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 2022** (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, 2022

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), under number 3-1886 rév. 0 (Cofrac Inspection Accreditation, 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 performance statement, prepared in accordance with the Company’s procedures (hereinafter the “Guidelines”), for the year ended December 31, 2022 (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 our procedures as described in the section “Nature and scope of procedures” and the evidence we have obtained, no material misstatements have come to our attention that cause us to believe that the non-financial performance statement does not comply with the applicable regulatory provisions and that the Information, taken as a whole, is not fairly presented in accordance with the Guidelines.

Preparation of the non-financial performance statement

The absence of a generally accepted and commonly used reference framework or established practices on which to base the assessment and measurement of the Information enables the use of different but acceptable measurement techniques that may impact comparability between entities and over time.

Accordingly, the Information must be read and interpreted with reference to the Guidelines, summarised in the Statement and available on the Company’s website or on request from its headquarters.

Limits inherent in the preparation of the information relating to the statement

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 determining the appropriate 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 with respect to these risks as well as the outcomes of these policies, including key performance indicators and the information set-out in Article 8 of Regulation (EU) 2020/852 (Green taxonomy);
- implementing such internal control as it determines is necessary to enable the preparation of Information that is free from material misstatement, whether due to fraud or error.

The Statement has been prepared by applying the Company's Guidelines as referred to above.

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 it is our responsibility to issue an independent conclusion on the information prepared by management, we are not authorised to participate in the preparation of the Information, as this could compromise our independence.

It is not our responsibility to provide a conclusion on:

- the Company'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 duty of vigilance and the fight 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 our audit verification programme in application of Articles A. 225-1 *et seq.* of the French Commercial Code, the professional guidance issued by the French Institute of Statutory Auditors (*Compagnie Nationale des Commissaires aux Comptes*) relating to this engagement and with the international standard ISAE 3000 (revised - Assurance engagements other than audits or reviews of historical financial information).

Independence and quality control

Our independence is defined by Article L. 822-11-3 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 seven people between December 2022 and March 2023 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.

This work involved the use of information and communication technologies allowing the work and interviews to be carried out remotely, without hindering the good execution of the verification process.

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 planned and performed our work taking account of the risk of material misstatement of the Information.

We consider that the procedures conducted in exercising our professional judgement enable us to express a limited assurance conclusion:

- We familiarized ourselves with the activities of all companies in the consolidation scope and the description of the principal risks.
- We assessed the suitability of the Guidelines with respect to their relevance, completeness, reliability, neutrality and clarity, taking into account, where appropriate, best practices within the sector.
- We verified that the Statement covers each category of information stipulated in section III of Article L. 225-102-1 governing social and environmental affairs, respect for human rights and the fight against corruption and tax evasion.
- 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 principal 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 principal risks associated with the activities of 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 principal risks.
- We referred to documentary sources and conducted interviews to:
 - assess the process used to identify and confirm the principal risks as well as the consistency of the outcomes, including the key performance indicators used, with respect to the principal 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.
- We verified that the Statement covers the consolidated scope, i.e. all companies within the consolidation scope in accordance with Article L. 233-16, with the limits specified in the Statement.
- We obtained an understanding of internal control and risk management procedures implemented by the Company and assessed the data collection process aimed at ensuring the completeness and fairness of the Information.
- For the key performance indicators and other quantitative outcomes² that we considered to be the most important, we implemented:
 - analytical procedures that consisted in verifying the correct consolidation of collected data as well as the consistency of changes thereto;
 - substantive tests, on a sample basis and using other selection methods, that consisted in verifying the proper application of definitions and procedures and reconciling data with supporting documents. These procedures were conducted for a selection of contributing entities³ and covered between 27% and 89% of the consolidated data selected for these tests.
- We assessed the overall consistency of the Statement in relation to our knowledge of the entire Company.

The procedures conducted in a limited assurance review are substantially less in scope than those required to issue 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, March 28th, 2023

One of the Statutory Auditors,
Deloitte & Associés

Nadège PINEAU
Partner, Audit

Catherine SAIRE
Partner, Sustainable Services

¹ Methodology of the scope 3 greenhouse gas emissions (GHG) calculation; Signature of collective agreements; Actions implemented in terms of Cybersecurity; Actions implemented in terms of Diversity, Equality and Inclusion.

² Energy consumption; Water consumption; Greenhouse gas (GHG) emissions related to energy consumption; Effluents discharged; Waste generated; Absenteeism rate; 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 Piaseczno (Poland) and Guadalajara (Mexico).

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 and to prevent serious breaches of human rights and fundamental liberties and to ensure 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 materiality analysis, the Group identified six CSR pillars translating into 20 CSR topics (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 material topics.	The methodology to assess CSR topics 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 2022). • 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 95.8% of the Group spending. About 68.1% 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 2022).	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. United Nations Global Compact Communication on Progress

GRI [2-23 Policy commitments][2-24 Embedding policy commitments][2-28 Membership associations]

Since 2003, Vantiva has renewed its commitment every year to the principles of the United Nations (UN) Global Compact, and seeks to comply with the highest ethical standards taking into account the 10 universally accepted UN founding principles covering human rights, labor standards, environmental practices and anti-corruption.

The Company submits each year a Global Compact Communication on Progress (CoP). Since 2016, the report featuring Vantiva’s annual actions, results and progress (presented below), together with the message of our CEO at the beginning of this Sustainability report, form an integral part of our CoP, and a proof of our longstanding

engagement with the Global Compact. In 2023, Vantiva will publish its 2023 CoP using the UN Global Compact CoP newest digital platform, when it will become available later in 2023.

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/>

HUMAN RIGHTS

<p>GLOBAL COMPACT 10 Principles</p>	<p>PRINCIPLE 1: Businesses should support and respect the protection of internationally proclaimed human rights; and</p>
<p>VANTIVA Program and Policies</p>	<p>Vantiva Code of Ethics, Vantiva Supplier Responsibility Program, Vantiva Health, Safety and Environment (HSE) Charter provide high level guidance on the respect and protection of human rights. The Ethics Compliance Committee is responsible for all ethical issues related to the Group’s activities. Training and auditing to these policies are the instrument of compliance and performance. Supplier Monitoring and KPIs on labor issues are also in place.</p> <p>• Codes, policies and charters:</p> <p>As part of the Technicolor rebranding as Vantiva, all codes, policies and charters were reviewed, and approved by senior executives of the Company through 2022.</p> <p>Created in 1999 and 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. The Code of Ethics details the specific rules to guide employees in their day-to-day activities. It is available in 6 languages (English, French, Spanish, Portuguese, Dutch and Polish). All employees were required to individually acknowledge the Code of Ethics during 2021. During 2022, the Code of Ethics was systematically communicated to new employees who had to acknowledge receipt against signature. In July 2022, a limited update of the Code of Ethics has been implemented to meet the requirements made by the Responsible Business Alliance (RBA) in order to maintain our current status of full member:</p> <ul style="list-style-type: none"> - explicit exclusion of child labor and precisions on apprentice’s and intern’s remuneration when there is no local law regulating this remuneration; and - inclusion of the freedom of association, where it is legal (i.e. China is excluded). <p>Early 2023, Vantiva has also updated several additional key policies including its Whistleblower Policy, its guidelines related to Gift and Entertainment, and its Ethical Sourcing Policy. Indeed, Vantiva is committed to uncompromising integrity in all of its actions. A reputation for integrity benefits Vantiva in countless large and small ways – i.e. a trusted advisor and service provider to customers, a dependable collaborator for business partners, a valuable member of communities, and a reliable long-term investment for shareholders. Ethical behavior and observance of laws are two main ingredients in building Vantiva’s reputation for uncompromising integrity.</p> <p>The Group also created an Ethics Compliance Committee (ECC) in 2006, which 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 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, training on existing policies, and investigating any and all reports of unethical behavior. It meets at least monthly and more frequently when required.</p> <p>In 2022, the ECC treated and followed up on a number of whistleblowing cases, of which no incident of corruption was reported.</p>

VANTIVA 2022
Actions, Results and Progress

Over the last several years, Vantiva has deployed many ethics training programs. Several training sessions were launched to educate employees on various ethical rules and obligations, including bribery, competition, and fraud. Specific training courses on anti-bribery and economic sanctions and export controls are developed and delivered within the Group to the staff categories with the highest level of exposure.

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.

For more information on our codes, policies, and ethics programs, please refer to chapter 8.1 of this Sustainability report;

• **Occupational Health and Safety (OHS):**

Health, Safety and Environmental (HSE) training in 2022 totaled some 15,763 hours and were provided to employees and contractors throughout the Group on a wide variety of topics, from environmental and safety compliance and protection, injury prevention, emergency preparation and response, and occupational health and well-being topics.

For more information on HSE training and initiatives, please refer to chapter 2.6 of this Sustainability report;

• **Covid 19:**

- Early in 2020, during the beginning of the pandemic and continuing throughout 2021 and 2022, Vantiva reacted strongly to protect the health and safety of all workers as a first and primary step, and then launched multiple programs and working groups in order to adapt safely to the new and changing pandemic conditions while continuing to support all customers and business lines. Many aspects such as the evolution and tracking of requirements and conditions at sites and within countries, global management issues, care of employees, families and communities, and continuity of business and operations, were supervised and monitored by a “Covid-19 Global Crisis Committee” chaired by the Chief Executive Officer. This Committee comprised all business division Chief Operating Officers and representatives of transversal functions. Two other levels of Covid-19 Global Crisis Management level were implemented:

- Based on prior experience with workers in close proximity to areas of the world experiencing outbreaks of SARS and H1N1, Vantiva was able to quickly adapt policy and practice to enable healthy and safe working conditions for all essential workers operating on site, while creating the ability to work remotely for almost all other members of staff.
- Ultimately, some travel was permitted based on case-by-case justification and executive approval, and in the same way, remote workers were permitted to return to the workplace based on business needs and approval of their site management and depending on local public authorities’ regulations. From mid-year 2022 forward, business travel began to return to pre-covid levels.

During 2022, the Group returned progressively to a more normal way to operate in our non-industrial locations, but with a calendar depending on the respective releases of remaining restrictive public policies in a few countries, and in general operations were back to pre-covid occupancy at year end.

For more information on Covid-19 and protection of the health of our employees, please refer to chapter 1.5 of this Sustainability report;

• **Personal Data protection and preservation of civil liberties:**

A formal Data Protection Policy was issued in 2017 – and reinforced in 2020 – to govern legal compliance aspects and ensure that Vantiva, its staff, contractors, suppliers and other people working on its behalf comply with the EU General Data Protection Regulation (GDPR), where and when appropriate, as well as comply – as appropriate – with any applicable other legislation when processing personal data. The policy applies regardless of where the data is held, i.e. if it is held on Vantiva-owned equipment or outside Vantiva property (for example by a subcontractor).

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).

Prevention of growing cybersecurity issues is critical for Vantiva. Hence, Vantiva has decided 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. Vantiva’s 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 in 2021, the scope was expanded to include the product security testing process performed by the Vantiva Security Office Assessment Team (VSO-AT). ISO 27001:2013 certification was renewed in both 2020 and 2021, and the expanded scope was fully recertified in 2022. 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) need to achieve best-in-class protection to contribute to global security and privacy efforts, and to provide security added value to our customers.

For more information on personal data protection and preservation of civil liberties, please refer to chapter 7.2 of this Sustainability report.

HUMAN RIGHTS

GLOBAL COMPACT
10 Principles

PRINCIPLE 2:
make sure that they are not complicit in human rights abuses;

VANTIVA
Program and Policies

Vantiva Code of Ethics, Vantiva Health, Safety and Environment (HSE) Charter, Vantiva Supplier Responsibility Program, RBA Code of Conduct, Vantiva public statements on conflict minerals, Supplier Monitoring and KPIs on labor issues, EcoVadis supplier assessment platform.

• **Human rights in the supply chain:**

Through meetings, contracts, and other methods of formal communication, the Group 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 strives for continual improvement in their environmental management systems, processes and products.

Beyond raw material and component purchasing, the main areas where Vantiva subcontracts production and services are the manufacturing of set-top boxes and gateways of the Connected Home business, and part of the logistics of Supply Chain Solutions in Europe. In addition, to manage seasonal peak workloads within Supply Chain Solutions, Vantiva uses contracted labor services to provide additional workforce on packaging and distribution sites.

- To ensure that suppliers respect established principles, and as part of Vantiva's Supplier Responsibility program, since 2003, Vantiva sourcing management:
- 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 Suppliers Responsibility program requirements.

In 2022, 64 Supplier Responsibility audits were performed by Vantiva, either on-site or remotely. Two critical violations were detected during 2022 (both of them related to absence of written occupational risk assessments). 46% of detected violations relate to health and safety, and 39% to labor, primarily working hours. Health and safety violations represent 64% of major violations, while the remaining categories of major violations detected were labor, management system and then environment by decreasing order.

Additionally, Vantiva adopted the non-profit Responsible Business Alliance (RBA) Code of Conduct in 2014 and is a full member since 2016. The Responsible Business Alliance is the world's largest industry coalition dedicated to responsible business conduct in global supply chains. Vantiva complies with its latest Code of Conduct (currently RBA Code of Conduct version 7.0 which went into effect Jan. 1, 2021) to ensure that working conditions in its supply chains are safe, that workers are treated with respect and dignity, and that business operations are environmentally responsible and conducted ethically.

Further, 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 to monitor the supply chain for suppliers above a yearly spending threshold of more than €1 million (reduced to € 750 thousand in 2022). In 2022, these covered suppliers represented 95.8% of the total spending of the Group, and about 68.1% of suppliers above the spending threshold were assessed by EcoVadis.

For more information on Human Rights in the supply chain, please refer to chapter 3.1 of this Sustainability report.

• **Responsible approach to Conflict Minerals:**

As part of Vantiva's overall commitments to Corporate Social Responsibility, the Group is committed to ensure 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.

As an RBA Responsible Minerals Initiative (RMI) member, our approach is to rely 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 own supply chain, so as to determine the origin of any conflict minerals (tin, tantalum, tungsten and gold) provided to Vantiva. Note that based on current knowledge and suppliers surveyed in 2022, 100% of the smelters identified in the Vantiva Connected Home supply chain are classified under the RMI.

The Extended Minerals Reporting Template (EMRT), launched by the RMI in 2021, now also includes Cobalt and Mica, and is 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

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Actions, Results and Progress

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.

For more information on our responsible approach to Conflict Minerals, please refer to chapters 3.1 and 7.1 of this Sustainability report;

VANTIVA 2022
Actions, Results and Progress

LABOR	
GLOBAL COMPACT 10 Principles	PRINCIPLE 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;
VANTIVA Program and Policies	HR regional correspondents are responsible for ensuring that the group’s HR policy is in line with national regulations, most notably with respect to social dialogue, freedom of association and the right to collective bargaining.

• **Social dialogue and labor relations:**

Recognizing business division specifics, market conditions and country regulations, there is no unified approach at the Group Level but a central guidance and monitoring to ensure peaceful social climate. Local labor relations with Vantiva employees are the responsibility of site managers in each country, by legal entity, with the support of local Human Resources Departments. An annual review is done at the Group Level to ensure all newly signed agreements are captured and registered.

In 2022, Vantiva entered into 17 collective bargaining agreements: 2 in Australia, 1 in Belgium, 6 in Brazil, 6 in France, 2 in Mexico. In addition, 3 Health and Safety agreements were signed in Belgium and Mexico. In several countries, collective bargaining agreements are negotiated on a multiannual basis (three years or more), and therefore agreements did not have to be renewed in 2022 in certain countries, due to this calendar.

With respect to its European operations, Vantiva entered into a labor agreement with the European Works Council of employee representatives (the “European Council”) confirming the Group’s labor practices. 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 in respect of personnel, finance, production, sales, and research and development, and their impact upon employment and working conditions. It is also informed of major structural, industrial and commercial changes as well as organizational transformations within the Group. The Council comprises union representatives or Members of local Works Councils in European countries. Its management is under the responsibility of the Group People & Talent Officer. It met eleven times in 2022.

In France, a collective agreement was signed with the Unions in 2019 for a 3 years period of time (2019-2021) and extended until July 2023 on Rennes site about GPEC (*Gestion Prévisionnelle des Emplois et des Compétences*, that is to say provisional jobs and skills management). This agreement includes the publication of a cartography (to be revised on an annual basis) of existing jobs along with their anticipated quantitative and qualitative evolution within the next 3 years, and proposes bridges from one job to another. The objective of giving these perspectives is to increase visibility for all Rennes employees on the Company’s vision of the jobs evolution, and thus allow employees to become more in control of their career. In order to support these evolutions, the agreement also includes measures about training, secured external mobility, and the possibility of getting into an early retirement program for eligible employees as defined by the agreement.

For more information on social dialogue and labor relations within Vantiva’s operations, please refer to chapter 2.5 of this Sustainability report.

For more information on social dialogue and labor relations in the supply chain, please refer to chapter 3.1 “Human Rights and working conditions in the supply chain”, and chapter 12 “Vigilance Plan” of this Sustainability report.

VANTIVA 2022
Actions, Results and Progress

LABOR	
GLOBAL COMPACT 10 Principles	PRINCIPLE 4: the elimination of all forms of forced and compulsory labor;
VANTIVA Program and Policies	Vantiva Code of Ethics, Vantiva Supplier Responsibility Program, Supplier Audit program, RBA Code of Conduct, with a specific audit scope and focus on suppliers in countries with a relatively high potential for adverse human rights issues. All suppliers are required to sign a General Rules of Conduct Compliance Certificate. Audits revealing employee discrimination, forced labor, safety violations, permanent disabilities or fatal injuries are classified as “major,” and require immediate corrective action.
VANTIVA 2022 Actions, Results and Progress	<ul style="list-style-type: none"> • 64 Supplier Responsibility audits were performed in 2022 by Vantiva, either on-site or remotely. Two critical violations were detected during 2022 (both of them related to absence of written occupational risk assessments). 46% of detected violations relate to health and safety, and 39% to labor, primarily working hours. Health and safety violations represent 64% of major violations, while the remaining categories of major violations detected were labor, management system and then environment, by decreasing order. • Additionally, the Responsible Business Alliance (RBA) may perform on-site audits to monitor and verify the implementation of the RBA Code of Conduct. <p>For more information on elimination of forced and compulsory labor, please refer to chapter 3.1 “Human Rights and working conditions in the supply chain”, and chapter 12 “Vigilance Plan” of this Sustainability report.</p>

LABOR	
GLOBAL COMPACT 10 Principles	PRINCIPLE 5: the effective abolition of child labor; and
VANTIVA Program and Policies	Auditing of suppliers: during the audit process, instances of child labor are classified as critical and entail an immediate stoppage of business.
VANTIVA 2022 Actions, Results and Progress	<ul style="list-style-type: none"> • Out of the 64 Supplier Responsibility audits mentioned above, no instance of child labor was detected during 2022; <p>For more information effective abolition of child labor, please refer to chapter 3.1 “Human Rights and working conditions in the supply chain”, and chapter 12 “Vigilance Plan” of this Sustainability report.</p>

LABOR	
GLOBAL COMPACT 10 Principles	PRINCIPLE 6: the elimination of discrimination in respect of employment and occupation.
VANTIVA Program and Policies	At the end of 2015, a global plan for Diversity and Inclusion was launched. The objective of this plan is to improve globally our processes to ensure that practices are not discriminatory at any stage in the Group, but also to promote a mindset of openness and inclusiveness globally, and a willingness to bring support and assistance to persons or groups who may be under-represented compared to their regional demographics.
VANTIVA 2022 Actions, Results and Progress	<ul style="list-style-type: none"> • Diversity, equity and inclusion in the workplace: <p>During 2020, and following the tragic events happened in the USA and the subsequent BLM (Black Live Matters) movement initiative, it became clear that a much stronger and more active culture regarding diversity, equity, and inclusion (DEI) was required from all market leaders worldwide, and so Vantiva established a global and company-wide DEI taskforce to truly become an inclusive and supportive employer. Using the cyclic process of Listen-Learn-Lead, Vantiva developed specific stakeholder groups and networks, gathered data and assessments, and established critical KPIs at all levels of the Company.</p> <p>DEI in 2021 involved continued definition of KPIs for DEI, expanded external speaker series, working groups, monthly “Share our Stories” podcasts, continuous updated to Intranet resources, a global DEI calendar to celebrate key events, continued adoption of the my.technicolor.com Intranet resource center and a DEI-focused training curriculum, open to all employees on the MyDevelopment Learning Management System. Overall the Group’s DEI focus was on identifying opportunities to be of service and to step in when gaps were identified.</p> <ul style="list-style-type: none"> - In 2022 Vantiva also partnered with Seramount, a leader in the definition of Diversity Best Practices. They provide research and guidance to navigate and improve DEI in organizations. - As with all parts of the organization, the announcement in February, 2022 of the intent to spin-off Technicolor Creative Studios brought about changes to the DEI framework. Parallel paths of continuing existing initiatives and allowing business-specific DEI to grow were initiated, resulting in a more de-centralized model. 2023 will be a re-set and re-build of Group-level initiatives on both sides of the spin-off. - 2022 DEI Highlights were:

- Global Women's Mentor Program;
- "Let's Talk LGBTQ+" guest speaker: Abhina Aher (CH India);
- DEI & "Power of She" eLearning Curricula;
- gender neutral bathroom progress;
- pronoun selection available on HRO;
- DEI Certifications for two committee members in Vantiva;
- implementation of "blind" CV practice;
- Global Anti-Discrimination/Harassment Campaign in six languages (English, French, Polish, Spanish, Portuguese and Chinese);
- partnership with Seramount-Diversity Best Practices;
- Black History Month: guest speaker Dr. Emma Dabiri;
- community outreach with Venice Arts;
- VBEN Virtual Movie Club: Summer of Soul;
- IWD: #BreakTheBias celebrations;
- Pride-India LGBTQ Toolkit;
- #21DaysofDEIJ Challenge via Yammer;
- Overcoming Adversity: guest speaker Dr. Malavika Iyer (CH India)

For more information on our initiatives to promote Diversity, Equity and Inclusion, please refer to chapter 2.4 of this Sustainability report.

• **Fight against harassment and discrimination:**

- In addition to the role of management, detection of discrimination cases also relies on the whistleblower policy allowing any employee to confidentially disclose their situation or the situation of a co-worker, without fear of publicity or adverse reaction. Such cases are reported to the Ethics Compliance Committee and investigated. Some countries implement in addition an official trust person or advocate for employees if there is a discrimination issue. Overall, 5 cases of harassment and discrimination were reported in 2022.
- 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 throughout the Group. To ensure a better understanding, this 30 to 45 minute training course was delivered in 6 languages: English, French, Spanish, Polish, Portuguese and Chinese. 1,913 employees completed this online training in 2022, representing 2,174 hours.
- 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.

For more information on fight against harassment and discrimination, please refer to chapter 3.2 of this Sustainability report;

• **Gender parity:**

Specific actions concerning a full range of processes and progress continued during 2022:

- two women are members of the EXCOM, representing 22% of the total number of members on February 15, 2023. With 11 members, women represent 31% of the Management Committee. Within the combined Executive Committee and Management Committee, there are 13 women representing 30% of the membership;
- a recruitment policy was adopted to encourage gender parity in Senior Management positions: Vantiva requires recruitment and personnel search professionals worldwide to ensure that the curriculum vitae of at least one qualified woman is included in every list of finalists submitted for open Senior Management positions within the Company;
- leadership talent criteria are adapted to secure equity between men and women in leadership positions, and gender parity is integrated in each division's Talent reviews, which outcomes are presented to the EXCOM, including dedicated action plans as needed.

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

- in France, since 2019, an action plan was developed relating to gender equity. In line with the collective agreement signed in 2016, it authorizes a dedicated budget to align compensation between men and women, training to support women and to promote their careers;
- in Poland, women candidates make up at least 50% of the short list for any open permanent position, and the industrial operation actively manages lifestyle expectation concerning shift duration, physical capability, and social events. Women are represented in the same proportion as employment for the site's Stakeholder

Representatives Committee, which reviews operational changes and provides input to management. As a new initiative for 2020, a flexible home office (teleworking) system was planned for the Warsaw offices in response to women staff's request to improve work – life balance;

- in Brazil, pink October events include lectures, exams and medical consultations related to the prevention and early diagnosis of breast cancer, while blue November activities focus on prostate cancer in men.

For more information on our initiatives to promote gender parity, please refer to chapter 2.4 of this Sustainability report.

• **Employment and integration of disabled people:**

Vantiva strives to adapt its working places, including factories, to provide equal employment opportunities with no discrimination against disabled people with regard to hiring, training, allocation of work, promotion, or reward, and seeks to eliminate employment barriers and to accommodate disabled employees.

In that regard, employment of people who have a disability is part of our non-discrimination policy, and Vantiva has been and continues to be willing to integrate different needs including modified duties, adapted hours, and adapted workspaces:

- in France, a new agreement was signed in 2019 with labor representatives in support of Vantiva's Mission Handicap – France program. 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. Vantiva Group in France has 26 employees with disabilities in 2022;
- in Australia, Vantiva continues to partner with a disability employment agency to hire employees with disabilities;
- in Poland, Vantiva extended efforts into families of workers who care for children with disability, providing increased benefits to the family via the worker in these cases.

For more information on employment and integration of disabled people, please refer to chapter 2.4 of this Sustainability report.

VANTIVA 2022
Actions, Results and Progress

ENVIRONMENT

GLOBAL COMPACT
10 Principles

PRINCIPLE 7:
Businesses should support a precautionary approach to environmental challenges;

VANTIVA
Program and Policies

Vantiva Health, Safety and Environment (HSE) Charter, Environmental policy and Guidelines, hazardous substances control in products and systems. Participation to Carbon Disclosure Project (Climate Change). Commitment to setting ambitious, science-based emissions reduction targets.

Vantiva has put in place the necessary processes and tools to help ensure a continued compliance with worldwide environmental laws and regulations and support a precautionary approach to environmental challenges. New or modified requirements are identified and reviewed as necessary;

• **Carbon Disclosure Project:**

In 2022, Vantiva participated for the 15th consecutive year in the Carbon Disclosure Project, targeting collaboration between large international firms and investors related to global warming. Vantiva's answer is available on the CDP's website: <http://www.cdp.net/>;

• **Science-Based Target initiative:**

Vantiva committed to Science-Based Targets initiative (SBT) 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 committed to provide a clearly-defined pathway to reach Net Zero before 2050.

• **Energy efficiency:**

Energy efficiency option is a key part of our commitment to our customers and other stakeholders as they use Vantiva Connected Home devices. Vantiva has actively contributed to good practices through voluntary codes and is a signatory of key Voluntary Industry Agreements (VIA) for improving the energy efficiency of Connected Home devices.

In Europe, Company reporting for 2022 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.

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Actions, Results and Progress

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.

• **Eco-design regulations :**

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:

Also, Vantiva has actively contributed to creation or revision of eco-design regulations impacting the design and development of Vantiva gateways and set-top boxes by providing inputs to the EU commission, via Vantiva’s membership with the Digital Europe organization of leading Digital European companies.

• **Product waste regulation and compliance:**

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), the E.U. Packaging Directive (94/62/EC) and their subsequent amendments and the E.U. Single-Use Plastics (“SUP”) Directive (2019/904).

• **Product compliance and ban of hazardous substances:**

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.

• For more information on our precautionary approach to environment, please refer to chapter 4 “Climate change”, chapter 5 “Circular economy”, and chapter 7.1 “Product compliance and ban of hazardous substances” of this Sustainability report.

**VANTIVA 2022
Actions, Results and Progress**

ENVIRONMENT

**GLOBAL COMPACT
10 Principles**

**PRINCIPLE 8:
undertake initiatives to promote greater environmental responsibility; and**

**VANTIVA
Program and Policies**

Vantiva Health, Safety and Environment (HSE) Charter, HSE Policies and Guidelines, HSE Audit program in place at industrial locations, Corporate goals, RBA Code of Conduct, EcoVadis supplier assessment platform. Carbon Disclosure Project participant. Compliance and monitoring on Hazardous Substances in products or systems. ISO 14001 certification. Climate change and circular economy programs. Company commitment to establish Science based targets.

• During 2022, a total of 6 industrial sites held ISO 14001 certification; Sites are selected for ISO14001 based on an impact assessment.

• In 2022, as post Covid travel was authorized, 5 industrial sites were audited, and 8 non-industrial sites were remotely 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;

• **Climate Change:**

• Vantiva’s commitment to SBTi:

Vantiva committed to Science-Based Targets initiative (SBT) 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 committed to provide a clearly-defined pathway to reach Net Zero before 2050.

• **Climate change highlights:**

In 2022, worldwide energy use was approximately 531.7 terajoules, a decrease of about 20% compared with 2021. Of the total energy consumed, 86.9% was in the form of electricity (of which 30.4% was from decarbonated sources and 20.4% was from renewable sources), 13.0% was in the form of fossil fuels, and 0.1% was in the form of purchased steam or chilled water.

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Sites, both industrial and non-industrial, try equally to reduce their energy consumption. Efforts to reduce energy consumption locally continued in 2022. Typical efforts involve lighting fixtures changeover to LED appliances, HVAC improvements (heating, ventilation and air-conditioning), and shutting down as many lighting or other systems during weekends or holidays as possible, raising setpoint temperatures in data centers or other technical rooms, selecting equipment according to energy efficiency criteria, and using window solar control screen films to improve heat blocking in exposed offices. Many initiatives took place at the site level in 2022 to reduce carbon emissions in addition to energy saving initiatives implemented in both Industrial and non-industrial sites.

Industrial sites continued to look for ways to reduce their energy footprint and to optimize processes. The Supply Chain Solutions Sydney (Australia) site continued to consolidate orders to minimize the number of deliveries and to avoid unnecessary trips. To reduce electricity consumption, the Supply Chain Solutions Rugby (UK) site modified external lighting, changing timers to a PIR sensor system to adjust lighting more precisely to hours of darkness. The Supply Chain Solutions Piaseczno (Poland) site managed to reduce electricity consumption by 91.44 MWh in its printing department. The Connected Home assembly Manaus (Brazil) site contracted green electricity from hydro and biomass sources.

In non-industrial sites, Vantiva sites also contributed to reduce carbon emissions, albeit on a different scale. In the Connected Home (non-industrial) site of Edegem (Belgium), the bike allowance was increased, to continue to promote bike to work. The site also changed part of the Company cars fleet, with 3 plug-in hybrid electric vehicle and 7 electric vehicles and will continue progressively to renew the site fleet. Following an energy audit, the Rennes (France) site started implementing many energy-saving smart solutions, including reducing set temperatures through the smart building management system, installing sensors to further reduce lighting in passageways and campus among other technical initiatives.

- **Circular economy:**

- Waste generation and recycling:

Vantiva operates industrial sites and non-industrial sites. The 2022 recycling rate was 71.9% increasing 10% compared to 2021. Non-industrial sites generated about 0.6% of the total waste generated in the Group, with approximately 7.2 tons of hazardous waste from non-industrial locations (batteries, mercury-containing bulbs, e-waste).

Within Vantiva, detailed waste generation and disposal data is gathered at each facility following the local reporting format and requirements, then reformatted and recorded according to standard categories defined at the corporate level, using periodic online site questionnaires deployed via a specialized, web-based, software. Waste data are consolidated at the Group level and audited each year by third-party auditors during the process of validation of Group extra-financial data, prior to publication and in compliance with French law.

Vantiva sites select only qualified suppliers of waste-related services, generally always licensed and permitted by government agency, and in addition 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 observation and inspection as part of the initial qualification or periodic monitoring of waste-service providers.

- End-product recycling and reuse:

While many stakeholders have specific actions to take to fully achieve product recycling, Vantiva Connected Home supports the Circular Economy. Easy device disassembly and avoidance of compound material in device mechanics and packaging helps to reintroduce parts of the devices in the raw material flow (e.g., for device housing or packaging).

Beginning in 2016, as part of its reuse strategy, Connected Home began to recover used units from the American market in partnership with a major network provider capable of taking back product from individual consumers. Using its network of post-sales locations, Vantiva inspects, refurbishes, and requalifies the returned products whenever feasible, and then sells them as a clearly labeled refurbished product and at a reduced price. Since the program commenced in 2016, the destruction and disposal of about 3.36 million units and 3,190 tons of waste was avoided. At the same time, the need for an equivalent amount of raw materials and manufacturing effort required to produce new products for these markets was eliminated;

- **Sustainable water management :**

While Vantiva is not a water intensive business, efforts to save water are made wherever possible, at industrial sites but also non-industrial sites, with sites in water stressed areas being particularly sensitive to

- In 2022, water consumption at the Vantiva reporting locations decreased by about 18.5% versus 2021 to 220.4 thousand cubic meters. When compared to revenues, the average water consumption rate was 79.4 m / M€ across the business in 2022.

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. 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.

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Including laboratory operations in Rennes, France and industrial sites in Australia, Brazil, and Mexico, total rainwater harvested and consumed during 2022 was about 2,751 m³.

- For more information on climate change, circular economy and our initiatives to promote greater environmental responsibility, please refer to chapter 4 and chapter 5 of this Sustainability report.

ENVIRONMENT

GLOBAL COMPACT 10 Principles

PRINCIPLE 9:
encourage the development and diffusion of environmentally friendly technologies.

VANTIVA Program and Policies

Industry Voluntary Initiatives and Codes of Conduct, Life Cycle Analysis (LCA), Eco-design, Energy efficiency of devices and systems.

- 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, use and ultimate disposal of its products. The Group's Connected Home segment complies with all the laws and regulations, but also endorses voluntary industry initiatives in order to improve the energy efficiency of its products. 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;

- 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.

- In Europe, Company reporting for 2021 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 2019, Vantiva Connected Home started a new project and simplified LCA on a set of subsystems and hot spots, using the EIME tool as a database and standardized methodology in a continuity approach, maintaining results on eleven criteria for selected aspects. This environmental assessment tool, that does not require advanced or special environmental knowledge for users to operate, was developed and finalized in 2020, allowing Vantiva Connected Home to perform simplified LCA of Vantiva products. This LCA tool helps to answer the increasing number of customers' questions and awareness about the environmental impacts of Vantiva Connected Home devices, such as but not only, on how they contribute to climate change;

- Throughout 2021 and 2022, 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. 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;

- For more information on our programs and initiatives to encourage the development and diffusion of environmentally friendly technologies, please refer to chapter 4 and chapter 5 of this Sustainability report.

ANTI-CORRUPTION

GLOBAL COMPACT
10 Principles

PRINCIPLE 10:
Businesses should work against corruption in all its forms, including extortion and bribery.

VANTIVA
Program and Policies

Vantiva Code of Ethics, Financial Ethics Charter, Ethics Compliance Committee, Anti-Corruption & Anti-Bribery Policy, Vantiva Supplier Responsibility Program, RBA Code of Conduct, Supplier Monitoring and KPIs, Whistleblower Policy and portal.

- 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 top management** has shown its engagement (i) by issuing communications to all employees explaining that a zero-tolerance policy against bribery is part of Vantiva’s core values and (ii) by requiring regular updates on the anti-bribery program at the ExCom level, at the Audit Committee of the Company’s Board of Directors and at the Board itself;
 - **Code of Ethics & Anti-Bribery Policy:** the Code of Ethics was updated in 2022 and is now available in 6 languages so to be accessible and well understood by all Group employees. The employees are required to confirm that they duly read it. 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. A dedicated application has been developed internally to ease the approval process of gift 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 by emailing directly the Ethics and Compliance Committee. The latest is committed to treat diligently any alerts received with independence, objectivity and confidentiality. The Whistleblowing Policy also makes clear that no retaliation will be tolerated;
 - **Risk mapping:** the Group’s corruption risk mapping has been reviewed in 2022 to reassess the identified risks and identify potential new ones. The results have been presented to the ExCom, the Audit Committee and to the Board.;
 - **Third-party assessments:** the Group’s suppliers are required to respect the Anti-bribery Policy through the acknowledgment of the Suppliers Handbook. A Third-Party policy covering our relationship and engagement with Connected Home agents, consultants, advisors, among others, is in force and most high risked third parties are screened against business ethics criteria and economic sanctions lists to allow their onboarding.;
 - **Training:** specific training courses on anti-bribery, economic sanctions, export controls, and gift and entertainment are developed and delivered within the Group to the staff categories with the highest level of exposure. An anti-corruption E-learning campaign has been implemented in early 2022 targeting in particular specific employee categories such as sales, legal, finance or human resource employees to maintain a high level of awareness. 1,253 employees followed the 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;
 - **Internal control and audit procedures:** internal and external audits are performed on a regular basis, notably covering anti-bribery matters.
- For more information on our programs and initiatives to fight against corruption in all its forms, please refer to chapter 8.1 of this Sustainability report, and section 3.2.2: “General control environment” of [Vantiva Universal Registration Document 2022](#).

VANTIVA 2022
Actions, Results and Progress

14. GRI content index



CONTENT INDEX
ADVANCED SERVICE

2023

Vantiva follows the GRI Standards, a worldwide reporting framework on sustainability, to structure its economic, environmental and social reporting. For the period January 1, 2022 to December 31, 2022, 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 is clearly presented, in a manner consistent with the Standards, and that the references for all disclosures are included correctly and aligned with the appropriate sections in the body of the report.

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, 2022 to December 31, 2022.
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)	OMISSION		
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION
General disclosures					
GRI 2: General Disclosures 2021	2-1 Organizational details	<p>2022 Universal Registration Document: Page 234, section 5.5.5 - Data collection method and rationale; Page 376, section 7.1 - Company profile</p> <p>2022 Sustainability Communication: Page 5 - Company profile; Page 78, chapter 9.2 - Sustainability data collection method and rational</p>			
	2-2 Entities included in the organization's sustainability reporting	<p>2022 Universal Registration Document: Page 234, section 5.5.5 - Data collection method and rationale; Page 267, section 6.2 - Note 2 Scope of consolidation; Page 328, section 6.2 - Note 15 List of main consolidated subsidiaries; Page 381, section 7.7 - Organizational structure of the Group</p> <p>2022 Sustainability Communication: Page 78, chapter 9.2 - Sustainability data collection method and rational</p>			
	2-3 Reporting period, frequency and contact point	<p>2022 Universal Registration Document: Page 376, section 7.1 - Company profile; Page 385, section 7.11 - Persons responsible for the Universal Registration Document and the Annual Financial Report</p> <p>2022 Sustainability Communication: Page 5 - Company profile; Page 78, chapter 9.2 - Sustainability data collection method and rational</p>			

GRI 2: General Disclosures 2021	2-4 Restatements of information	<p>2022 Universal Registration Document: Page 45, section 2.5 - Pro forma financial information and restatements; Page 194, section 5 - Methodology note; Page 262, section 6.2 - Note 1 General information; Page 267, section 6.2 - Note 2 Scope of consolidation</p> <p>2022 Sustainability Communication: Page 5 - Methodology note</p>
	2-5 External assurance	<p>2022 Universal Registration Document: Page 47, section 2.6 - Statutory auditor's report on the Pro Forma Financial; Page 134, section 4.1.3.2 - Regulated agreements; Page 248, 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 330, section 6.3 - Statutory auditors' report on the consolidated financial statements; Page 367, section 6.7 - Statutory auditors' report on the financial statements; Page 373, section 6.8 - Statutory Auditors</p> <p>2022 Sustainability Communication: Page 84, 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>
	2-6 Activities, value chain and other business relationships	<p>2022 Universal Registration Document: Page 9, section 1.1 - Overview and historical background; Page 12, section 1.2 - Organization and business overview; Page 19, section 1.3 - Strategy; Page 20, section 1.4 - Share capital and shareholding; Page 44, section 2.4 - Subsequent events; Page 216, section 5.3.1 - Human rights and working conditions in the supply chain; Page 251, section 5.11 - Vigilance plan; Page 262, section 6.2 - Note 1 General information; Page 267, section 6.2 - Note 2 Scope of consolidation; Page 271, section 6.2 - Note 3 Information on operations; Page 323, section 6.2 - Note 12 Discontinued operations and held for sale operations; Page 327, section 6.2 - Note 13 Subsequent events</p> <p>2022 Sustainability Communication: Page 6, chapter 1.1 - Overview and business models of the Group; Page 40, chapter 3.1 - Human Rights and working conditions in the supply chain; Page 88, chapter 12 - Vigilance plan</p>
	2-7 Employees	<p>2022 Universal Registration Document: Page 206, section 5.2.1.7 - Employment figures; Page 376, section 7.1 - Company profile</p> <p>2022 Sustainability Communication: Page 5 - Company profile; Page 18, chapter 2.1 - Workforce evolution and composition</p>

GRI 2: General Disclosures 2021	2-8 Workers who are not employees	<p>2022 Universal Registration Document: Page 69, section 3.1.2 - Labor force availability; Page 206, section 5.2.1.7 - Employment figures; Page 208, section 5.2.1.7 - Management of business cycles</p> <p>2022 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>2022 Universal Registration Document: Page 86, section 4.1 - Corporate governance; Page 89, section 4.1.1 - Board of Directors; Page 119, section 4.1.2 - Preparation and organization of the Board of Directors' work; Page 144, section 4.1.4 - Internal Board Regulations</p> <p>2022 Sustainability Communication: Page 6, chapter 1.1 - Overview and business models of the Group</p>
	2-10 Nomination and selection of the highest governance body	<p>2022 Universal Registration Document: Page 89, section 4.1.1 - Board of Directors</p>
	2-11 Chair of the highest governance body	<p>2022 Universal Registration Document: Page 89, section 4.1.1 - Board of Directors; Page 119, 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>2022 Universal Registration Document: Page 76, section 3.2 - Internal control; Page 89, section 4.1.1 - Board of Directors; Page 119, section 4.1.2 - Preparation and organization of the Board of Directors' work; Page 144, section 4.1.4 - Internal Board Regulations</p>
	2-13 Delegation of responsibility for managing impacts	<p>2022 Universal Registration Document: Page 76, section 3.2 - Internal control; Page 89, section 4.1.1 - Board of Directors; Page 119, section 4.1.2 - Preparation and organization of the Board of Directors' work; Page 144, section 4.1.4 - Internal Board Regulations</p>
	2-14 Role of the highest governance body in sustainability reporting	<p>2022 Universal Registration Document: Page 119, section 4.1.2 - Preparation and organization of the Board of Directors' work; Page 144, section 4.1.4 - Internal Board Regulations; Page 195, section 5.1 - Corporate Social Responsibility's challenges of the Group</p> <p>2022 Sustainability Communication: Page 6, chapter 1 - Corporate Social Responsibility's challenges of the Group</p>
	2-15 Conflicts of interest	<p>2022 Universal Registration Document: Page 89, section 4.1.1 - Board of Directors; Page 134, section 4.1.3.1 - Regulated agreements; Page 144, section 4.1.4 - Internal Board Regulations</p>
	2-16 Communication of critical concerns	<p>2022 Universal Registration Document: Page 56, section 3.1.1 - Business continuity; Page 76, section 3.2 - Internal control; Page 79, section 3.2.3 - Internal Audit; Page 224, section 5.5 - Emergency preparedness and response; Page 244, section 5.7.3 - Business continuity and business resilience</p> <p>2022 Sustainability Communication: Page 50, chapter 5 - Emergency preparedness and response; Page 70, chapter 7.3 - Business continuity and business resilience</p>

GRI 2: General Disclosures 2021	2-17 Collective knowledge of the highest governance body	2022 Universal Registration Document: Page 119, section 4.1.2 - Preparation and organization of the Board of Directors' work
	2-18 Evaluation of the performance of the highest governance body	2022 Universal Registration Document: Page 119, section 4.1.2.7 - Preparation and organization of the Board of Directors' work; Page 144, section 4.1.4 - Internal Board Regulations
	2-19 Remuneration policies	2022 Universal Registration Document: Page 153, section 4.2.1 - Compensation and benefits of Corporate Officers; Page 178, section 4.2.3 - Executive Committee compensation; Page 178, section 4.2.4 - Stock Options plans and Performance or Restricted Shares plans
	2-20 Process to determine remuneration	2022 Universal Registration Document: Page 153, section 4.2.1 - Compensation and benefits of Corporate Officers; Page 201, section 5.2.1.3 - Performance, recognition and retention 2022 Sustainability Communication: Page 23, chapter 2.2.3 - Performance, recognition and retention
	2-21 Annual total compensation ratio	2022 Universal Registration Document: Page 176, section 4.2.2 - Pay equity ratio
	2-22 Statement on sustainable development strategy	2022 Sustainability Communication: Page 3 - Message from the Chief Executive Officer
	2-23 Policy commitments	2022 Universal Registration Document: Page 76, section 3.2 - Internal control; Page 77, section 3.2.2 - General control environment; Page 216, section 5.3 - Human Rights and working conditions; Page 245, section 5.8 - Fairness of business practices; Page 251, section 5.11 - Vigilance plan 2022 Sustainability Communication: Page 16, chapter 1.6 - United Nations Global Compact and Sustainable Development Goals; Page 40, chapter 3 - Human Rights and working conditions; Page 72, chapter 8 - Fairness of business practices; Page 88, chapter 12 - Vigilance plan; Page 90, chapter 13 - United Nations Global Compact Communication on Progress (CoP)
	2-24 Embedding policy commitments	2022 Universal Registration Document: Page 76, section 3.2 - Internal control; Page 77, section 3.2.2 - General control environment; Page 216, section 5.3 - Human rights and working conditions; Page 245, section 5.8 - Fairness of business practices; Page 251, section 5.11 - Vigilance plan 2022 Sustainability Communication: Page 16, chapter 1.6 - United Nations Global Compact and Sustainable Development Goals; Page 40, chapter 3 - Human rights and working conditions; Page 72, chapter 8 - Fairness of business practices; Page 88, chapter 12 - Vigilance plan; Page 90, chapter 13 - United Nations Global Compact Communication on Progress (CoP)

<p>GRI 2: General Disclosures 2021</p>	<p>2-25 Processes to remediate negative impacts</p>	<p>2022 Universal Registration Document: Page 232, section 5.5.4 - Environmental investments, remediation, and pollution prevention; Page 251, section 5.11 - Vigilance plan; Page 319, section 6.2 - Note 10.2 Contingencies 2022 Sustainability Communication: Page 60, chapter 5.4 - Additional environmental aspects; Page 88, chapter 12 - Vigilance plan</p>
	<p>2-26 Mechanisms for seeking advice and raising concerns</p>	<p>2022 Universal Registration Document: Page 54, section 3.1.1 - Diversity and Human Rights; Page 77, section 3.2.2 - General control environment; Page 245, section 5.8 - Fairness of business practices; Page 251, section 5.11 - Vigilance plan 2022 Sustainability Communication: Page 72, chapter 8 - Fairness of business practices; Page 88, chapter 12 - Vigilance plan</p>
	<p>2-27 Compliance with laws and regulations</p>	<p>2022 Universal Registration Document: Page 74, section 3.1.4 - Litigations; Page 232, section 5.5.4 - Environmental investments, remediation, and pollution prevention; Page 242, section 5.7.1 - Product compliance and ban of hazardous materials; Page 319, section 6.2 - Note 10.2 Contingencies 2022 Sustainability Communication: Page 54, chapter 5.1 - Product waste regulation and compliance; Page 60, chapter 5.4 - Additional environmental aspects; Page 62, chapter 6 - Green taxonomy; Page 66, chapter 7.1 - Product compliance and ban of hazardous materials</p>
	<p>2-28 Membership associations</p>	<p>2022 Universal Registration Document: Page 119, section 4.1.2.1 - Compliance with the AFEP-MEDEF Corporate Governance Code; Page 216, 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 2022 Sustainability Communication: Page 16, chapter 1.6 - United Nations Global Compact and Sustainable Development Goals; Page 40, chapter 3 - Human Rights and working conditions; Page 47, chapter 4.2 - Energy efficiency; Page 66, chapter 7.1 - Product compliance and ban of hazardous materials; Page 90, chapter 13 - United Nations Global Compact Communication on Progress (CoP)</p>

GRI 2: General Disclosures 2021	2-29 Approach to stakeholder engagement	<p>2022 Universal Registration Document: Page 20, section 1.4 - Share capital and shareholding; Pages 60-63, section 3.1.2 - Supplier dependency; Page 64, section 3.1.2 - Client concentration and dependency; Page 67, section 3.1.2 - Customer concentration and contract negotiation; Page 197, section 5.1.3 - The materiality matrix; Page 198, section 5.1.4 - The approach to sustainability; Page 215, section 5.2.7 - Community impact and regional development; Page 215, section 5.2.8 - Relations with external stakeholders</p> <p>2022 Sustainability Communication: Page 14, chapter 1.3 - The materiality matrix; Page 15, chapter 1.4 - The approach to sustainability; Page 34, chapter 2.8 - Community impact and regional development; Page 35, chapter 2.9 - Relations with external stakeholders</p>
	2-30 Collective bargaining agreements	<p>2022 Universal Registration Document: Page 211, section 5.2.4 - Labor relations</p> <p>2022 Sustainability Communication: Page 30, chapter 2.5 - Labor relations</p>
Material topics		
GRI 3: Material Topics 2021	3-1 Process to determine material topics	<p>2022 Universal Registration Document: Page 196, section 5.1.2 - CSR materiality; Page 197, section 5.1.3 - The materiality matrix; Page 251, section 5.11 - Vigilance plan; Page 389, 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 391, section 8 - Annual Financial Report cross-reference table; Page 392, section 8 - Management Report cross-reference table; Page 393, section 8 - Corporate Governance Report cross-reference table; Page 394 - 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</p> <p>2022 Sustainability Communication: Page 13, chapter 1.2 - CSR materiality; Page 14, chapter 1.3 - The materiality matrix; Page 88, chapter 12 - Vigilance plan</p>
	3-2 List of material topics	<p>2022 Universal Registration Document: Page 196, section 5.1.2 - CSR materiality; Page 197, section 5.1.3 - The materiality matrix</p> <p>2022 Sustainability Communication: Page 13, chapter 1.2 - CSR materiality; Page 14, chapter 1.3 - The materiality matrix</p>

Economic performance [Safe and fair]	
GRI 3: Material Topics 2021	<p>3-3 Management of material topics</p> <p>2022 Universal Registration Document: Page 9, section 1.1 - Overview and historical background; Page 19, section 1.3 - Strategy; Page 34, section 2.1 - Summary of results; Page 34, section 2.2 - Results of operations for 2021 and 2022; Page 42, section 2.3 - Liquidity and capital resources; Page 50, section 3.1 - Risk factors; Page 52, section 3.1.1 - Economic, geopolitical & social environment; Page 70, section 3.1.3 - Financial risks; Page 80, section 3.2.4 - Internal control procedures relating to the preparation and treatment of accounting and financial performance; Page 196, section 5.1.2 - CSR materiality; Page 197, section 5.1.3 - The materiality matrix; Page 247, section 5.9 - CSR performance assessment; Page 251, section 5.11 - Vigilance plan; Page 261, section 6.2 - Notes to the consolidated financial statements; Page 339, section 6.5 - Notes to the parent company financial statements</p> <p>2022 Sustainability Communication: Page 6, chapter 1.1 - Overview and business models of the Group; Page 13, chapter 1.2 - CSR materiality; Page 14, chapter 1.3 - The materiality matrix; Page 16, chapter 1.6 - United Nations Global Compact and Sustainable Development Goals; Page 62, chapter 6 - Green taxonomy; Page 80, chapter 10 - CSR performance assessment; Page 88, chapter 12 - Vigilance plan</p>
GRI 201: Economic Performance 2016	<p>201-1 Direct economic value generated and distributed</p> <p>2022 Universal Registration Document: Page 20, section 1.4 - Share capital and shareholding; Page 34, section 2.1 - Summary of results; Page 34, section 2.2 - Results of operations for 2021 and 2022; Page 42, section 2.3 - Liquidity and capital resources; Page 254, section 6.1 - Vantiva 2022 consolidated financial statements; Page 261, section 6.2 - Notes to the consolidated financial statements; Page 291, section 6.2 - Note 7 Equity earnings per share; Page 306, section 6.2 - Note 9 Employee benefits; Page 336, section 6.4 - Vantiva SA 2022 financial statements; Page 339, 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>2022 Universal Registration Document: Page 218, section 5.4 - Climate change</p> <p>2022 Sustainability Communication: Page 44, chapter 4 - Climate change</p>
	<p>201-3 Defined benefit plan obligations and other retirement plans</p> <p>2022 Universal Registration Document: Page 153, section 4.2.1 - Compensation and benefits of Corporate Officers; Page 178, section 4.2.4 - Stock Options plans and Performance or Restricted Shares plans; Page 306, section 6.2 - Note 9 Employee benefits</p>
GRI 201: Economic Performance 2016	<p>201-4 Financial assistance received from government</p> <p>2022 Universal Registration Document: Page 275, section 6.2 - Note 3.3.1 Operating income & expenses : in 2022, there was no more subsidies received from the French State for research tax credit (Crédit Impôt Recherche)</p>

Market presence [Workforce]					
GRI 3: Material Topics 2021	3-3 Management of material topics	<p>2022 Universal Registration Document: Page 12, section 1.2 - Organization and business overview; Page 50, section 3.1 - Risk factors; Page 196, section 5.1.2 - CSR materiality; Page 197, section 5.1.3 - The materiality matrix; Page 247, section 5.9 - CSR performance assessment; Page 251, section 5.11 - Vigilance plan</p> <p>2022 Sustainability Communication: Page 6, chapter 1.1 - Overview and business models of the Group; Page 13, chapter 1.2 - CSR materiality; Page 14, chapter 1.3 - The materiality matrix; Page 16, chapter 1.6 - United Nations Global Compact and Sustainable Development Goals; Page 80, chapter 10 - CSR performance assessment; Page 88, chapter 12 - Vigilance plan</p>			
	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	Vantiva entry level wage is in line or above local minimum wage in all countries where it operates	Disclosure 202-1	Confidentiality constraints	The organization does not wish to publish remuneration information that could be used by competitors.
GRI 202: Market Presence 2016	202-2 Proportion of senior management hired from the local community	<p>2022 Universal Registration Document: Page 215, section 5.2.7 - Community impact and regional development</p> <p>2022 Sustainability Communication: Page 34, chapter 2.8 - Community impact and regional development</p>			
	203-1 Infrastructure investments and services supported	<p>2022 Universal Registration Document: Page 215, section 5.2.7 - Community impact and regional development</p> <p>2022 Sustainability Communication: Page 34, chapter 2.8 - Community impact and regional development</p>			
Indirect economic impacts [Safe and fair]					
GRI 3: Material Topics 2021	3-3 Management of material topics	<p>2022 Universal Registration Document: Page 50, section 3.1 - Risk factors; Page 196, section 5.1.2 - CSR materiality; Page 197, section 5.1.3 - The materiality matrix; Page 199, section 5.1.5 - Covid-19; Page 208, section 5.2.1.7 - Management of business cycles; Page 215, section 5.2.7 - Community impact and regional development; Page 247, section 5.9 - CSR performance assessment; Page 251, section 5.11 - Vigilance plan</p> <p>2022 Sustainability Communication: Page 13, chapter 1.2 - CSR materiality; Page 14, chapter 1.3 - The materiality matrix; Page 15, chapter 1.5 - Covid-19; Page 16, chapter 1.6 - United Nations Global Compact and Sustainable Development Goals; Page 27, chapter 2.3 - Management of business cycles; Page 34, chapter 2.8 - Community impact and regional development; Page 80, chapter 10 - CSR performance assessment; Page 88, chapter 12 - Vigilance plan</p>			
	203-1 Infrastructure investments and services supported	<p>2022 Universal Registration Document: Page 215, section 5.2.7 - Community impact and regional development</p> <p>2022 Sustainability Communication: Page 34, chapter 2.8 - Community impact and regional development</p>			
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	<p>2022 Universal Registration Document: Page 215, section 5.2.7 - Community impact and regional development</p> <p>2022 Sustainability Communication: Page 34, chapter 2.8 - Community impact and regional development</p>			

<p>GRI 203: Indirect Economic Impacts 2016</p>	<p>203-2 Significant indirect economic impacts</p>	<p>2022 Universal Registration Document: Page 199, section 5.1.5 - Covid-19; Page 208, section 5.2.1.7 - Management of business cycles; Page 215, section 5.2.7 - Community impact and regional development; Page 215, section 5.2.8 - Relations with external stakeholders 2022 Sustainability Communication: Page 15, chapter 1.5 - Covid-19; Page 27, chapter 2.3 - Management of business cycles; Page 34, chapter 2.8 - Community impact and regional development; Page 35, chapter 2.9 - Relations with external stakeholders</p>			
<p>Procurement practices [Safe and fair]</p>					
<p>GRI 3: Material Topics 2021</p>	<p>3-3 Management of material topics</p>	<p>2022 Universal Registration Document: Page 50, section 3.1 - Risk factors; Pages 60-63, section 3.1.2 - Supplier dependency; Page 66, section 3.1.2 - Raw material and other key input dependency; Page 68, section 3.1.2 - Supply chain and manufacturing; Page 196, section 5.1.2 - CSR materiality; Page 197, section 5.1.3 - The materiality matrix; Page 216, section 5.3 - Human Rights and working conditions; Page 242, section 5.7.1 - Product compliance and ban of hazardous materials; Page 247, section 5.9 - CSR performance assessment; Page 251, section 5.11 - Vigilance plan 2022 Sustainability Communication: Page 13, chapter 1.2 - CSR materiality; Page 14, chapter 1.3 - The materiality matrix; Page 16, chapter 1.6 - United Nations Global Compact and Sustainable Development Goals; Page 40, chapter 3 - Human Rights and working conditions; Page 66, chapter 7.1 - Product compliance and ban of hazardous materials; Page 80, chapter 10 - CSR performance assessment; Page 88, chapter 12 - Vigilance plan</p>			
<p>GRI 204: Procurement Practices 2016</p>	<p>204-1 Proportion of spending on local suppliers</p>		<p>Disclosure 204-1</p>	<p>Not applicable</p>	<p>Due to the nature of the activity, the proportion of spending on local suppliers is almost equal to zero.</p>
<p>Anti-corruption [Safe and fair]</p>					
<p>GRI 3: Material Topics 2021</p>	<p>3-3 Management of material topics</p>	<p>2022 Universal Registration Document: Page 50, section 3.1 - Risk factors; Page 77, section 3.2.2 - General control environment; Page 196, section 5.1.2 - CSR materiality; Page 197, section 5.1.3 - The materiality matrix; Page 245, section 5.8 - Fairness of business practices; Page 247, section 5.9 - CSR performance assessment; Page 251, section 5.11 - Vigilance plan 2022 Sustainability Communication: Page 13, chapter 1.2 - CSR materiality; Page 14, chapter 1.3 - The materiality matrix; Page 16, chapter 1.6 - United Nations Global Compact and Sustainable Development Goals; Page 72, chapter 8 - Fairness of business practices; Page 80, chapter 10 - CSR performance assessment; Page 88, chapter 12 - Vigilance plan</p>			

GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	<p>2022 Universal Registration Document: Page 76, section 3.2 - Internal control; Page 77, section 3.2.2 - General control environment / Ethical values and principles of conduct for the Group's managers and employees; Page 245, section 5.8.1 - Competition rules and anti-bribery</p> <p>2022 Sustainability Communication: Page 72, chapter 8.1 - Competition rules and anti-bribery</p>
	205-2 Communication and training about anti-corruption policies and procedures	<p>2022 Universal Registration Document: Page 77, section 3.2.2 - General control environment / Ethical values and principles of conduct for the Group's managers and employees; Page 245, section 5.8.1 - Competition rules and anti-bribery</p> <p>2022 Sustainability Communication: Page 72, chapter 8.1 - Competition rules and anti-bribery</p>
	205-3 Confirmed incidents of corruption and actions taken	<p>2022 Universal Registration Document: Page 72, chapter 8.1 - Competition rules and anti-bribery. In 2022, 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 [Safe and fair]

GRI 3: Material Topics 2021	3-3 Management of material topics	<p>2022 Universal Registration Document: Page 50, section 3.1 - Risk factors; Page 74, section 3.1.4.1 - Antitrust procedures; Page 196, section 5.1.2 - CSR materiality; Page 197, section 5.1.3 - The materiality matrix; Page 245, section 5.8 - Fairness of business practices; Page 247, section 5.9 - CSR performance assessment; Page 251, section 5.11 - Vigilance plan</p> <p>2022 Sustainability Communication: Page 13, chapter 1.2 - CSR materiality; Page 14, chapter 1.3 - The materiality matrix; Page 16, chapter 1.6 - United Nations Global Compact and Sustainable Development Goals; Page 72, chapter 8 - Fairness of business practices; Page 80, chapter 10 - CSR performance assessment; Page 88, chapter 12 - Vigilance plan</p>
	GRI 206: Anti-competitive Behavior 2016	<p>206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices</p> <p>2022 Universal Registration Document: Page 74, section 3.1.4.1 - Antitrust procedures</p>

Tax [Safe and fair]

GRI 3: Material Topics 2021	3-3 Management of material topics	<p>2022 Universal Registration Document: Page 50, section 3.1 - Risk factors; Page 196, section 5.1.2 - CSR materiality; Page 197, section 5.1.3 - The materiality matrix; Page 245, section 5.8 - Fairness of business practices; Page 247, section 5.9 - CSR performance assessment; Page 251, section 5.11 - Vigilance plan</p> <p>2022 Sustainability Communication: Page 13, chapter 1.2 - CSR materiality; Page 14, chapter 1.3 - The materiality matrix; Page 16, chapter 1.6 - United Nations Global Compact and Sustainable Development Goals; Page 72, chapter 8 - Fairness of business practices; Page 80, chapter 10 - CSR performance assessment; Page 88, chapter 12 - Vigilance plan</p>

GRI 207: Tax 2019	207-1 Approach to tax	<p>2022 Universal Registration Document: Page 246, section 5.8.2 - Tax management</p> <p>2022 Sustainability Communication: Page 74, chapter 8.1 - Tax management</p>			
	207-2 Tax governance, control, and risk management	<p>2022 Universal Registration Document: Page 246, section 5.8.2 - Tax management</p> <p>2022 Sustainability Communication: Page 74, chapter 8.1 - Tax management</p>			
	207-3 Stakeholder engagement and management of concerns related to tax	<p>2022 Universal Registration Document: Page 246, section 5.8.2 - Tax management</p> <p>2022 Sustainability Communication: Page 74, chapter 8.1 - 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.

Materials [Circular economy]				
GRI 3: Material Topics 2021	3-3 Management of material topics	<p>2022 Universal Registration Document: Page 50, section 3.1 - Risk factors; Page 66, section 3.1.2 - Raw material and other key input dependency; Page 196, section 5.1.2 - CSR materiality; Page 197, section 5.1.3 - The materiality matrix; Page 224, section 5.5 - Circular economy; Page 225, section 5.5.1 - Recycling of waste and optimization of raw material; Page 242, section 5.7.1 - Product compliance and ban of hazardous materials; Page 247, section 5.9 - CSR performance assessment; Page 251, section 5.11 - Vigilance plan</p> <p>2022 Sustainability Communication: Page 13, chapter 1.2 - CSR materiality; Page 14, chapter 1.3 - The materiality matrix; Page 16, chapter 1.6 - United Nations Global Compact and Sustainable Development Goals; Page 50, chapter 5 - Circular economy; Page 51, chapter 5.1 - Recycling of waste and optimization of raw material; Page 66, chapter 7.1 - Product compliance and ban of hazardous materials; Page 76, chapter 9.1 - Key sustainability data; Page 80, chapter 10 - CSR performance assessment; Page 88, chapter 12 - Vigilance plan</p>		
	301-1 Materials used by weight or volume	<p>2022 Universal Registration Document: Page 229, section 5.5.1 - Raw material usage</p> <p>2022 Sustainability Communication: Page 54, chapter 5.1 - Raw material usage; Page 76, chapter 9.1 - Key sustainability data</p>		
GRI 301: Materials 2016	301-2 Recycled input materials used		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 to publish it in the next reporting cycle.
	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.
GRI 301: Materials 2016				

Energy [Climate change]		
GRI 3: Material Topics 2021	3-3 Management of material topics	<p>2022 Universal Registration Document: Page 50, section 3.1 - Risk factors; Page 196, section 5.1.2 - CSR materiality; Page 197, section 5.1.3 - The materiality matrix; Page 218, section 5.4 - Climate change; Page 220, section 5.4.1 - Carbon emissions; Page 222, section 5.4.2 - Energy efficiency; Page 222, section 5.4.3 - Renewable energy; Page 247, section 5.9 - CSR performance assessment; Page 251, section 5.11 - Vigilance plan</p> <p>2022 Sustainability Communication: Page 13, chapter 1.2 - CSR materiality; Page 14, chapter 1.3 - The materiality matrix; Page 16, chapter 1.6 - United Nations Global Compact and Sustainable Development Goals; Page 44, chapter 4 - Climate change; Page 45, chapter 4.1 - Carbon emissions; Page 47, chapter 4.2 - Energy efficiency; Page 48, chapter 4.3 - Renewable and decarbonated energy; Page 76, chapter 9.1 - Key sustainability data; Page 80, chapter 10 - CSR performance assessment; Page 88, chapter 12 - Vigilance plan</p>
GRI 302: Energy 2016	302-1 Energy consumption within the organization	<p>2022 Universal Registration Document: Page 220, section 5.4.1 - Carbon emissions;</p> <p>2022 Sustainability Communication: Page 45, chapter 4.1 - Carbon emissions; Page 76, chapter 9.1 - Key sustainability data</p>
	302-2 Energy consumption outside of the organization	<p>2022 Universal Registration Document: Page 220, section 5.4.1 - Carbon emissions</p> <p>2022 Sustainability Communication: Page 45, chapter 4.1 - Carbon emissions</p>
	302-3 Energy intensity	<p>2022 Universal Registration Document: Page 220, section 5.4.1 - Carbon emissions</p> <p>2022 Sustainability Communication: Page 45, chapter 4.1 - Carbon emissions; Page 76, chapter 9.1 - Key sustainability data</p>
	302-4 Reduction of energy consumption	<p>2022 Universal Registration Document: Page 220, section 5.4.1 - Carbon emissions; Page 222, section 5.4.3 - Renewable energy</p> <p>2022 Sustainability Communication: Page 45, chapter 4.1 - Carbon emissions; Page 48, chapter 4.3 - Renewable and decarbonated energy</p>
	302-5 Reductions in energy requirements of products and services	<p>2022 Universal Registration Document: Page 222, section 5.4.2 - Energy efficiency</p> <p>2022 Sustainability Communication: Page 47, chapter 4.2 - Energy efficiency; Page 55, chapter 5.2 - Environmental footprint of products</p>

Water and effluents [Circular economy]		
<p>GRI 3: Material Topics 2021</p>	<p>3-3 Management of material topics</p>	<p>2022 Universal Registration Document: Page 50, section 3.1 - Risk factors; Page 196, section 5.1.2 - CSR materiality; Page 197, section 5.1.3 - The materiality matrix; Page 224, section 5.5 - Circular economy; Page 230, section 5.5.3 - Sustainable water management; Page 232, section 5.5.4 - Environmental investments, remediation, and pollution prevention; Page 247, section 5.9 - CSR performance assessment; Page 251, section 5.11 - Vigilance plan 2022 Sustainability Communication: Page 13, chapter 1.2 - CSR materiality; Page 14, chapter 1.3 - The materiality matrix; Page 16, chapter 1.6 - United Nations Global Compact and Sustainable Development Goals; Page 50, chapter 5 - Circular economy; Page 58, chapter 5.3 - Sustainable water management; Page 60, chapter 5.4 - Environmental investments, remediation, and pollution prevention; Page 76, chapter 9.1 - Key sustainability data; Page 80, chapter 10 - CSR performance assessment; Page 88, chapter 12 - Vigilance plan</p>
<p>GRI 303: Water and Effluents 2018</p>	<p>303-1 Interactions with water as a shared resource</p>	<p>2022 Universal Registration Document: Page 230, section 5.5.3 - Sustainable water management 2022 Sustainability Communication: Page 58, chapter 5.3 - Sustainable water management; Page 76, chapter 9.1 - Key sustainability data</p>
	<p>303-2 Management of water discharge-related impacts</p>	<p>2022 Universal Registration Document: Page 230, section 5.5.3 - Sustainable water management 2022 Sustainability Communication: Page 58, chapter 5.3 - Sustainable water management; Page 76, chapter 9.1 - Key sustainability data</p>
	<p>303-3 Water withdrawal</p>	<p>2022 Universal Registration Document: Page 230, section 5.5.3 - Sustainable water management 2022 Sustainability Communication: Page 58, chapter 5.3 - Sustainable water management; Page 76, chapter 9.1 - Key sustainability data</p>
	<p>303-4 Water discharge</p>	<p>2022 Universal Registration Document: Page 230, section 5.5.3 - Sustainable water management 2022 Sustainability Communication: Page 58, chapter 5.3 - Sustainable water management; Page 76, chapter 9.1 - Key sustainability data</p>
	<p>303-5 Water consumption</p>	<p>2022 Universal Registration Document: Page 230, section 5.5.3 - Sustainable water management 2022 Sustainability Communication: Page 58, chapter 5.3 - Sustainable water management; Page 76, chapter 9.1 - Key sustainability data</p>

Emissions [Climate change]	
GRI 3: Material Topics 2021	<p>3-3 Management of material topics</p> <p>2022 Universal Registration Document: Page 50, section 3.1 - Risk factors; Page 196, section 5.1.2 - CSR materiality; Page 197, section 5.1.3 - The materiality matrix; Page 218, section 5.4 - Climate change; Page 220, section 5.4.1 - Carbon emissions; Page 222, section 5.4.3 - Renewable energy; Page 247, section 5.9 - CSR performance assessment; Page 251, section 5.11 - Vigilance plan</p> <p>2022 Sustainability Communication: Page 13, chapter 1.2 - CSR materiality; Page 14, chapter 1.3 - The materiality matrix; Page 16, chapter 1.6 - United Nations Global Compact and Sustainable Development Goals; Page 44, chapter 4 - Climate change; Page 45, chapter 4.1 - Carbon emissions; Page 47, chapter 4.2 - Energy efficiency; Page 48, chapter 4.3 - Renewable and decarbonated energy; Page 76, chapter 9.1 - Key sustainability data; Page 80, chapter 10 - CSR performance assessment; Page 88, chapter 12 - Vigilance plan</p>
GRI 401: Employment 2016	<p>305-1 Direct (Scope 1) GHG emissions</p> <p>2022 Universal Registration Document: Page 220, section 5.4.1 - Carbon emissions</p> <p>2022 Sustainability Communication: Page 45, chapter 4.1 - Carbon emissions; Page 76, chapter 9.1 - Key sustainability data</p> <p>CDP Website: Vantiva CDP response</p>
	<p>305-2 Energy indirect (Scope 2) GHG emissions</p> <p>2022 Universal Registration Document: Page 220, section 5.4.1 - Carbon emissions</p> <p>2022 Sustainability Communication: Page 45, chapter 4.1 - Carbon emissions; Page 76, chapter 9.1 - Key sustainability data</p> <p>CDP Website: Vantiva CDP response</p>
	<p>305-3 Other indirect (Scope 3) GHG emissions</p> <p>2022 Universal Registration Document: Page 220, section 5.4.1 - Carbon emissions</p> <p>2022 Sustainability Communication: Page 45, chapter 4.1 - Carbon emissions; Page 76, chapter 9.1 - Key sustainability data</p> <p>CDP Website: Vantiva CDP response</p>
	<p>305-4 GHG emissions intensity</p> <p>CDP Website: Vantiva CDP response</p>
	<p>305-5 Reduction of GHG emissions</p> <p>CDP Website: Vantiva CDP response</p>
	<p>305-6 Emissions of ozone-depleting substances (ODS)</p> <p>2022 Sustainability Communication: Page 55, chapter 5.2 - Environmental footprint of products</p>

<p>GRI 401: Employment 2016</p>	<p>305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions</p>	<p>Disclosure 305-7</p>	<p>Not applicable</p>	<p>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.</p>
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Waste [Circular economy]

<p>GRI 3: Material Topics 2021</p>	<p>3-3 Management of material topics</p>	<p>2022 Universal Registration Document: Page 50, section 3.1 - Risk factors; Page 196, section 5.1.2 - CSR materiality; Page 197, section 5.1.3 - The materiality matrix; Page 224, section 5.5 - Circular economy; Page 225, section 5.5.1 - Recycling of waste and optimization of raw material; Page 247, section 5.9 - CSR performance assessment; Page 251, section 5.11 - Vigilance plan 2022 Sustainability Communication: Page 13, chapter 1.2 - CSR materiality; Page 14, chapter 1.3 - The materiality matrix; Page 16, chapter 1.6 - United Nations Global Compact and Sustainable Development Goals; Page 50, chapter 5 - Circular economy; Page 51, chapter 5.1 - Recycling of waste and optimization of raw material; Page 76, chapter 9.1 - Key sustainability data; Page 80, chapter 10 - CSR performance assessment; Page 88, chapter 12 - Vigilance plan</p>		
<p>GRI 306: Waste 2020</p>	<p>306-1 Waste generation and significant waste-related impacts</p>	<p>2022 Universal Registration Document: Page 225, section 5.5.1 - Waste generation and recycling 2022 Sustainability Communication: Page 51, chapter 5.1 - Waste generation and recycling; Page 52, chapter 5.1 - Waste process flow</p>		
	<p>306-2 Management of significant waste-related impacts</p>	<p>2022 Universal Registration Document: Page 225, section 5.5.1 - Waste generation and recycling 2022 Sustainability Communication: Page 51, chapter 5.1 - Waste generation and recycling; Page 51, chapter 5.1 - 2022 Waste generation; Page 54, chapter 5.1 - Product waste regulation and compliance; Page 55, chapter 5.2 - Environmental footprint of products</p>		
	<p>306-3 Waste generated</p>	<p>2022 Universal Registration Document: Page 225, section 5.5.1 - Waste generation and recycling 2022 Sustainability Communication: Page 51, chapter 5.1 - Waste generation and recycling; Page 53, chapter 5.1 - 2022 Waste by composition; Page 76, chapter 9.1 - Key sustainability data</p>		

GRI 306: Waste 2020	306-4 Waste diverted from disposal	<p>2022 Universal Registration Document: Page 225, section 5.5.1 - Waste generation and recycling</p> <p>2022 Sustainability Communication: Page 51, chapter 5.1 - Waste generation and recycling; Page 53, chapter 5.1 - 2022 Waste diverted from disposal; Page 76, chapter 9.1 - Key sustainability data</p>
	306-5 Waste directed to disposal	<p>2022 Universal Registration Document: Page 225, section 5.5.1 - Waste generation and recycling</p> <p>2022 Sustainability Communication: Page 51, chapter 5.1 - Waste generation and recycling; Page 53, chapter 5.1 - 2022 Waste directed to disposal; Page 76, chapter 9.1 - Key sustainability data</p>
Supplier environmental assessment [Safe and fair]		
GRI 3: Material Topics 2021	3-3 Management of material topics	<p>2022 Universal Registration Document: Page 50, section 3.1 - Risk factors; Page 196, section 5.1.2 - CSR materiality; Page 197, section 5.1.3 - The materiality matrix; Page 216, section 5.3 - Human Rights and working conditions; Page 242, section 5.7.1 - Product compliance and ban of hazardous materials; Page 247, section 5.9 - CSR performance assessment; Page 251, section 5.11 - Vigilance plan</p> <p>2022 Sustainability Communication: Page 13, chapter 1.2 - CSR materiality; Page 14, chapter 1.3 - The materiality matrix; Page 16, chapter 1.6 - United Nations Global Compact and Sustainable Development Goals; Page 40, chapter 3 - Human Rights and working conditions; Page 66, chapter 7.1 - Product compliance and ban of hazardous materials; Page 76, chapter 9.1 - Key sustainability data; Page 80, chapter 10 - CSR performance assessment; Page 88, chapter 12 - Vigilance plan</p>
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	<p>2022 Universal Registration Document: Page 216, section 5.3.1 - Human rights and working conditions in the supply chain; Page 242, section 5.7.1 - Product compliance and ban of hazardous materials</p> <p>2022 Sustainability Communication: Page 40, chapter 3.1 - Human Rights and working conditions in the supply chain; Page 66, chapter 7.1 - Product compliance and ban of hazardous materials; Page 76, 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	<p>2022 Universal Registration Document: Page 216, section 5.3.1 - Human rights and working conditions in the supply chain; Page 242, section 5.7.1 - Product compliance and ban of hazardous materials</p> <p>2022 Sustainability Communication: Page 40, chapter 3.1 - Human Rights and working conditions in the supply chain; Page 66, chapter 7.1 - Product compliance and ban of hazardous materials; Page 76, chapter 9.1 - Key sustainability data</p>

Employment [Workforce]				
GRI 3: Material Topics 2021	3-3 Management of material topics	<p>2022 Universal Registration Document: Page 50, section 3.1 - Risk factors; Page 53, section 3.1.1 - Attract talent & invest in culture; Page 69, section 3.1.2 - Labor force availability; Page 196, section 5.1.2 - CSR materiality; Page 197, section 5.1.3 - The materiality matrix; Page 199, section 5.1.5 - Covid-19; Page 200, section 5.2.1 - Management and development of talent; Page 208, section 5.2.1.7 - Management of business cycles; Page 247, section 5.9 - CSR performance assessment; Page 251, section 5.11 - Vigilance plan</p> <p>2022 Sustainability Communication: Page 13, chapter 1.2 - CSR materiality; Page 14, chapter 1.3 - The materiality matrix; Page 15, chapter 1.5 - Covid-19; Page 16, chapter 1.6 - United Nations Global Compact and Sustainable Development Goals; Page 21, chapter 2.2 - Management and development of talent; Page 27, chapter 2.3 - Management of business cycles; Page 80, chapter 10 - CSR performance assessment; Page 88, chapter 12 - Vigilance plan</p>		
	401-1 New employee hires and employee turnover	<p>2022 Universal Registration Document: Page 206, section 5.2.1.7 - Employment figures</p> <p>2022 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>2022 Universal Registration Document: Page 178, section 4.2.4 - Stock Options plans and Performance or Restricted Shares plans; Page 201, section 5.2.1.3 - Performance, recognition and retention; Page 206, section 5.2.1.5 - Employee profit-sharing; Page 206, section 5.2.1.6 - Shares held by employees; Page 306, section 6.2 - Note 9 Employee benefits</p> <p>2022 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 steps, the organization will focus first on information for main countries in which it operates and publish it in the next reporting cycles.

Labor/management relations [Workforce]				
<p>GRI 3: Material Topics 2021</p>	<p>3-3 Management of material topics</p>	<p>2022 Universal Registration Document: Page 50, section 3.1 - Risk factors; Page 196, section 5.1.2 - CSR materiality; Page 197, section 5.1.3 - The materiality matrix; Page 211, section 5.2.4 - Business transformation and social dialogue; Page 247, section 5.9 - CSR performance assessment; Page 251, section 5.11 - Vigilance plan 2022 Sustainability Communication: Page 13, chapter 1.2 - CSR materiality; Page 14, chapter 1.3 - The materiality matrix; Page 16, chapter 1.6 - United Nations Global Compact and Sustainable Development Goals; Page 30, chapter 2.5 - Business transformation and social dialogue; Page 80, chapter 10 - CSR performance assessment; Page 88, chapter 12 - Vigilance plan</p>		
<p>GRI 402: Labor/ Management Relations 2016</p>	<p>402-1 Minimum notice periods regarding operational changes</p>		<p>Disclosure 402-1</p>	<p>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 and publish it in the next reporting cycles.</p>
Occupational health and safety [Workforce]				
<p>GRI 3: Material Topics 2021</p>	<p>3-3 Management of material topics</p>	<p>2022 Universal Registration Document: Page 50, section 3.1 - Risk factors; Page 51, section 3.1.1 - Health and safety risk; Page 196, section 5.1.2 - CSR materiality; Page 197, section 5.1.3 - The materiality matrix; Page 199, section 5.1.5 - Covid-19; Page 212, section 5.2.5 - Health & Safety at work; Page 216, section 5.3 - Human Rights and working conditions; Page 247, section 5.9 - CSR performance assessment; Page 251, section 5.11 - Vigilance plan 2022 Sustainability Communication: Page 13, chapter 1.2 - CSR materiality; Page 14, chapter 1.3 - The materiality matrix; Page 15, chapter 1.5 - Covid-19; Page 16, chapter 1.6 - United Nations Global Compact and Sustainable Development Goals; Page 32, chapter 2.6 - Health & Safety at work; Page 40, chapter 3 - Human Rights and working conditions; Page 76, chapter 9.1 - Key sustainability data; Page 80, chapter 10 - CSR performance assessment; Page 88, chapter 12 - Vigilance plan</p>		
<p>GRI 403: Occupational Health and Safety 2018</p>	<p>403-1 Occupational health and safety management system</p>	<p>2022 Universal Registration Document: Page 199, section 5.1.5 - Covid-19; Page 212, section 5.2.5 - Health & Safety at work 2022 Sustainability Communication: Page 15, chapter 1.5 - Covid-19; Page 32, 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>2022 Universal Registration Document: Page 199, section 5.1.5 - Covid-19; Page 212, section 5.2.5 - Health & Safety at work; Page 224, section 5.5 - Audits and internal governance</p> <p>2022 Sustainability Communication: Page 15, chapter 1.5 - Covid-19; Page 32, chapter 2.6 - Health & Safety at work; Page 50, chapter 5 - Audits and internal governance</p>
	403-3 Occupational health services	<p>2022 Universal Registration Document: Page 199, section 5.1.5 - Covid-19; Page 212, section 5.2.5 - Health & Safety at work</p> <p>2022 Sustainability Communication: Page 15, chapter 1.5 - Covid-19; Page 32, chapter 2.6 - Health & Safety at work</p>
	403-4 Worker participation, consultation, and communication on occupational health and safety	<p>2022 Universal Registration Document: Page 199, section 5.1.5 - Covid-19; Page 212, section 5.2.5 - Health & Safety at work</p> <p>2022 Sustainability Communication: Page 15, chapter 1.5 - Covid-19; Page 32, chapter 2.6 - Health & Safety at work</p>
	403-5 Worker training on occupational health and safety	<p>2022 Universal Registration Document: Page 51, section 3.1.1 - Health and safety risk; Page 212, section 5.2.5 - Health & Safety at work; Page 225, section 5.5 - Training</p> <p>2022 Sustainability Communication: Page 32, chapter 2.6 - Health & Safety at work; Page 51, chapter 5 - Training</p>
	403-6 Promotion of worker health	<p>2022 Universal Registration Document: Page 199, section 5.1.5 - Covid-19; Page 201, section 5.2.1.3 - Performance, recognition and retention; Page 212, section 5.2.5 - Health & Safety at work</p> <p>2022 Sustainability Communication: Page 15, chapter 1.5 - Covid-19; Page 23, chapter 2.2.3 - Performance, recognition and retention; Page 32, 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>2022 Universal Registration Document: Page 216, section 5.3.1 - Human rights and working conditions in the supply chain</p> <p>2022 Sustainability Communication: Page 40, chapter 3.1 - Human Rights and working conditions in the supply chain</p>
	403-8 Workers covered by an occupational health and safety management system	<p>2022 Universal Registration Document: Page 212, section 5.2.5 - Health & Safety at work</p> <p>2022 Sustainability Communication: Page 32, chapter 2.6 - Health & Safety at work</p>
	403-9 Work-related injuries	<p>2022 Universal Registration Document: Page 212, section 5.2.5 - Health & Safety at work</p> <p>2022 Sustainability Communication: Page 32, chapter 2.6 - Health & Safety at work; Page 76, chapter 9.1 - Key sustainability data</p>
	403-10 Work-related ill health	<p>2022 Universal Registration Document: Page 212, section 5.2.5 - Health & Safety at work</p> <p>2022 Sustainability Communication: Page 32, chapter 2.6 - Health & Safety at work; Page 76, chapter 9.1 - Key sustainability data</p>

Training and education [Workforce]	
<p>GRI 3: Material Topics 2021</p>	<p>3-3 Management of material topics</p> <p>2022 Universal Registration Document: Page 50, section 3.1 - Risk factors; Page 53, section 3.1.1 - Attract talent & invest in culture; Page 54, section 3.1.1 - Diversity and Human Rights; Page 55, section 3.1.1 - Skills & knowledge management, development and retention; Page 196, section 5.1.2 - CSR materiality; Page 197, section 5.1.3 - The materiality matrix; Page 200, section 5.2.1 - Management and development of talent; Page 212, section 5.2.5 - Health & Safety at work; Page 215, section 5.2.7 - Community impact and regional development; Page 215, section 5.2.8 - Relations with external stakeholders; Page 247, section 5.9 - CSR performance assessment; Page 251, section 5.11 - Vigilance plan</p> <p>2022 Sustainability Communication: Page 13, chapter 1.2 - CSR materiality; Page 14, chapter 1.3 - The materiality matrix; Page 16, chapter 1.6 - United Nations Global Compact and Sustainable Development Goals; Page 21, chapter 2.2 - Management and development of talent; Page 32, chapter 2.6 - Health & Safety at work; Page 34, chapter 2.8 - Community impact and regional development; Page 35, chapter 2.9 - Relations with external stakeholders; Page 66, chapter 7.1 - Product compliance and ban of hazardous materials; Page 80, chapter 10 - CSR performance assessment; Page 88, chapter 12 - Vigilance plan</p>
<p>GRI 404: Training and Education 2016</p>	<p>404-1 Average hours of training per year per employee</p> <p>2022 Universal Registration Document: Page 204, section 5.2.1.4 - Training and development; Page 212, section 5.2.5 - Health & Safety at work</p> <p>2022 Sustainability Communication: Page 25, chapter 2.2.4 - Training and development; Page 32, chapter 2.6 - Health & Safety at work</p>
	<p>404-2 Programs for upgrading employee skills and transition assistance programs</p> <p>2022 Universal Registration Document: Page 204, section 5.2.1.4 - Training and development; Page 211, section 5.2.4 - Transformation plans; Page 215, section 5.2.7 - Community impact and regional development</p> <p>2022 Sustainability Communication: Page 25, chapter 2.2.4 - Training and development; Page 30, chapter 2.5 - Transformation plans; Page 34, chapter 2.8 - Community impact and regional development</p>
	<p>404-3 Percentage of employees receiving regular performance and career development reviews</p> <p>2022 Universal Registration Document: Page 201, section 5.2.1.3 - Performance, recognition and retention; Page 204, section 5.2.1.4 - Training and development</p> <p>2022 Sustainability Communication: Page 23, chapter 2.2.3 - Performance, recognition and retention; Page 25, chapter 2.2.4 - Training and development</p>

Diversity and equal opportunity [Workforce]

<p>GRI 3: Material Topics 2021</p>	<p>3-3 Management of material topics</p>	<p>2022 Universal Registration Document: Page 50, section 3.1 - Risk factors; Page 53, section 3.1.1 - Attract talent & invest in culture; Page 54, section 3.1.1 - Diversity and Human Rights; Page 196, section 5.1.2 - CSR materiality; Page 197, section 5.1.3 - The materiality matrix; Page 209, section 5.2.3 - Diversity, Equity, and Inclusion; Page 218, section 5.3.2 - Fight against harassment and discrimination; Page 247, section 5.9 - CSR performance assessment; Page 251, section 5.11 - Vigilance plan 2022 Sustainability Communication: Page 13, chapter 1.2 - CSR materiality; Page 14, chapter 1.3 - The materiality matrix; Page 16, chapter 1.6 - United Nations Global Compact and Sustainable Development Goals; Page 28, chapter 2.4 - Diversity, Equity, and Inclusion; Page 42, chapter 3.2 - Fight against harassment and discrimination; Page 80, chapter 10 - CSR performance assessment; Page 88, chapter 12 - Vigilance plan</p>
<p>GRI 405: Diversity and Equal Opportunity 2016</p>	<p>405-1 Diversity of governance bodies and employees</p>	<p>2022 Universal Registration Document: Page 89, section 4.1.1 - Board of Directors; Page 206, section 5.2.1.7 - Employment figures; Page 209, section 5.2.3 - Diversity, Equity, and Inclusion 2022 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>Vantiva Website: France Gender Equality Index U.K. Gender Pay Gap Data</p>

Non-discrimination [Human Rights]

<p>GRI 3: Material Topics 2021</p>	<p>3-3 Management of material topics</p>	<p>2022 Universal Registration Document: Page 50, section 3.1 - Risk factors; Page 54, section 3.1.1 - Diversity and Human Rights; Page 196, section 5.1.2 - CSR materiality; Page 197, section 5.1.3 - The materiality matrix; Page 209, section 5.2.3 - Diversity, Equity, and Inclusion; Page 218, section 5.3.2 - Fight against harassment and discrimination; Page 247, section 5.9 - CSR performance assessment; Page 251, section 5.11 - Vigilance plan 2022 Sustainability Communication: Page 13, chapter 1.2 - CSR materiality; Page 14, chapter 1.3 - The materiality matrix; Page 16, chapter 1.6 - United Nations Global Compact and Sustainable Development Goals; Page 28, chapter 2.4 - Diversity, Equity, and Inclusion; Page 42, chapter 3.2 - Fight against harassment and discrimination; Page 80, chapter 10 - CSR performance assessment; Page 88, chapter 12 - Vigilance plan</p>
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<p>GRI 406: Non-discrimination 2016</p>	<p>406-1 Incidents of discrimination and corrective actions taken</p>	<p>2022 Universal Registration Document: Page 216, section 5.3.1 - Human rights and working conditions in the supply chain; Page 218, section 5.3.2 - Fight against harassment and discrimination 2022 Sustainability Communication: Page 40, chapter 3.1 - Human Rights and working conditions in the supply chain; Page 42, chapter 3.2 - Fight against harassment and discrimination</p>
<p>Freedom of association and collective bargaining [Human Rights]</p>		
<p>GRI 3: Material Topics 2021</p>	<p>3-3 Management of material topics</p>	<p>2022 Universal Registration Document: Page 50, section 3.1 - Risk factors; Page 196, section 5.1.2 - CSR materiality; Page 197, section 5.1.3 - The materiality matrix; Page 211, section 5.2.4 - Business transformation and social dialogue; Page 216, section 5.3 - Human Rights and working conditions; Page 247, section 5.9 - CSR performance assessment; Page 251, section 5.11 - Vigilance plan 2022 Sustainability Communication: Page 13, chapter 1.2 - CSR materiality; Page 14, chapter 1.3 - The materiality matrix; Page 16, chapter 1.6 - United Nations Global Compact and Sustainable Development Goals; Page 30, chapter 2.5 - Business transformation and social dialogue; Page 40, chapter 3 - Human Rights and working conditions; Page 80, chapter 10 - CSR performance assessment; Page 88, chapter 12 - Vigilance plan</p>
<p>GRI 407: Freedom of Association and Collective Bargaining 2016</p>	<p>407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk</p>	<p>2022 Universal Registration Document: Page 216, section 5.3.1 - Human rights and working conditions in the supply chain 2022 Sustainability Communication: Page 40, chapter 3.1 - Human Rights and working conditions in the supply chain</p>
<p>Child labor [Human Rights]</p>		
<p>GRI 3: Material Topics 2021</p>	<p>3-3 Management of material topics</p>	<p>2022 Universal Registration Document: Page 50, section 3.1 - Risk factors; Page 196, section 5.1.2 - CSR materiality; Page 197, section 5.1.3 - The materiality matrix; Page 216, section 5.3 - Human Rights and working conditions; Page 247, section 5.9 - CSR performance assessment; Page 251, section 5.11 - Vigilance plan 2022 Sustainability Communication: Page 13, chapter 1.2 - CSR materiality; Page 14, chapter 1.3 - The materiality matrix; Page 16, chapter 1.6 - United Nations Global Compact and Sustainable Development Goals; Page 40, chapter 3 - Human Rights and working conditions; Page 80, chapter 10 - CSR performance assessment; Page 88, chapter 12 - Vigilance plan</p>
<p>GRI 408: Child Labor 2016</p>	<p>408-1 Operations and suppliers at significant risk for incidents of child labor</p>	<p>2022 Universal Registration Document: Page 216, section 5.3.1 - Human rights and working conditions in the supply chain 2022 Sustainability Communication: Page 40, chapter 3.1 - Human Rights and working conditions in the supply chain</p>

Forced or compulsory labor [Human Rights]

GRI 3: Material Topics 2021	3-3 Management of material topics	<p>2022 Universal Registration Document: Page 50, section 3.1 - Risk factors; Page 196, section 5.1.2 - CSR materiality; Page 197, section 5.1.3 - The materiality matrix; Page 216, section 5.3 - Human Rights and working conditions; Page 247, section 5.9 - CSR performance assessment; Page 251, section 5.11 - Vigilance plan</p> <p>2022 Sustainability Communication: Page 13, chapter 1.2 - CSR materiality; Page 14, chapter 1.3 - The materiality matrix; Page 16, chapter 1.6 - United Nations Global Compact and Sustainable Development Goals; Page 40, chapter 3 - Human Rights and working conditions; Page 80, chapter 10 - CSR performance assessment; Page 88, chapter 12 - Vigilance plan</p>
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	<p>2022 Universal Registration Document: Page 216, section 5.3.1 - Human Rights and working conditions in the supply chain</p> <p>2022 Sustainability Communication: Page 40, chapter 3.1 - Human Rights and working conditions in the supply chain</p>

Local communities [Safe and fair]

GRI 3: Material Topics 2021	3-3 Management of material topics	<p>2022 Universal Registration Document: Page 50, section 3.1 - Risk factors; Page 196, section 5.1.2 - CSR materiality; Page 197, section 5.1.3 - The materiality matrix; Page 199, section 5.1.5 - Covid-19; Page 215, section 5.2.7 - Community impact and regional development; Page 215, section 5.2.8 - Relations with external stakeholders; Page 247, section 5.9 - CSR performance assessment; Page 251, section 5.11 - Vigilance plan</p> <p>2022 Sustainability Communication: Page 13, chapter 1.2 - CSR materiality; Page 14, chapter 1.3 - The materiality matrix; Page 15, chapter 1.5 - Covid-19; Page 16, chapter 1.6 - United Nations Global Compact and Sustainable Development Goals; Page 34, chapter 2.8 - Community impact and regional development; Page 35, chapter 2.9 - Relations with external stakeholders; Page 49, chapter 4.3 - Local highlight Brazil; Page 80, chapter 10 - CSR performance assessment; Page 88, chapter 12 - Vigilance plan</p>
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	<p>2022 Universal Registration Document: Page 215, section 5.2.7 - Community impact and regional development; Page 233, section 5.5.4 - Biodiversity; Page 233, section 5.5.4 - Noise</p> <p>2022 Sustainability Communication: Page 34, chapter 2.8 - Community impact and regional development; Page 49, chapter 4.3 - Local highlight Brazil; Page 61, chapter 5.4 - Biodiversity; Page 61, chapter 5.4 - Noise</p>

<p>GRI 413: Local Communities 2016</p>	<p>413-2 Operations with significant actual and potential negative impacts on local communities</p>	<p>2022 Universal Registration Document: Page 211, section 5.2.4 - Transformation plans 2022 Sustainability Communication: Page 30, chapter 2.5 - Transformation plans</p>
<p>Supplier social assessment [Human Rights]</p>		
<p>GRI 3: Material Topics 2021</p>	<p>3-3 Management of material topics</p>	<p>2022 Universal Registration Document: Page 50, section 3.1 - Risk factors; Page 54, section 3.1.1 - Diversity and Human Rights; Page 196, section 5.1.2 - CSR materiality; Page 197, section 5.1.3 - The materiality matrix; Page 216, section 5.3 - Human Rights and working conditions; Page 247, section 5.9 - CSR performance assessment; Page 251, section 5.11 - Vigilance plan 2022 Sustainability Communication: Page 13, chapter 1.2 - CSR materiality; Page 14, chapter 1.3 - The materiality matrix; Page 16, chapter 1.6 - United Nations Global Compact and Sustainable Development Goals; Page 40, chapter 3 - Human Rights and working conditions; Page 80, chapter 10 - CSR performance assessment; Page 88, chapter 12 - Vigilance plan</p>
<p>GRI 414: Supplier Social Assessment 2016</p>	<p>414-1 New suppliers that were screened using social criteria</p>	<p>2022 Universal Registration Document: Page 216, section 5.3.1 - Human rights and working conditions in the supply chain 2022 Sustainability Communication: Page 40, chapter 3.1 - Human Rights and working conditions in the supply chain; Page 76, chapter 9.1 - Key sustainability data</p>
<p>GRI 415: Public Policy 2016</p>	<p>415-1 Political contributions</p>	<p>2022 Universal Registration Document: Page 216, section 5.3.1 - Human rights and working conditions in the supply chain 2022 Sustainability Communication: Page 40, chapter 3.1 - Human Rights and working conditions in the supply chain</p>
<p>Public policy [Safe and fair]</p>		
<p>GRI 3: Material Topics 2021</p>	<p>3-3 Management of material topics</p>	<p>2022 Universal Registration Document: Page 50, section 3.1 - Risk factors; Page 196, section 5.1.2 - CSR materiality; Page 197, section 5.1.3 - The materiality matrix; Page 215, section 5.2.8 - Relations with external stakeholders; Page 242, section 5.7.1 - Product compliance and ban of hazardous materials; Page 245, section 5.8 - Fairness of business practices; Page 247, section 5.9 - CSR performance assessment; Page 251, section 5.11 - Vigilance plan 2022 Sustainability Communication: Page 13, chapter 1.2 - CSR materiality; Page 14, chapter 1.3 - The materiality matrix; Page 16, chapter 1.6 - United Nations Global Compact and Sustainable Development Goals; Page 35, chapter 2.9 - Relations with external stakeholders; Page 66, chapter 7.1 - Product compliance and ban of hazardous materials; Page 72, chapter 8 - Fairness of business practices; Page 80, chapter 10 - CSR performance assessment; Page 88, chapter 12 - Vigilance plan</p>
<p>GRI 415: Public Policy 2016</p>	<p>415-1 Political contributions</p>	<p>The total value is equal to zero</p>

Customer health and safety [Safe and fair]

GRI 3: Material Topics 2021	3-3 Management of material topics	<p>2022 Universal Registration Document: Page 50, section 3.1 - Risk factors; Page 196, section 5.1.2 - CSR materiality; Page 197, section 5.1.3 - The materiality matrix; Page 242, section 5.7.1 - Product compliance and ban of hazardous materials; Page 247, section 5.9 - CSR performance assessment; Page 251, section 5.11 - Vigilance plan</p> <p>2022 Sustainability Communication: Page 13, chapter 1.2 - CSR materiality; Page 14, chapter 1.3 - The materiality matrix; Page 16, chapter 1.6 - United Nations Global Compact and Sustainable Development Goals; Page 66, chapter 7.1 - Product compliance and ban of hazardous materials; Page 80, chapter 10 - CSR performance assessment; Page 88, chapter 12 - Vigilance plan</p>
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	<p>2022 Universal Registration Document: Page 242, section 5.7.1 - Product compliance and ban of hazardous materials</p> <p>2022 Sustainability Communication: Page 66, chapter 7.1 - Product compliance and ban of hazardous materials</p>
	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 [Safe and fair]

GRI 3: Material Topics 2021	3-3 Management of material topics	<p>2022 Universal Registration Document: Page 50, section 3.1 - Risk factors; Page 196, section 5.1.2 - CSR materiality; Page 197, section 5.1.3 - The materiality matrix; Page 247, section 5.9 - CSR performance assessment; Page 251, section 5.11 - Vigilance plan</p> <p>2022 Sustainability Communication: Page 13, chapter 1.2 - CSR materiality; Page 14, chapter 1.3 - The materiality matrix; Page 16, chapter 1.6 - United Nations Global Compact and Sustainable Development Goals; Page 35, chapter 2.10 - Customer satisfaction – case studies; Page 54, chapter 5.1 - Product waste regulation and compliance; Page 55, chapter 5.2 - Environmental footprint of products; Page 80, chapter 10 - CSR performance assessment; Page 88, chapter 12 - Vigilance plan</p>
GRI 417: Marketing and Labeling 2016	417-1 Requirements for product and service information and labeling	<p>2022 Universal Registration Document: Page 229, section 5.5.1 - WEEE; Page 230, section 5.5.2 - Product reuse; Page 242, section 5.7.1 - Product compliance and ban of hazardous materials</p> <p>2022 Sustainability Communication: Page 54, chapter 5.1 - Product waste regulation and compliance; Page 55, chapter 5.2 - Environmental footprint of products; Page 55, chapter 5.2 - Product reuse; Page 66, 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.
Customer privacy [Secure and private]					
GRI 3: Material Topics 2021	3-3 Management of material topics	<p>2022 Universal Registration Document: Page 50, section 3.1 - Risk factors; Page 56, section 3.1.1 - Cybersecurity; Page 82, section 3.2.5 - Security of people and assets, including cybersecurity; Page 196, section 5.1.2 - CSR materiality; Page 197, section 5.1.3 - The materiality matrix; Page 243, section 5.7.2 - Content security, cyber-risks and respect of Intellectual Property; Page 247, section 5.9 - CSR performance assessment; Page 251, section 5.11 - Vigilance plan</p> <p>2022 Sustainability Communication: Page 13, chapter 1.2 - CSR materiality; Page 14, chapter 1.3 - The materiality matrix; Page 16, chapter 1.6 - United Nations Global Compact and Sustainable Development Goals; Page 68, chapter 7.2 - Content security, cyber-risks and respect of Intellectual Property; Page 80, chapter 10 - CSR performance assessment; Page 88, chapter 12 - Vigilance plan</p>			
	GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	<p>2022 Sustainability Communication: Page 68, 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>		

15 Abbreviations

- 3 TGs: Tantalum, Tin, Tungsten and Gold
- AFEP: Association Française des Entreprises Privées (France)
- AP: Air Pollution
- APAC: Asia-Pacific region
- APE code: code APE - Activité Principale Exercée (France)
- AT: Assessment Team
- BB: Broadband Equipment
- BCMS: Business Continuity Management System
- BCP: Business Continuity Plan
- BLM: Black Live Matters
- BOD: Biological Oxygen Demand
- BOM: Bill of Materials
- CAHRA: Conflict-Affected High-Risk Area
- CapEx: Capital Expenditure
- 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
- CMES: Crisis Management and Employee Safety
- CMRT: Conflict Mineral Reporting Template
- CNIL: Commission Nationale de l'Informatique et des Libertés (France)
- CoC: Code of Conduct
- 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
- CV: Curriculum Vitae
- CX: Customer Experience
- DCO: Data Control Organization
- DEI: Diversity, Equity and Inclusion
- DNSH: Does Not Significantly Harm (Green Taxonomy)
- 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
- GDPR: General Data Protection Regulation (Europe)
- GE: General Electric (USA)
- GHG: Greenhouse Gases
- GPEC: Gestion Prévisionnelle des Emplois et des Compétences (France)
- GRC: Governance, Risk and Compliance
- GRI: Global Reporting Initiative (GRI Sustainability Reporting Standards)
- GW: Global Warming
- HD: High-Definition
- HR: Human Resources
- H&S: Health and Safety
- HSA: Health Savings Account
- HSE: Health Safety and the Environment
- HVAC: Heating, Ventilation and Air-Conditioning
- 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
- IPTV: Internet Protocol Television
- ISAE: International Standards for Assurance Engagements

- ISMS: Information Security Management System
- ISO: International Organization for Standardization
- ISS: Institutional Shareholding Services
- IT: Information Technology
- IWD: International Women's Day or International Worker's Day
- KPI: Key Performance Indicator
- LATAM: Latin America region
- LCA: Life Cycle Assessment or Analysis
- LED: Light-Emitting Diode
- LGBTQ: Lesbian, Gay, Bisexual, Transgender, and Questioning
- LTE: Long-Term Evolution
- MEDEF: Mouvement des Entreprises de France (France)
- MPAA: Motion Picture Association of America
- NAM: North America region
- NGO: Non-Governmental Organization
- 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)
- OHS: Occupational Health and Safety
- OpEx: Operational Expenditure
- OTC Market: Over-The-Counter Markets
- OTT TV: Over-the-Top TV
- PCR : Post-Consumer Recycled
- PEP: Product Environmental Profile
- PIR: Passive Infrared Sensor
- PPO plan: Preferred Provider Organization plan
- PVC: Polyvinyl Chloride
- QA: Quality Assurance
- RBA: Responsible Business Alliance
- 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)
- SARS: Severe Acute Respiratory Syndrome
- SBI: Significant Business Incident
- SBT: Science Based Targets
- 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
- STB: Set-Top Box
- 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
- UHD: Ultra-High Definition
- UK: United Kingdom
- UN: United Nations
- UNGC: United Nations Global Compact
- US or USA: United States of America
- VIA: Voluntary Industry Agreement
- VSO: Vantiva Security Office
- VSO-AT: Vantiva Security Office - Assessment Team
- WEEE: Waste Electrical and Electronic Equipment (EU Directive)
- WEPs: Women's Empowerment Principles (United Nations Global Compact)
- WFD: Waste Framework Directive (EU Directive)
- WP: Water Pollution
- WW: Worldwide

Siège social

10, boulevard de Grenelle
75015 Paris - France

e-mail : vantiva.investor.relations@vantiva.net

Tel : +33 (0)1 88 24 30 00

www.vantiva.com

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