



TDF Social Responsibility
2023 Activities



Contents

TDF Presentation

TDF Profile

Our Story

Key figures

TDF Group Chart

CEO Olivier Huart's pledge

TDF ESG Policy



1. Social

Talk

Being welcomed

Dialog

Working safely

Wellness at work

Embracing diversity

Equality

Personal development

Bridging the digital divide

2. Environment

Biodiversity

Energy Consumption

Hazardous material management

Waste management

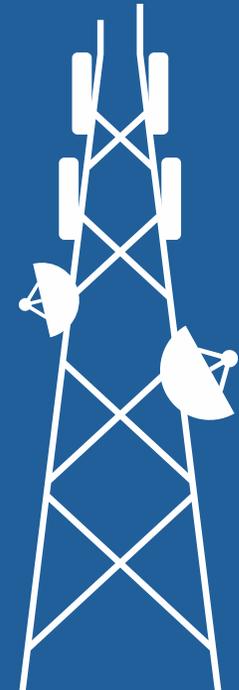
3. Governance

Bribery corruption

Ethics

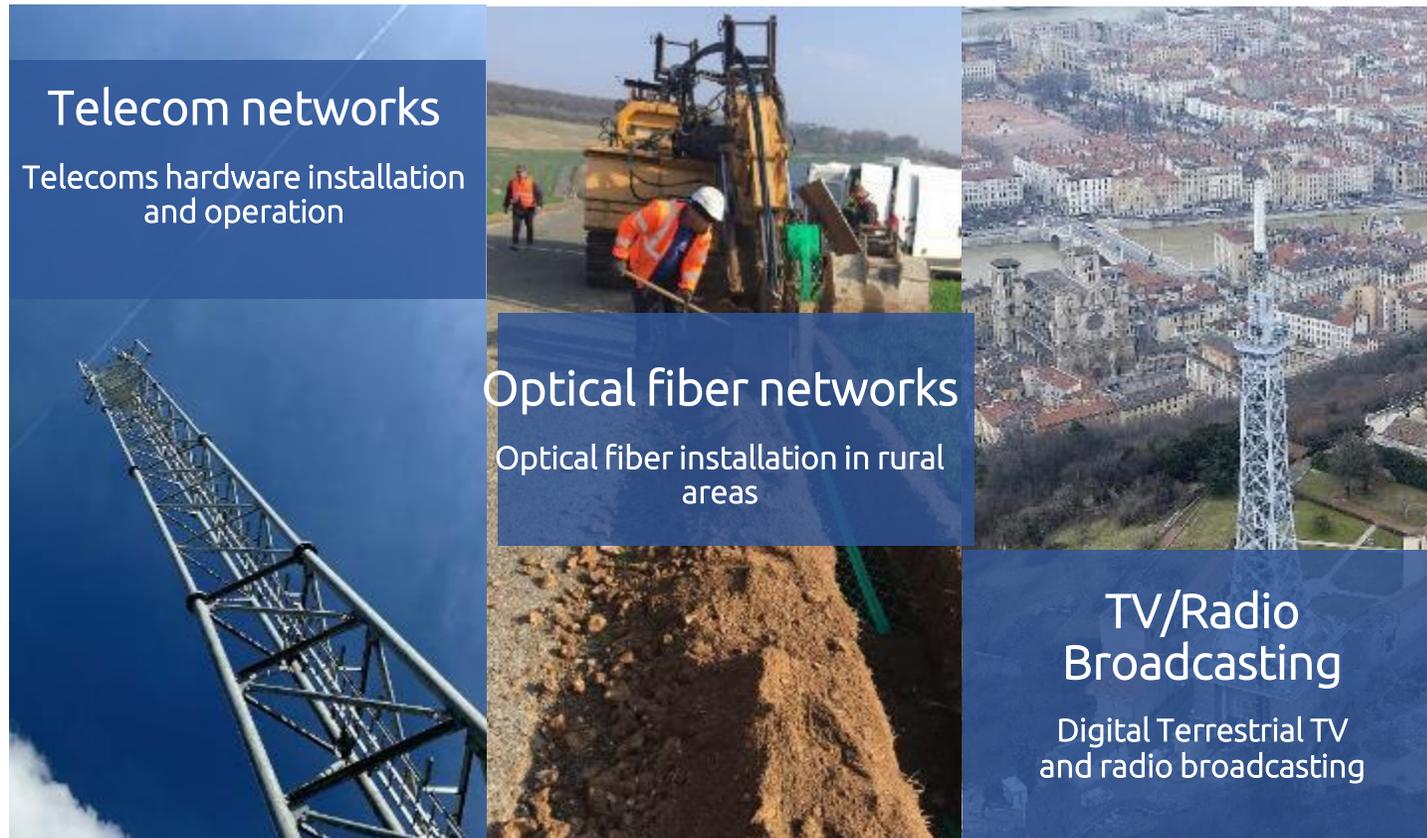


TDF Presentation



Who we are

As leading telecom network operator, over the last 45 years or so we have helped digital firms in mainland and overseas France meet their strategic transmission goals, backed by three divisions: Telcoms and broadcasting infrastructure and dedicated private and fiber networks.



Who we are

As industrial company, we build mobile and fixed superfast broadband, media and telecoms coverage throughout France. For radio and DTT broadcasting, mobile ultra high-speed mobile coverage and rolling out optical fiber, we bring customers a mix of unique and ground-breaking technology and an exceptionally widespread local presence.





In an ever more connected world, TDF enables telecoms and media companies to connect the French regions and people everywhere and faster, backed by its installed networks throughout France.



A few figures



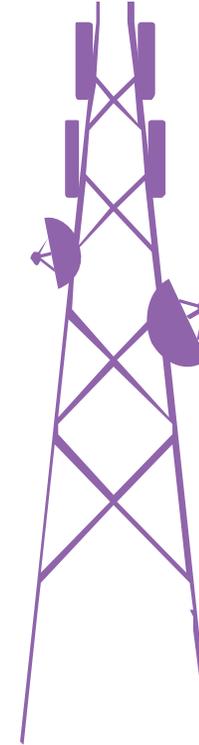
2023 FIGURES



200,000 fiber plugs built in 2023

raising the total to 750 000 since 2018.

300 new masts erected
for telecoms operators in 2023,
raising the total to 1700 since 2016.



70 sites and **100** DAB+ points of service rolled
out since our 2014 Digital Radio launch



A few figures

1,800 staff* throughout mainland and overseas France

(full-time equivalents)



♀ 23%
♂ 77%

*TDF SAS

Global Compact Pledge

In 2014, TDF signed up to directly or indirectly supporting the
Global Compact's 10 principles

So, every year since 2015, we publish a Communication on Progress that everyone can view at www.tdf.fr.

We have also identified 5 top **Sustainable Development Goals**, where we can make a real difference.



TDF's website, www.tdf.fr, has a special CSR section.



TDF ESG Policy

TDF ESG Policy

TDF has had an ESG policy since 2019

- The policy underpins and structures all our ESG activities.
- It raises the profile of the steps we take and highlights our pledges and progress to all our stakeholders.
- It binds our people together.



Everyone can view our ESG policy at <https://www.tdf.fr/rse/>

TDF ESG Policy

ESG policy breaks down into 12 pledges.



Each pledge comes with performance indicators.

The ESG policy aims to:

Satisfy our customers

Protect the environment

Ensure consistency and dialog with our stakeholders

Enhance staff wellbeing and activities

Raise our appeal to investors

CSR/ESG governance

The ESG supervisory committee meets monthly and comprises the CEO and a representative from each business unit & department.

It is held and run by the EH&S-CSR department, which oversees Group-wide CSR activities.

The committee's duties include:

- Distribute CSR news and stories
- Review project progress
- Write CSR strategy

Award

In 2023, the Global Real Estate Sustainability Benchmark (GRESB) once again gave us an award



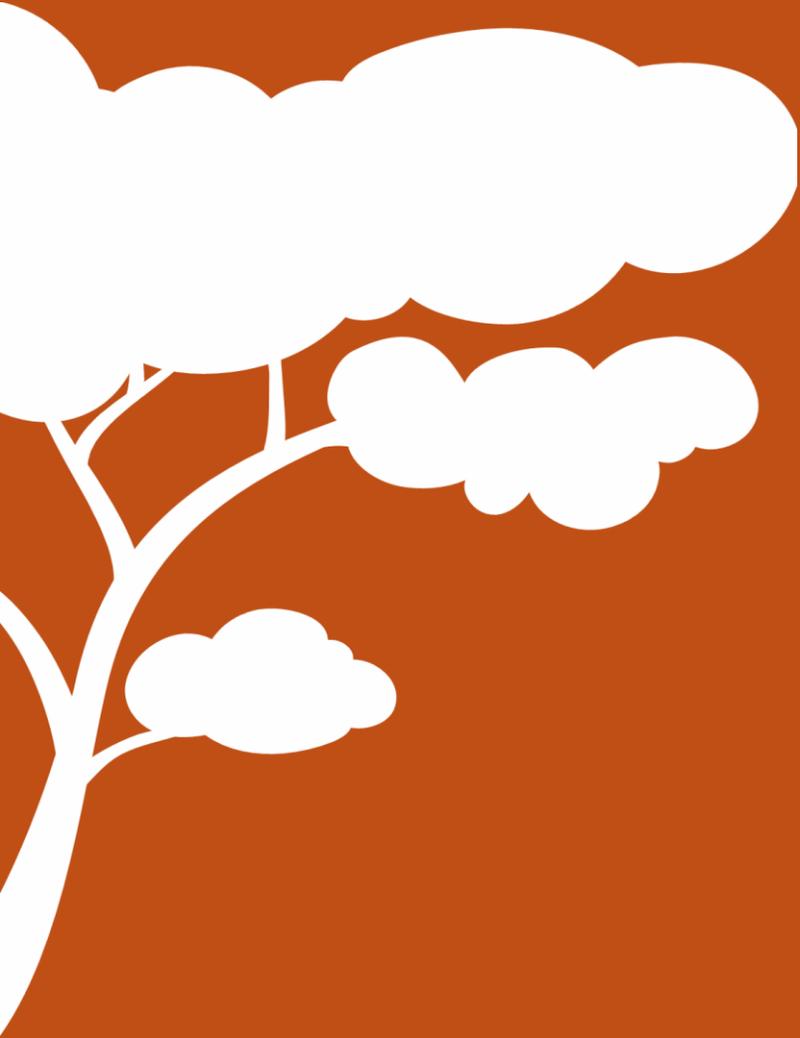
98/100

TDF ESG performance
score

We retain 'Sector Leader' distinction and our 'five star' award.

What is GRESB?

GRESB, a leading rating agency, validates, scores and benchmarks ESG performance data from corporations and produces an annual ranking.



1

SOCIAL

Talking

In 2023, we continued communicating with our people
to support them in their daily lives:

- Newsletters about Company news
- HR-dedicated newsletter introduced
- Support and information webinars for all staff and managers
- Specific articles
- Etc

27 newsletters

27 webinars



Being Welcome

Each new recruit, regardless of the group's entities benefits from the same three-stage integration process.

New employees receive a **welcome email** from the Human Resources Director upon their arrival, which includes a welcome video from the HR Director as well as an integration kit that allows them to discover TDF's activities and to have access to practical and useful daily information.

"**TDF visits**" to discover production sites in the region and in Ile-de-France, in small groups, to gain a better understanding of TDF's businesses and activities, to encourage cross-functionality and to meet the local management teams

176 new
employees
in 2023

Being Welcome

Welcoming interns and work-study students

65 alternants au 31
décembre 2023



Integration Kit

- On November 29, 2023, the new interns & alternates participated in an integration webinar.
- This was an opportunity to listen to a presentation of the company, its activities and to answer questions!
- To allow them to exchange ideas with each other, a communication channel was also dedicated to them on Teams.

Being Welcome

8
agreements
signed in
2023

2023 was also a **rich year for social dialogue** at TDF.

Management and the trade unions reached a number of agreements, including **The mandatory annual negotiations (NAO)** on salaries for the year 2023 (individual and collective increases were negotiated) ;

The professional elections of the CSE were organized. These included an agreement on the introduction of electronic voting, an agreement on the organization and resources of the CSE, and an agreement on social dialogue and staff representation resources.

At the end of the year, **an agreement on gender equality and parenthood was signed.** This agreement enables us to go further in terms of equality in the workplace, and to provide greater support for employees wishing to become parents.

Working safely

Environment, Health & Safety (EH&S) Policy

TDF pursues business operations and operational targets in keeping with its values and EH&S regulatory compliance.

This commitment comes from top down in the company based on a charter that everyone can view.

The charter and the policy represent our pledge to adhere to EH&S regulations and improve.

The EH&S policy is based on the following risk management issues:

- Health & Safety,
- Labor conditions.
- Facility Security,
- Environmental conservation.



**Charte Hygiène,
Sécurité et Environnement**

 www.tdf.fr



Working safely

DUER

The 'DUER' (standard risk assessment form) is updated every year pursuant to regulations.

Preparing prior year results gives staff guidance for updating the coming year's prevention plan.

In 2023, eight DUER taskforce meetings were held with CSSCT (H&S and labor conditions committee) members that resulted in:

- Taking account of regulatory changes specific to DUERPs.
- Replacement of the Annual Prevention Program by the PAPRIPACT (Annual Program for the Prevention of Occupational Risks and Improvement of Working Conditions)
- Updating jobs and risk sheets
 - Dissemination of risk assessment results and actions to be taken:
 - Presentation to the CSSCT6 major actions (e.g. road safety, working at height, heat waves, fall from ground level, manual handling)

Actions were included in the 2023 Prevention Program.



Objective:

Zero
serious
accidents

Staff are entitled to view such work in a dedicated EH&S Intranet section.

Working safely

MESUR (effectively manage safety by using recognition)

112
MESUR
visits in
2023

MESUR visits come on top of TDF's existing risk analysis steps, namely analyze work accidents / near misses and DUER.

Objectives

- Improve operational safety in practice to prevent accidents by strengthening *Best Practices* and taking action on *Practices at Risk*
- Continuously improve risk control and manager and staff safety practices
- Develop everyone's ability to act on their level to better control risk
- Prefer to take immediate on-site action

This is a proactive way to make safety an individual and collective behavioral issue bringing about future improvement.

It is based on a scheduled production site meeting between a manager and a technician that covers observing tasks, analyzing risks and reviewing best practices and weaknesses to improve.

Carrying out corrective action arising from MESUR
Visits is reviewed and reported on once a year.



Patrice Bargas, South-East Region Director, said: "A MESUR visit gives management and support departments a chance to assess how far operational staff have taken on board prevention measures. This is a one-off time of standing back and looking hard at safety which everyone involved very much appreciates".

Working safely

workplace first-aiders

TDF has a network of
106 workplace first-aiders.

- The team is run by EH&S managers in each region.
- Workplace first-aiders undergo regularly updated first aid training so they can intervene as fast as possible whenever there is an accident, fall or medical emergency at work.
- Flash news, including a reminder of proper steps to take, are regularly sent to them to keep them aware of latest first aid best practices.

A first-aid call application is available to all the employees since 2022.



In 2023, TDF has equipped its tertiary sites, technician bases data center) with automatic external defibrillators.



Working safely

Subcontractor safety audits

Under the Group EH&S policy, TDF engineers carry out safety audits at subcontractors' premises.

The purpose of such audits is to:

- Build a H&S culture among subcontractors
- Ensure subcontractors working at TDF sites comply with safety rules.
- Shut down worksites where a serious and imminent risk is found

890
safety audits
carried out in
2023



Eric Chargy, TDF Group EH&S Manager *"TDF keeps a close eye on big safety issues at outside firms, which helps bring about future safety improvements. We've noticed the number of 2021 accidents was similar to 2020. A one point increase in worksite stoppages to 6% caused us to step up safety procedures, including a registered letter sent to firms at fault calling on them to take corrective action and sharing safety points with external and in-house customers. Staff involved have a positive attitude and have really bought into the safety measures. They feel personally involved in preventing accidents".*

Working safely

Safety Weeks

Safety Weeks are organized every year by H&S managers in all regions. The purpose is to foster risk prevention among on-site maintenance staff.

The operation comprises two sections as follows:

- A section listing periodic checks of personal anti-fall protective equipment and vehicle emergency buttons, etc.
- An event section focusing on **one or two key themes**.

Training in risk analysis and drafting of prevention plans for all accredited employees
-> 450 employees

Following the deployment of new software to support the drafting of prevention plans, 450 people participated in the process, ensuring a smooth transition and effective implementation of the new system.

Working safely

Electromagnetic field

TDF has been protecting workers against electromagnetic fields since 2003. It is based on current regulations and standards, which are constantly evolving.

The policy "Prevention of risks related to workers' exposure to electromagnetic fields on TDF sites" published in 2020 is behind several actions in 2023.

- Adaptation to emerging technologies and revised prevention methods
- Application to indoor broadcast technologies
- Studies of 5G safety perimeters in consultation with cell phone operators
- Optimization of EM field measurement process and associated tools (e.g. database, new measurement form support)
- Search for a new supplier of protective suits and EM field measurement equipment.



Measurement results are made available to our design/deployment project managers. Health, safety and environment managers draw up the associated instructions and distribute them to internal and external participants on production sites.

Working safely

Electromagnetic field

TDF and its partners conduct studies into electromagnetic exposure.

Nature of indoor exposure

In 2020, together with Télécom Paris and based on Chaire C2M, TDF undertook a study on the nature of indoor exposure. The study factors in both exposure from indoor equipment and that from very high local use of handsets. The places under review were mostly underground metro stations, buildings etc.

The study consists of analyzing exposure data caused by ceiling and panel antennas vs mobile phone exposure based on traffic volume and type, switched on/off antennas and mobility vs fixed points.

Since 2017, TDF sponsors *Chaire C2M*.

<https://chairec2m.wp.imt.fr/partenaires>

In 2017 together with Chaire C2M, we started writing a thesis about the nature of exposure to electromagnetic fields in masts. Research, the initial findings of which were presented at BIOEM 2019, ended up at a ratio between exposure limit numbers, which cannot be measured on site, and electromagnetic field levels, which can be measured on site.

The study's results were published in the specialist trade magazine Bioelectromagnetics <https://onlinelibrary.wiley.com/doi/10.1002/bem.22391>.

Working safely

Operator meetings

Every year, TDF safety managers and mobile phone operators meet up to talk about their common safety problems and share best practices.

In 2023, talks related to the following topics:

- Feedback on serious accidents in the profession,
- Work subject to health and safety coordination,
- Work near buried networks
- Asbestos in asphalt pavements
- Radon risk,
- Follow-up procedures for TDF sites that have been consigned and deconsigned for safety reasons,
- Draft update of the "mobile" inter-operator cut-off agreement, Safety framework for nacelle operations,
- Assessment of safety awareness seminars for project managers.

4 discussion
meetings
were held in
2023

Wellness at Work



Work at home organization

Telecommuting has existed at TDF since 2012 and its organization has been made more flexible thanks to the unanimous agreement on the subject signed on May 12, 2021 by the Management and the Trade Unions.

- Relaxation of eligibility requirements
- Up to 3 days of telework per week
- Presence on site at least 2 days per week to maintain the collective
- Allocation of luncheon vouchers for the days spent teleworking
- Paand a bonus for the first installationment of a monthly bonus

In september 2023, TDF counted 857 work at home workers out of 1041 eligible employees

Charter of the disconnection and the chosen connection

TDF has a **charter of disconnection** and connection chosen. The company wishes to give everyone **the choice to organize, in complete autonomy**, the management of their working time. The right to disconnect **applies to all the company's employees** (permanent, fixed-term, apprentices, professional training contracts, etc.).

A telephone hotline has been set up to prevent psychosocial risks.

Wellness at Work

National Quality of Life and Working Conditions Week

A new Quality of Life and Working Conditions week took place in June 2023 : During this week, sports activities were given pride of place !

From June 19 to July 2, TDF teamed up with United Heroes to offer its employees an exceptional program in aid of the "Premiers de Cordée" association.

A total of 145 TDF competitors played the game by downloading the United Heroe mobile application, which offered **wellness webinars, group classes, sports and individual and group challenges**, all with a touch of conviviality and fun.

Thanks to the commitment of its employees, TDF was able to generate a total of €1,000, which was donated to the association Premiers de Cordée*.

*The association's aim is to organize sports activities for children in hospital or with disabilities, thanks to sponsors such as Kylian Mbappé, Vincent Clerc, Thierry Omeyer and Marion Rousse....

During these 2 weeks, employees were also able to attend **4 wellness webinars** on the themes of sleep, nutrition, team cohesion and relaxation techniques.

Wellness at Work

Employee Survey on Quality of life at work

The Human Resources Department of TDF conducted an anonymous survey with [ChooseMyCompany](#). A high participation rate reflects the strong engagement of the employees. TDF ranked among the [top 10 companies](#) with over 1000 employees in its first participation. The company also received the [HappyIndex@AtWork](#) label, indicating a high level of employee satisfaction. These results confirm TDF as an employer of choice.

Embrace Diversity

the agreement on professional equality between women and men and parenthood (2024-2027).

The key measures of the agreement

Equality at every stage of the career.

Recrutement

The goal is to increase the number of women in professions where they are under-represented, through external recruitment and by strengthening internal mobility. Partnerships with associations, such as *Elles Bougent*, and with schools and universities will be strengthened to increase the number of women in professions that are predominantly occupied by men. To this end, TDF has committed to recruiting 15 women on permanent and fixed-term contracts in the technical field, and to setting up a personal training program to encourage mobility towards less-feminized professions.

Career development

The aim is to have at least one woman in each management committee by the end of the agreement, and to increase the proportion of women in management committee to 35% by the end of 2027. To achieve this objective, a network of "female talents" will be set up to support women in positions of responsibility, and testimonials from mentors and "female talents" will be shared.

Compensation

Objective of achieving equal pay for men and women and maintaining a score of at least 95/100 on the professional equality index. Allocation of a specific budget to compensate for any differences in pay as part of the mandatory annual negotiations. TDF undertakes to guarantee that parenthood has no impact on remuneration (job-related bonuses are maintained during pregnancy, bonuses are not affected by the period of absence due to family leave, etc.).

Embrace Diversity

the agreement on professional equality between women and men and parenthood (2024-2027).

The key measures of the agreement

Supporting employees in their life as parents by promoting their quality of life at work

TDF offers support in the early stages of parenthood (specific leave authorizations, interviews prior to parenthood-related leave, confidentiality for personal parenthood-related information).

During their maternity leave, women have the opportunity to reduce their working week and have easier access to teleworking (Up to 100%). The birth bonus is raised to 450 euros gross. Maternity leave is 20 weeks, with 30 calendar days offered.

Paternity leave is fixed at 30 calendar days (5 calendar days are offered). For the TDF employee parent, an additional one-month parental leave, paid at 50% of the basic salary, is also possible. For part-time parental leave, TDF pays pension contributions on a full-time basis.

Diversity

the agreement on professional equality between women and men and parenthood (2024-2027).

The key measures of the agreement

Supporting employees in their life as parents by promoting their quality of life at work

TDF offers time off to support employees and their children (5 working days' absence in the event of the announcement of a child's disability, 3 days' absence per year for employees with a disabled child, 6 to 12 days' absence for a sick child depending on the number of children, 60 days' absence paid at 80% to care for a seriously ill child).

Particular attention is paid to the well-being of employees at work. To this end, TDF takes into account employees' family and personal constraints when scheduling meetings. 6 days' absence per year are granted to employees affected by endometriosis. Teleworking is facilitated in the event of painful periods.

The partnership with the Babilou network of inter-company day care centers has been renewed and now allows TDF employees to benefit from **thirdTDFy cribs** in the network's day care centers for their children aged 0 to 3 years.

Diversity

the agreement on professional equality between women and men and parenthood (2024-2027).

The key measures of the agreement

Raising employee awareness on issues of professional equality and the fight against all forms of discrimination and stereotypes.

From March 6 to 10, 2023, the fourth week dedicated to professional equality and parenthood was organized within the company and allowed TDF to raise awareness of these topics among all employees. Several events & communications were organized on this occasion :

- A conference on the theme of "Equality between men and women: working together to overcome stereotypes" was organized to inform employees about stereotypes, unconscious biases and their impact on our attitudes and postures.
- Game sessions on sexism were offered. Players learned to unmask the different facets of sexism, particularly in everyday work situations.
- Throughout the week, the Human Resources Department launched a competition on the theme of professional equality.
- A parenting platform has been set up by TDF partner crèche Babilou. It offers a variety of content and themes to support employees in their lives as parents.



Diversity

In accordance with regulations, TDF has published its gender equality index.

The index is calculated on 100 points according to the 5 indicators below:



39/40
Écart salarial



20/20
Écart d'augmentations individuelles



15/15
Écart dans les promotions



15/15
Augmentations au retour de congés maternité



5/10
Présence de genres parmi les plus hautes rémunérations

94/100

TDF's excellent results illustrate the dynamism of the human resources policy that has been in place for several years to promote professional equality between men and women.

As part of its policy of professional equality between men and women, TDF is a member of the association "Elles bougent", whose objective is to encourage young women to choose technical or scientific studies and professions and to deconstruct the stereotypes of these sectors, which are considered masculine.

TDF has
14 Elles
Bougent
sponsors

In 2023, TDF's female mentors participated in the following actions:

- InnovaTech challenge to develop an innovative project related to the challenges of tomorrow in a team made up of high school students and a TDF sponsor;
- Event "Elles bougent pour le numérique" organized by two sponsors to highlight the digital professions at TDF and discover the Campus;
- Participation in the Smart City Week to discover the subjects of Co-operative education and career prospects at TDF;
- Elles Bougent on social networks for International Women's Day;
- Animation meetings of the network of sponsors.



"Having a very atypical background, I wanted to share my experience, and show young girls that with envy, courage and the right to make mistakes, we can all achieve our goal ! Elles bougent events have a lot of meaning because, more than ever in our society to «appear», young girls need real success stories and we all have a path, a part of our career to which they can identify." - Coraline Balme

Embrace Diversity

The year 2023 was marked by flagship actions in disability awareness:

- The management of a **network of disability advisors**: 10 advisors are currently spread across metropolitan France and the French overseas territories to ensure local contact with employees with disabilities.
- Continuing the partnership with the association Arpeje'h (Accompagner la Réalisation des Projets d'Etudes de Jeunes Elèves et Etudiants Handicapés), launched in 2018: governed by the law of 1901, Arpeje'h is committed to an **active policy in favor of the employment of people with disabilities, equal opportunities and diversity**.

Les référents handicap chez TDF



Personal Development

Internal mobility

Internal mobility is a real opportunity for each of the company's employees.

TDF supports this dynamic by placing it at the heart of its social policy.

The investment of the HR teams has made it possible to achieve **124 internal transfers** in 2023.

TDF has also a number of measures in place for managing jobs and career paths, such as :

- support for personal or external professional projects ;
- secure voluntary mobility ;
- end-of-career part-time work ;
- skills transfer.



Personal Development

Evolve, move



Tools have also been put in place to encourage internal mobility:

- The provision of a **portal dedicated to mobility**
- The provision of a **mobility map** and a "**my career**" guide
- The appointment of a **job referent**
- Putting a "**proud of my job**" video online
- The organization of **webinars** on the theme of **mobility**

An **agreement on the management of jobs and career paths (GEPP)** was also unanimously signed by management and the trade unions on December 14, 2022. This agreement is a real HR policy toolbox and provides for innovative measures to encourage internal mobility for the years 2023 to 2025.

Personal Development

Evolve, move



TDF University facilitates the development of employees' skills through a varied, multimodal training offer that is accessible to all. Thus, everyone can be a player in the construction of his or her career path. The university relies in particular on :

A network of
100 internal
trainers

An internal
training
platform

A team
dedicated to
pedagogical
engineering

The TDF University in 2023 has notably made it possible to:

- Support employees in their internal mobility;
- Train new managers as they take up their positions, via a multi-modal, long-term course;
- Helping new recruits to learn about the company's specificities.
- To further promote autonomy, the company has introduced new on-demand content accessible to all employees.

Training at TDF in 2023.

3.73 million euros devoted to training.
10 out of 10 employees receive at least 1 training course
26 hours of training on average per employee

Being in solidarity

10
mentors

TDF is committed to the "Article 1" association.

The association

Article 1 supports high school and university students from working-class backgrounds in their academic and professional success. Since 2014, TDF has been a partner of Passeport Avenir, which became Article 1 in 2018. Born from the merger of two associations **fighting against inequality of opportunity**, Article 1 pursues actions for a society where orientation, success in studies and professional integration do not depend on social, economic and cultural origins.

A workshop dedicated to soft skills for work-study students. In conjunction with Article 1, TDF organized a workshop for its work-study students with Article 1. The objective? To transform all experiences (professional, personal, voluntary or academic) into clear and visible skills for recruiters.

TDF employees can commit to being mentors to accompany a student individually at each stage of his or her higher education career, to give the student confidence and encourage him or her to believe in his or her abilities, or to lead group workshops organized by Article 1 to make young people aware of the business world, to help them take an active part in their orientation and integration, or to pass on techniques to prepare for the orals at the Grandes Ecoles.



Being in solidarity

Jury Aide

Founded in 1990, *Jury Aide* gives financial aid to France-based TDF Group employees, who want to get involved in all forms of community life including culture, sports and charities. In 2023 *Jury Aide* handed out aid to six people.

The funds raised will help to:

- Buy light kitchen equipment to support a Paris-based association that fights food waste by collecting, cooking and distributing foodstuffs (*association La Chorba*);
- Purchase a shredder / brushcutter for an association that helps people in difficulty to access employment, to be supported and thus facilitate their social and professional integration (*association Actenso chantier*).
- To contribute to the transport costs of a Corsican tennis club enabling a wheelchair user to take part in a nationally renowned wheelchair tennis tournament (*Tennis Club Costa Verde*);
- Print the 6th Breizh ma Bro topo guide from Dol de Bretagne to Vannes for a Breton association building a long-distance hiking route (*association Mon Tro Breiz*);
- Help set up the premises of a grocery store that offers very low prices for its products (sales without profit) and, above all, creates social links, in particular by getting to know its neighbors, helping the elderly... (*Epicerie associative d'Orliac*);
- Contribute to the purchase of digital tablets for an association helping foreign families in Nancy to integrate into society (*association Réponse*).



Bridging the digital divide

Fiber

Background

Since 2017, five territories have entrusted TDF with the deployment, operation and marketing of the fiber optic network in low-density areas in six départements : Val d'Oise, Yvelines, Indre-et-Loire, Loir-et-Cher, Maine-et-Loire and Faucigny Gilières.

These successes led to the creation of five TDF Fibre subsidiaries.
Banque des Territoires is a shareholder in TDF Fibre.



TDF is engaged to

- Serve 765,000 households and businesses
- Cover an area of 936 communes
- Promote local employment through strong investment in training in fiber-related professions, and social and professional integration

3

ENVIRONMENT



Biodiversity and habitat



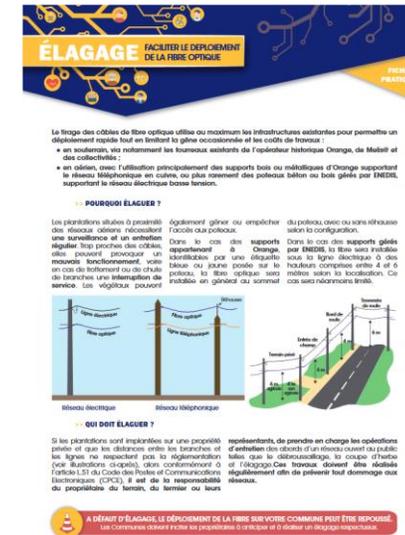
Green space management - Best practices charter

Under the Maine-et-Loire fiber rollout carried out by TDF subsidiary Anjou Fibre, the Département (French county), the Maine-et-Loire mayors association, Anjou Numérique and Anjou Fibre signed a green space best practices charter for areas next to telecoms lines.

Signatories pledge to join forces to

- Carry out reasonable trimming that preserves all hedges and ditches,
- Facilitate fiber installation,
- Maintain telecoms networks in good condition.

We also produce several standard documents and educational flyers so that local municipalities can effectively carry out marketing to owners and businesses in their communities. What's more, a trimming expert per community oversees implementation and monitoring of trimming operations.



Biodiversity and habitat

Green space management

In Nancy, TDF and France 3 Lorraine staff share a building and green areas. The joint owners decided to repurpose the entire green area converting it into two mini urban forests. The mini forest land development was carried out based on botanist Akira Miyawaki's* method.

New trees were planted into four square meter units. And so several hundred tree species of diverse sizes will soon be admired. The ground will be covered by grass and pedestrians will be able to walk a path surrounded by plants and trees.

When the trees were planted, any willing staff were able to do their bit for the project.

* Inspired by forests' natural regeneration, the Miyawaki method seeks to give rise to native forest from local indigenous plants.



Biodiversity and habitat

Biodiversity - Organic livestock pasture & bee hives

Since 2016, TDF has been studying options to put the grass land of its production sites to a different use.



In mainland France, 30 hectares of green areas now host goats, sheep and horses.



In Mayotte, zebus take care of mowing the Badamiers site lawn



TDF hosts 2 bee hives, one in the Paris region and another in Guyana.

Energy Consumption

Solar panels & Solar farms

221

Solarshades installed by
Dec 31, 2023 (since
2021)

Starting in 2021, TDF installs solar panels on its new eligible telecom masts.

Solar panel facts

- Close to 4 kilowatt output self-consumed power – currently 10 solar panels
- We installed meters on each site to analyze generated and consumed power of customers' hosted hardware.
- Customers are also allowed to set up their hardware under our solar panels in these sites. Being in the shade this reduces power required to keep their hardware cool.



Greenhouse Gas Emissions

Greenpose for greener fiber deployment

In 2023, Val de Loire Fibre continues to use the new trenching technique that was introduced in 2022 as part of its fiber optic rollout.

This method of simultaneous action uses only 3 machines instead of 5 and offers four key advantages.



Ecological benefits:

- With fewer machines, the carbon footprint is considerably reduced (5,000 tonnes of CO2 are expected to be avoided over the entire project).
- No concrete design.
- No waste, so no landfill.

Reduced nuisance for local residents

Less noise on site, as the new machine avoids the ballet of dozens of concrete mixer trucks and the associated nuisances (noise, road deformation, etc.).

Greater safety for workers and local residents

- The site is less accident-prone, as there is much less truck traffic.
- The roadway is returned to local residents more quickly, with no damage to the road surface as no trenches are left open.

Hazardous substances Management

Environment, Health & Safety Policy

Hazardous material management - Radon

Radon

In 2023, we continued the radon risk assessment of our sites campaign, initiated in 2021.

- We have remeasured the tertiary sites that previously had only one measurement.
- We have measured many sites with small premises to verify the impact of radon on this type of site.
- We have improved the ventilation of certain sites.
- We are preparing a specification document to seek assistance from a Competent Radiation Protection Organization.

Waste Management

The recycling rate is **47%** in 2023.

Please find here below figures for 2023 Analysis

- 175 tons waste collected
- **Valorization rate : 28,77 %**

Périmètre global 2023
Données 2023

DIB :
97,8 tonnes

Carton :
28,9 tonnes

DEEE :
15,67 tonnes

4

GOVERNANCE



Bribery Corruption

Code of Ethics

The Code of Ethics constitutes a moral compass, which guides our behavior both in-house and externally. The goal is to minimize our people's doubt about how to behave, but also to give those who work with us an idea of our underlying values.

Since 2011, TDF has had a Code of Ethics that is updated once a year.

The Code of Ethics is available in English and French on the TDF website www.tdf.fr

It is appended to the company bylaws and sent to our stakeholders.



www.tdf.fr



Bribery Corruption

Lobbying ethics charter

In 2021, TDF Group published its lobbying ethics charter, which sets rules for Group staff to follow when dealing with non-Group parties.

It outlines an ethics framework and duties to comply with applicable legislation.

The lobbying ethics charter is available in English and French on the TDF website:

www.tdf.fr



www.tdf.fr



Bribery Corruption

In 2023, the TDF Group continued to strengthen its anti-corruption system. Training sessions continued

490
employees
trained in
2023

The anti-corruption training courses present the context and are anchored in concrete "practical work". The scenarios chosen are based on situations that are close to those that TDF Group employees might have to deal with. They are illustrated by court rulings.

As part of the international anti-corruption day, TDF reminded its employees how to manage conflicts of interest, both for employees who find themselves in this situation and for managers who must remedy the situation.

Bribery Corruption

Each year, the TDF Group draws up a corruption risk map. This map is reviewed by the Audit Committee with the shareholders.

First mapping carried out in 2013, four years before the Sapin 2 law came into force.

In 2023, the updated corruption risk map was fed by numerous global, European and French sources

At global level, Transparency International's annual country rankings, as well as risk analysis by business sector

For France, the corruption statistics published by the Ministry of Justice, the guidelines issued by the National Financial Prosecutor's Office, and the various guides and practical information sheets published by the AFA.

This has led to the updating of activities considered to be moderate risk.

Bribery Corruption

Whistleblowing Scheme

Since 2016, the Whistleblowing Scheme allows Group staff to report when they are personally aware of:

- Any serious breach in the Code of Ethics, our Group anti-corruption policy or any applicable national or international rules (including crimes and misdemeanors);
- Any threat or serious harm to the public interest.

The Whistleblowing Scheme complies with the French Sapin II Act and the March 21 2022 Act protecting whistleblowers.

The Whistleblowing Scheme is available in English and French on the TDF website

www.tdf.fr



www.tdf.fr





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