

TDF Sustainability Report

2024 Activities



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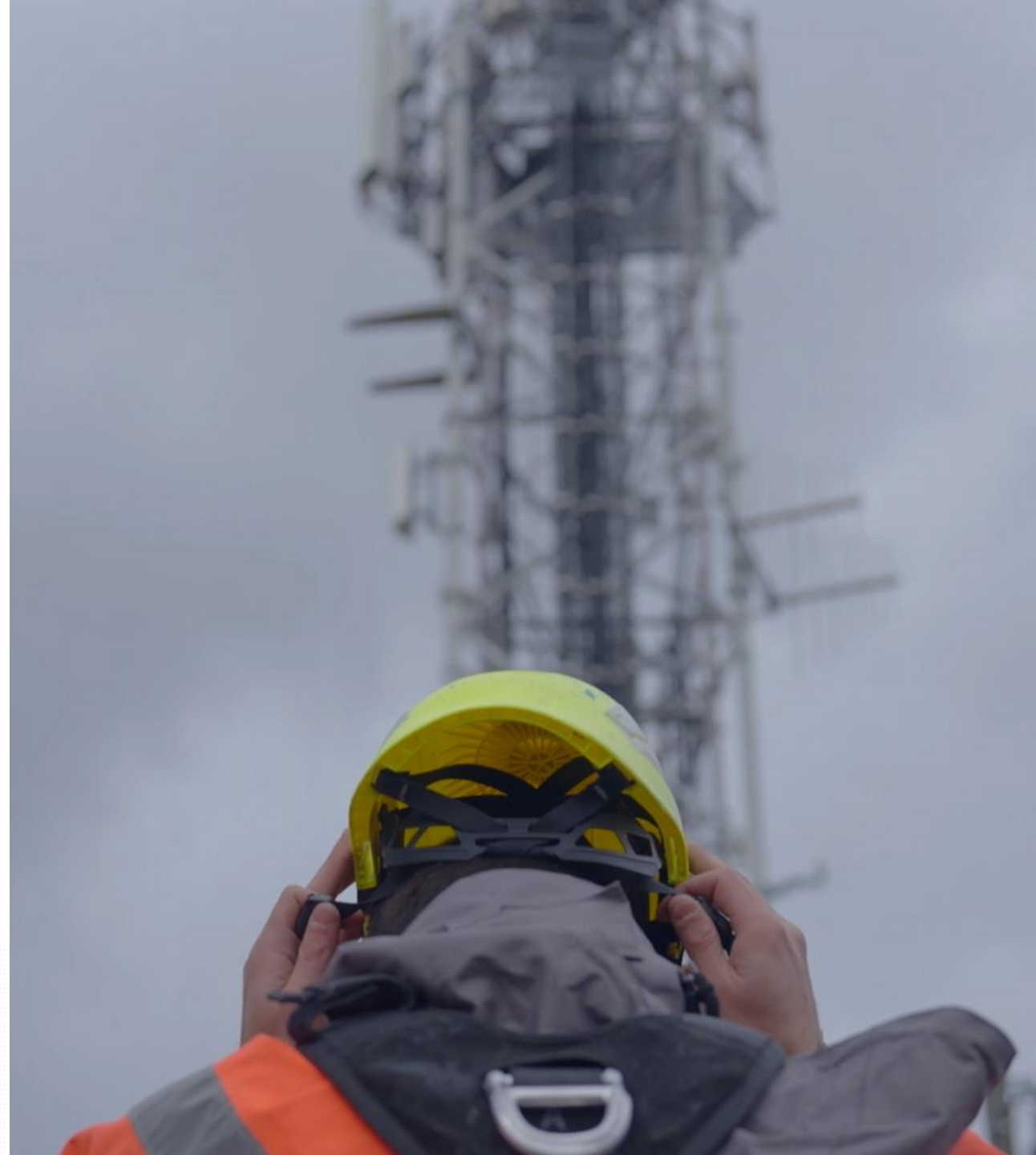
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1.1 TDF Story



TDF: a neutral and open infrastructure operator

A neutral and open infrastructure operator, TDF has been supporting digital players for fifty years in their strategic connectivity challenges, both in mainland France and overseas territories.

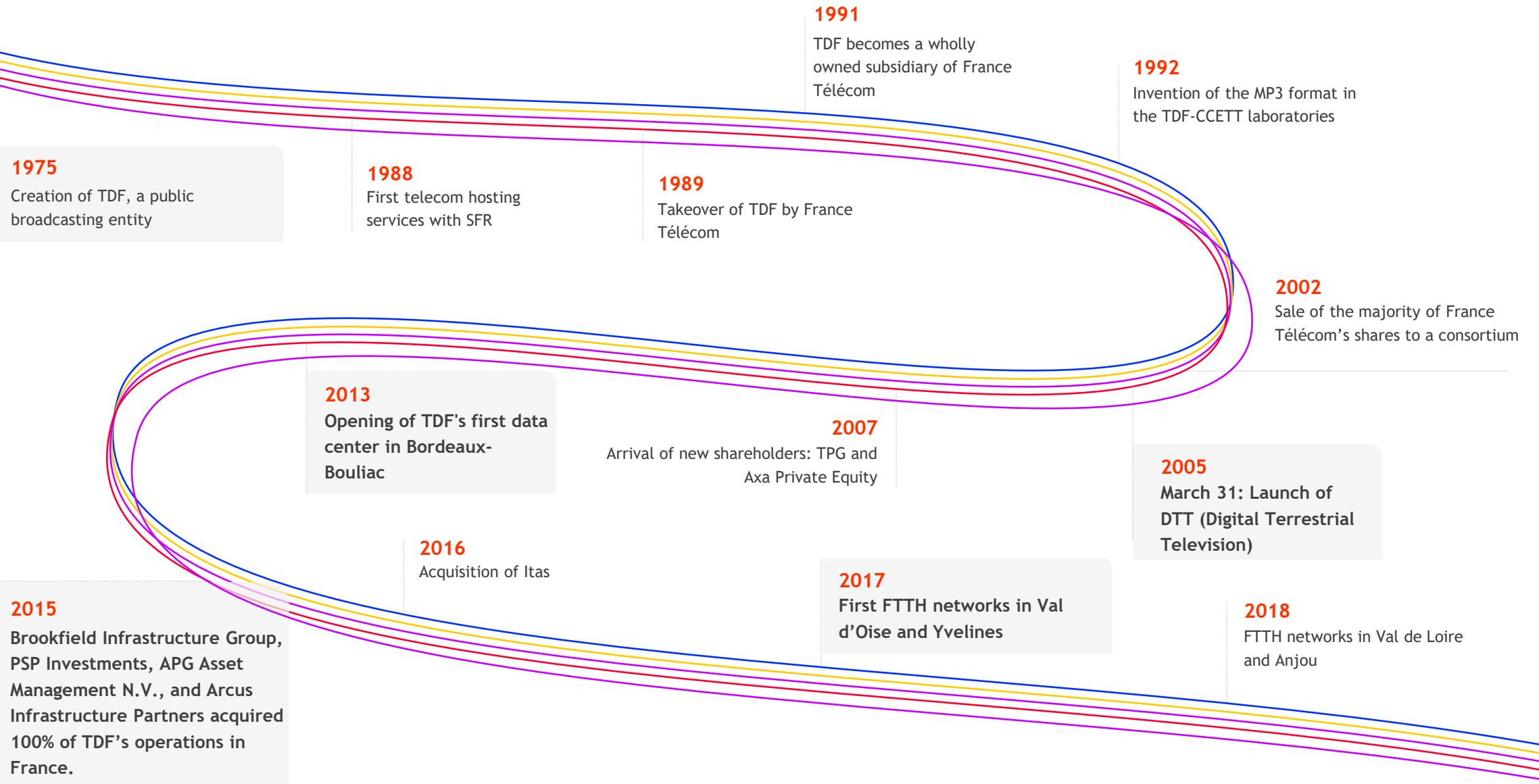
Whether for radio and DTT broadcasting or Very High-Speed mobile coverage, TDF provides its clients with sector-specific expertise, a unique and innovative technological mix, and strong local presence thanks to its **8,800 commercialized sites**.

Connected DTT, video on demand, catch-up TV, web-based media, ultra high-speed connections, data centers... these are just some of the services tied to the digital transformation of lifestyles that TDF and its employees develop to support their clients.

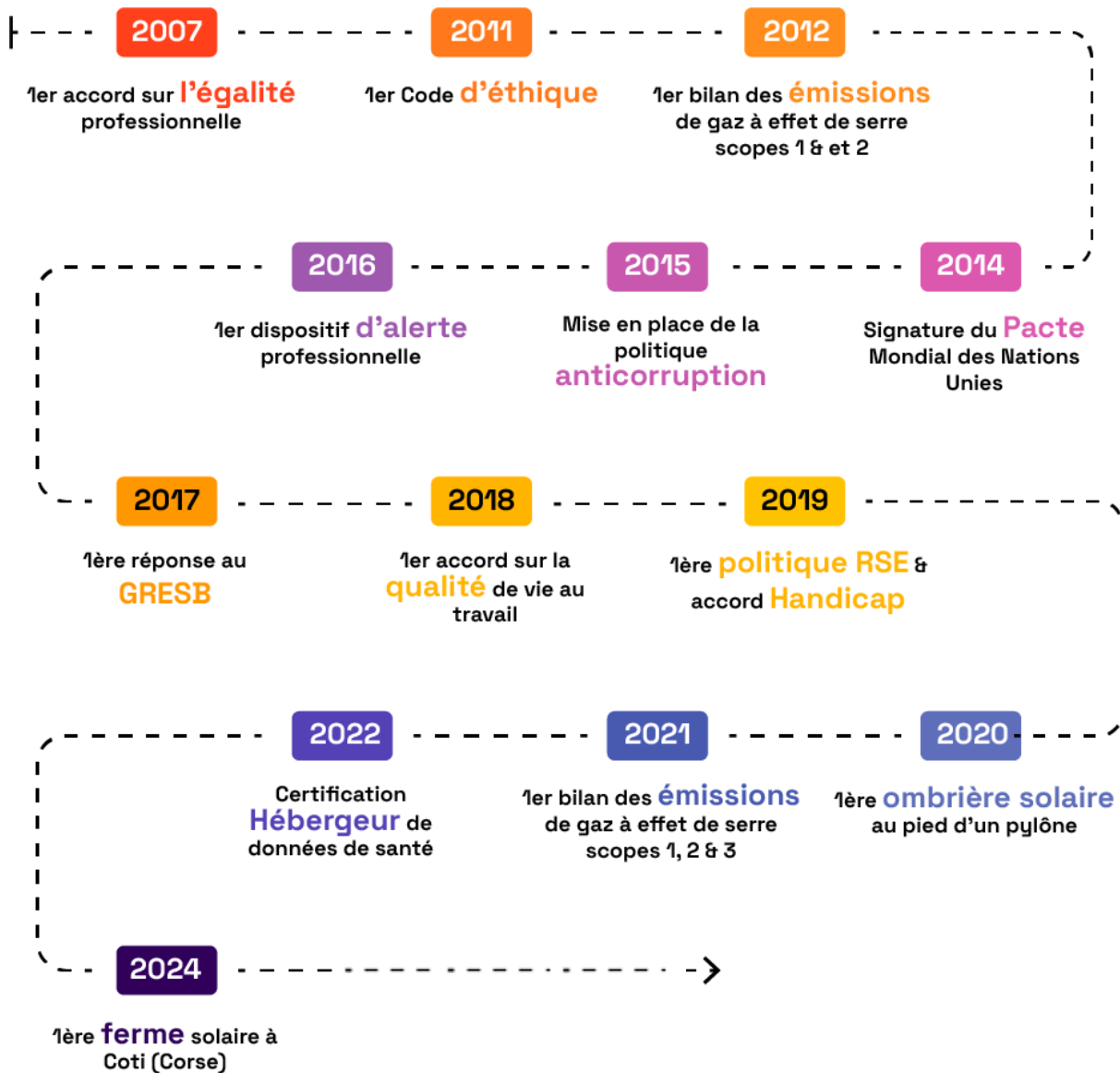
In an increasingly connected world, TDF enables its clients to connect territories and people everywhere, faster.



50 years of digital evolution



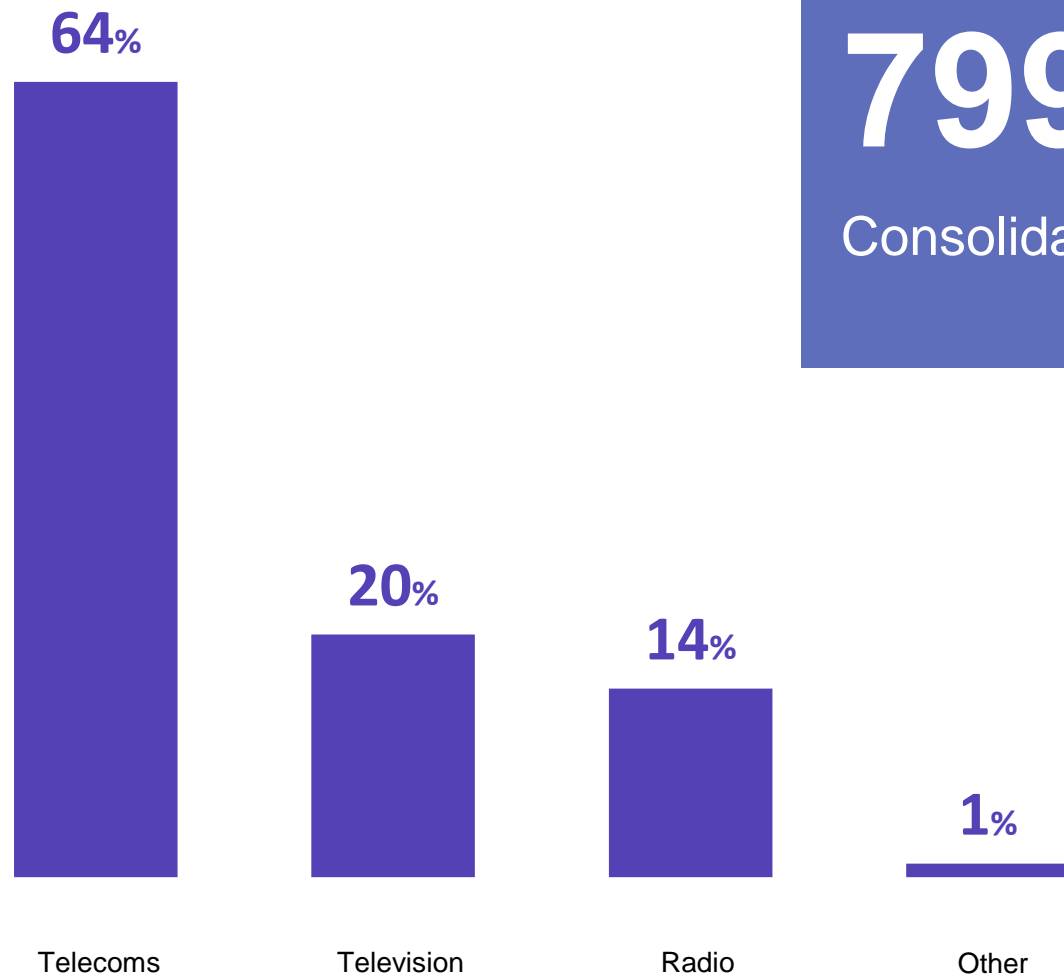
20 years of CSR



In 2024, TDF ranks 1st in Europe for the 'Telecom towers' category by the Global Real Estate Sustainability Benchmark (GRESB).

1. 2 Key figures

Revenue



799,1 M€

Consolidated revenue in 2024



8,800 sites marketed In mainland France and French overseas territories



Telecom, radio, and DTT infrastructure network

Pylons, towers, water towers, rooftop terraces, etc.



Indoor coverage

3,000 train stations, with 10 sites already in planning or under construction

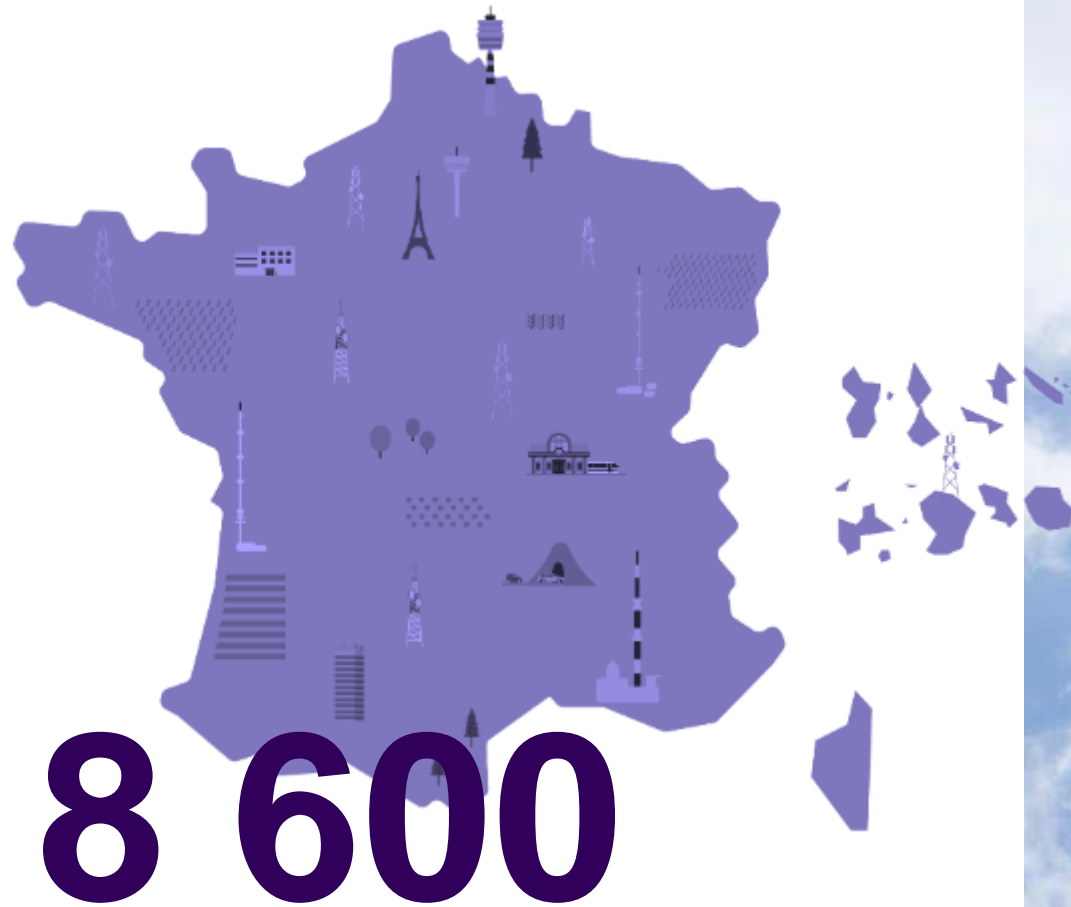


Datacenters

4 sites in mainland France



People & Places



8 600

8,800 sites marketed



1.2 CEO Olivier Huart's pledge

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 has renewed his engagement with the Global Compact which principle 5 pledge to end child labor. See Letter of engagement of TDF President Olivier Huart.

TDF renouvelle son soutien au Pacte Mondial des Nations Unies

Depuis 10 ans, TDF travaille, en tant que soutien du Pacte mondial des Nations Unies, à améliorer l'ensemble de ses performances en matière de responsabilité environnementale, sociale, sociétale et de gouvernance. Pour TDF, opérateur d'infrastructures au service de la couverture numérique pour tous les Français et tous les territoires, cet engagement est essentiel à l'accomplissement de notre mission, directement orientée au service du bien commun.

Par son ancrage, ses innovations et ses déploiements, TDF contribue à rendre le numérique accessible partout en France. Cette année, nous avons déployé plus de 100 émetteurs de radio numérique DAB+ sur le territoire et finalisé les réseaux de fibre optique qui nous ont été confiés en zones rurales. Par ailleurs, la Télévision Numérique Terrestre, gratuite, accessible et écologique, reste plébiscitée par la population.

Ce travail mobilise l'ensemble de nos équipes dans la durée : TDF s'inscrit ainsi dans une dynamique d'amélioration continue au bénéfice de la planète, de nos collaborateurs et de toute la société.

Dans le domaine des normes internationales du travail, l'une des priorités de TDF consiste à proposer à ses collaborateurs un environnement de travail sûr, inclusif et épanouissant.

- La sécurité de nos collaborateurs et des intervenants sur nos sites demeure prépondérante. Les mesures mises en place, la formation et la sensibilisation y contribuent fortement.
- En 2023, TDF, a obtenu le label *HappyIndexAtWork* qui récompense notre investissement pour l'amélioration des conditions de travail et pour le bien-être de chacun dans l'entreprise ;
- TDF a signé la charte de la diversité et s'est engagé aux côtés de 4 100 entreprises à lutter contre les discriminations et à promouvoir l'égalité au sein de l'entreprise ;
- Précurseur en matière d'égalité femmes / hommes dans son secteur, TDF a confirmé la note de 94/100 pour son index en matière d'égalité Femmes/Hommes.

TDF est également attentif à contribuer à la lutte contre la corruption, ce qui passe notamment par un travail de sensibilisation et de formation. En 2023, plus de 650 salariés ont ainsi été formés au travers d'un module dédié à cette problématique.

La seconde priorité majeure de TDF est de mener une action ambitieuse en matière de transition écologique et de poursuivre sa démarche de réduction de l'empreinte carbone.

- Une première ferme solaire a été construite en 2023 sur le site TDF de Coti-Chiavari (Corse du Sud) pour une mise en service en mai 2024. Cette installation garantit l'autoproduction d'une partie de l'électricité nécessaire au fonctionnement du site et la réduction de son empreinte carbone ;
- TDF a poursuivi le déploiement des ombrières photovoltaïques au pied de ses pylônes. Plus de 200 sites TDF en sont déjà équipés et ces installations ont vocation à se développer encore dans les années à venir.

Ces progrès réalisés au cours de l'année 2023 sont déterminants pour TDF et s'inscrivent dans une stratégie cohérente et ambitieuse menée depuis près de 10 ans en matière de responsabilité sociétale. Ils répondent aux attentes des équipes de TDF et aux valeurs de notre entreprise. Nous nous réjouissons par avance de poursuivre ces efforts en 2024 afin de conforter encore ces résultats encourageants et ainsi continuer d'œuvrer au service du plus grand nombre, en France et partout où l'entreprise TDF est présente.

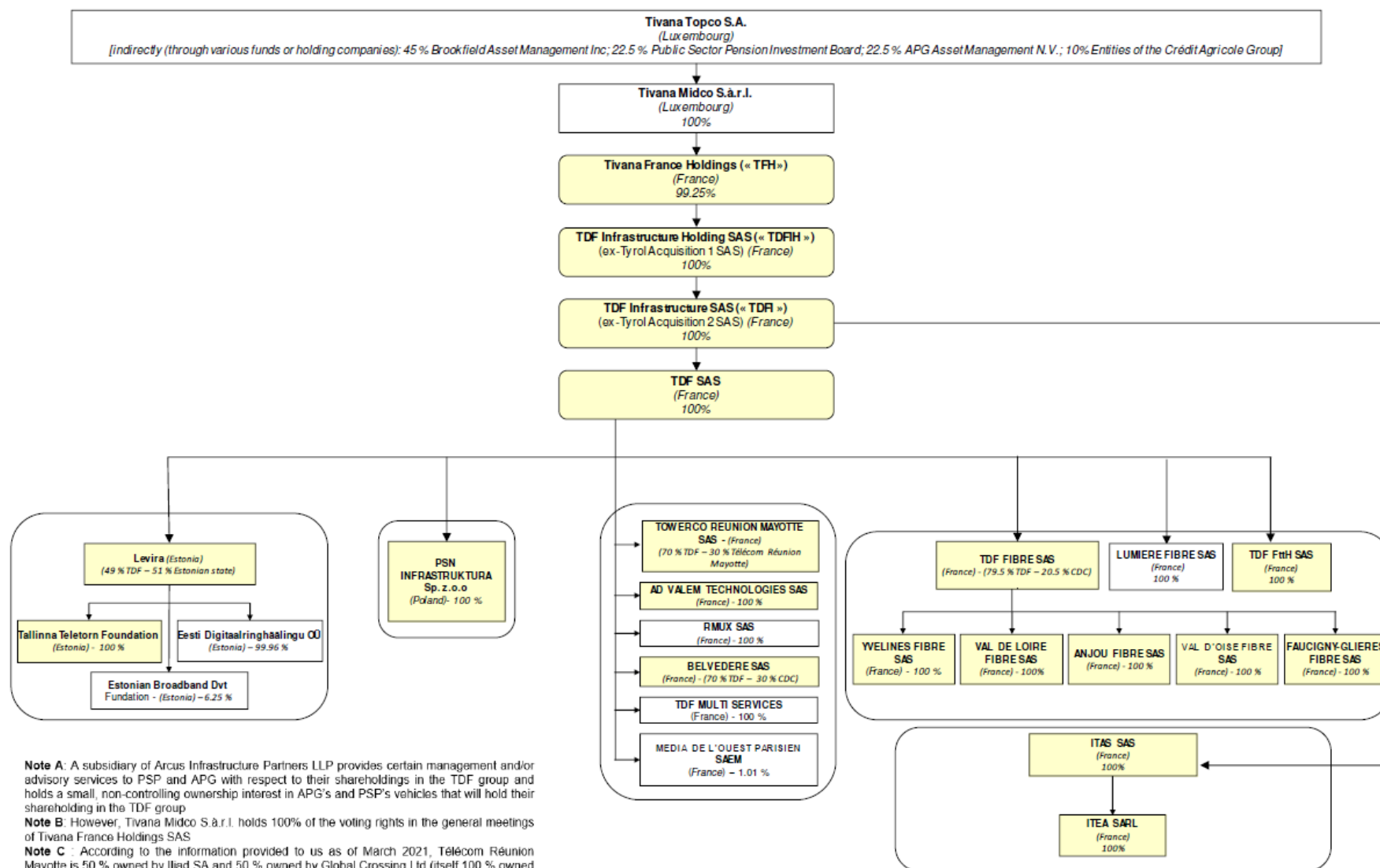
Olivier Huart

Président Directeur Général du Groupe TDF

1.4 TDF Group Chart



TDF Group Chart



Entities included in Tivana France Holdings Group consolidation scope

2. TDF ESG Policy



Corporate Social Responsibility (CSR)



TDF's CSR Policy

Committed on a daily basis and for many years to a responsible approach, TDF pursues the objectives of its Corporate Social Responsibility (CSR) policy. This document provides a framework that enables everyone to combine economic performance, service quality, and social responsibility.

TDF's CSR Policy is available on: <https://www.tdf-infrastructure.com/sustainability/>



TDF Group's Code of Ethics

It outlines the general principles governing its activities, the rules of corporate conduct, the behavior expected of all Group employees, and their relationships with various internal and external stakeholders, in compliance with ethics and applicable laws.

TDF Group's Code of Ethics : <https://www.tdf-infrastructure.com/sustainability/>



Since 2014, TDF has been a signatory of the United Nations Global Compact.

The company is therefore committed to supporting, directly or indirectly, the 10 principles of the Compact, which relate to Human Rights, international labor standards, environmental protection, and the fight against corruption.

As such, each year the company publishes its Communication on Progress, available on : www.tdf.fr.



TDF ESG Policy

ESG policy breaks down into 12 pledges.



Each pledge comes with performance indicators.

ESG policy breaks down into 12 pledges.

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

An ESG steering committee meets monthly and comprises the Executive committee members
It is held and run by the Sustainability department, which oversees Group-wide CSR activities

The committee's duties include:

- ➡ Share CSR updates
- ➡ Review project progress
- ➡ Enhance CSR strategy

Award

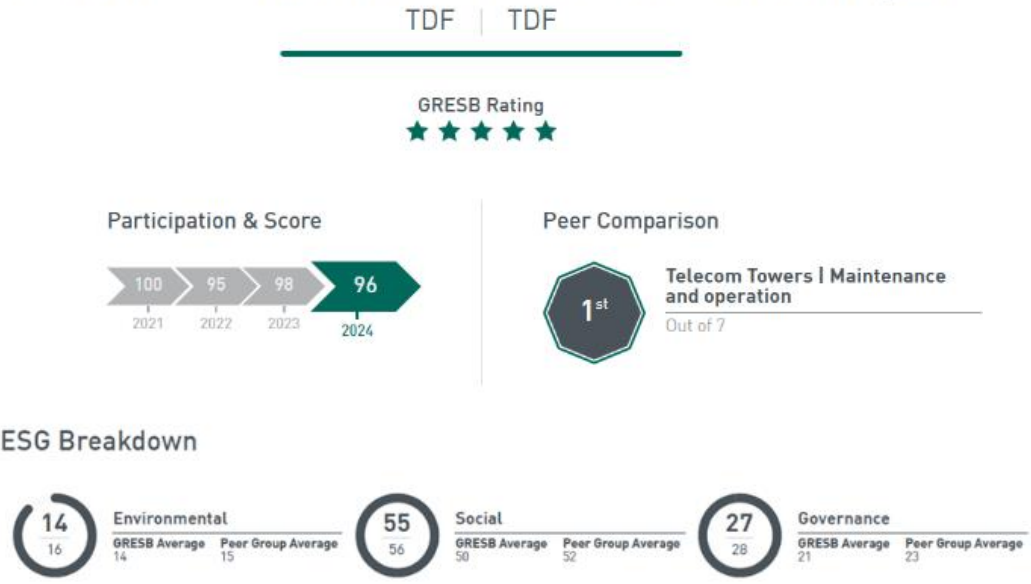
In 2024, TDF **regains its leadership position by ranking first** among the seven players in our sector in the Global Real Estate Sustainability Benchmark (GRESB)



What is GRESB?

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

2024 GRESB Infrastructure Asset Benchmark Report



2.1 Environment

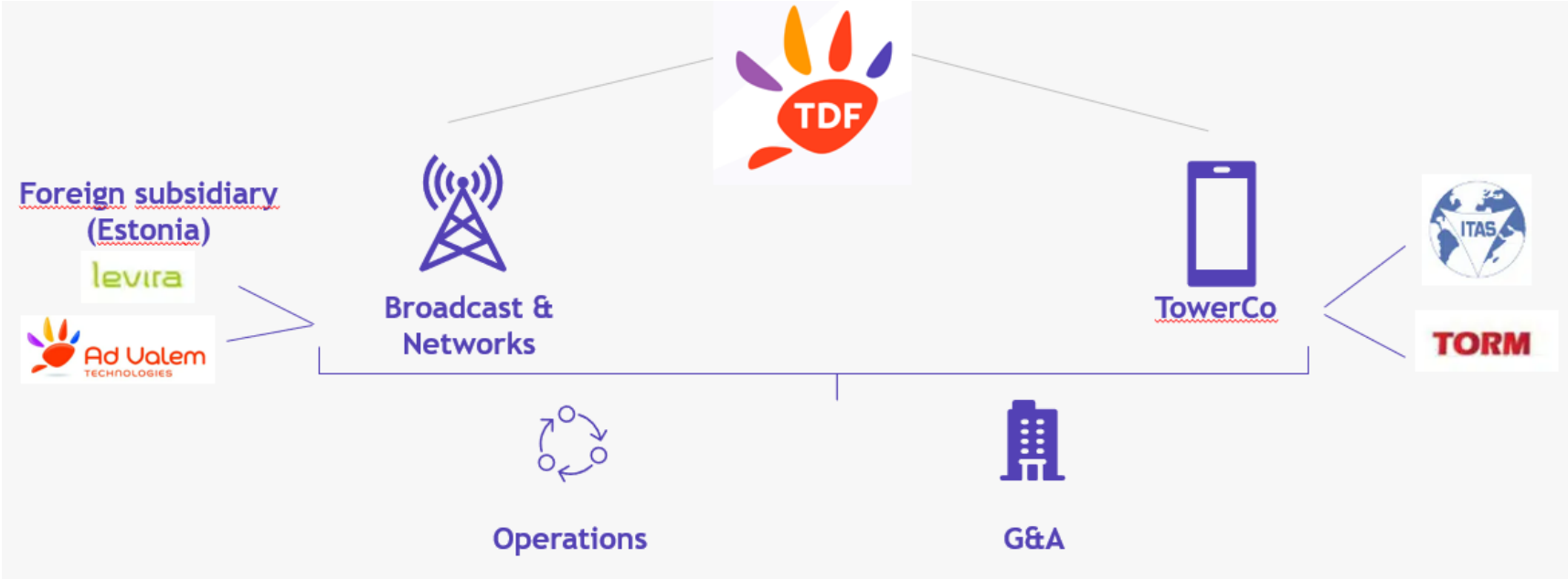


Greenhouse Gas Emissions

GhG – Scope 1, 2 & 3

Since 2021, TDF has carried out a complete carbon assessment, including scope 3 in GHG protocol format.

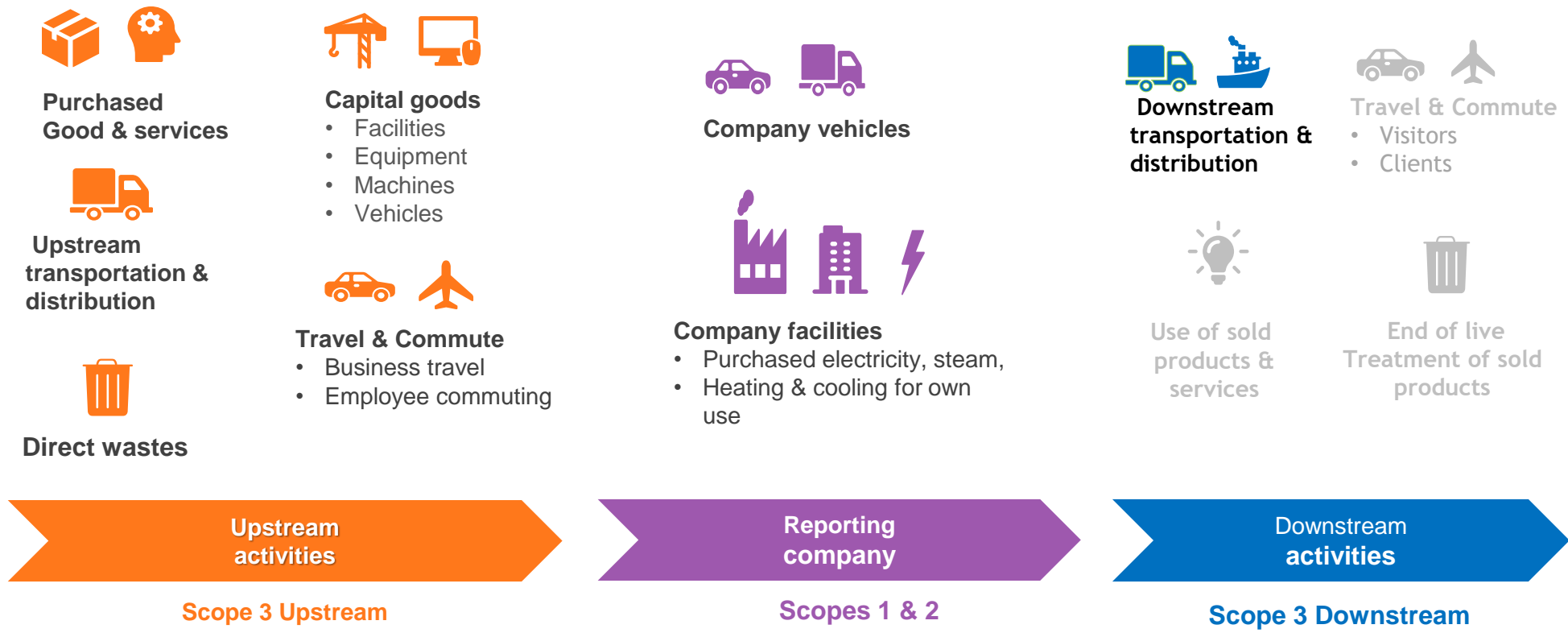
Organizational perimeter: TDF Group



Greenhouse Gas Emissions

GhG – Scope 1, 2 & 3

Operational perimeter with new data collected (Downstream transportation & distribution)

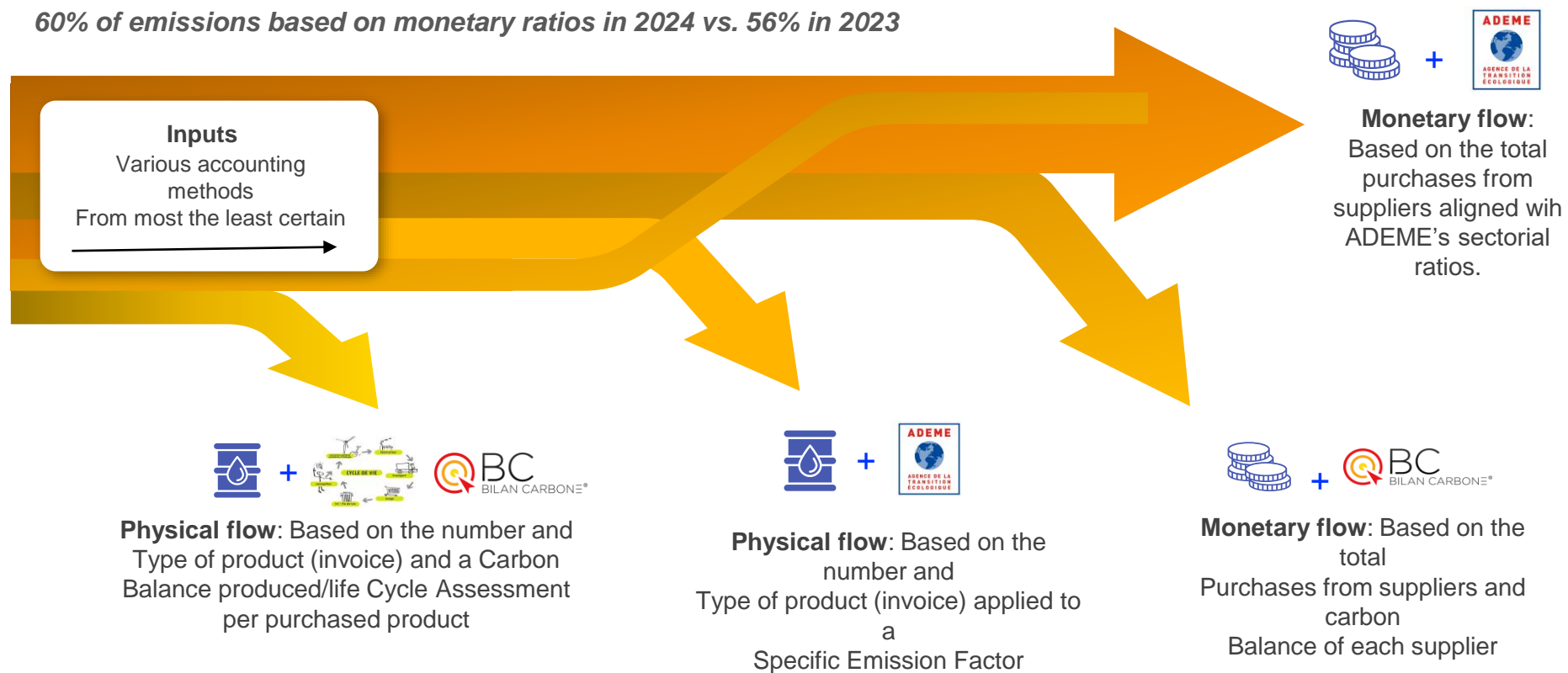


Greenhouse Gas Emissions

GhG – Scope 1, 2 & 3

Carbon valuation method – Accuracy levels

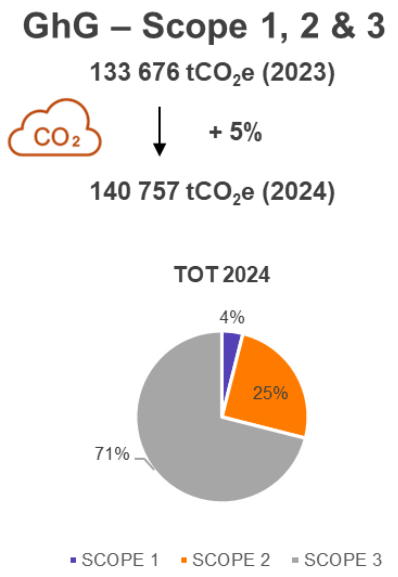
60% of emissions based on monetary ratios in 2024 vs. 56% in 2023



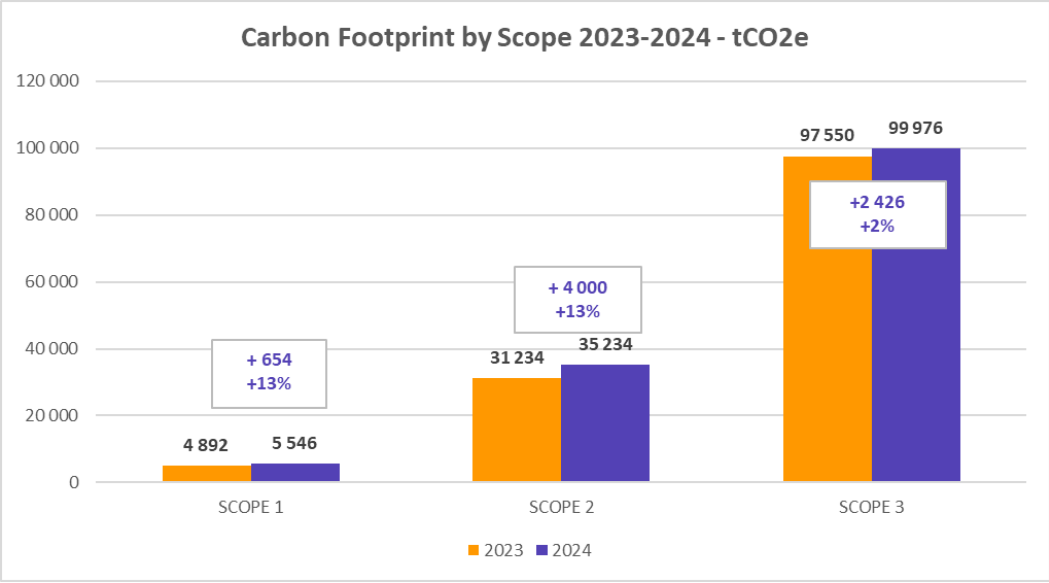
Greenhouse Gas Emissions

The 2023 carbon footprint was :

- 175 556 tCO₂e including the Fiber business and PSN
- 133 676 tCO₂e excluding the Fiber business and PSN, which are excluded from our perimeter at the end of 2024.



-Scopes 1&2= 100% physical data, Scope 3= 84% monetary ratios




-The difference in Scope 2 is due to an increase in the energy emission factor (source ADEME) and in the number of PoP and PoS. Other variation is attributed to measurement process enhancements.

Energy & Climate Plan: a team of 4 TDF employees is responsible for preparing an Energy&Climate Plan to reduce Energy consumption and engage reflection around a decarbonization strategy.

Greenhouse Gas Emissions

Mube partnership

In 2024, the partnership between TDF and Mube to develop vegetated telecom mast deployment, which was initiated in 2022, is still ongoing. Installed in urban centers, this patented innovation acts as a filtering, depolluting and refreshing lung. It is also a multiservice support for connected city equipment; a true concentrate of technology, the Mube column accommodates 4G and 5G antennas, video surveillance cameras, urban sensors or even WiFi networks.

Height: 3 to 20 meters		Integrated telecom dome
Annual maintenance : 2 to 4 passes		Substrate with high water retention
Number of plants: 270*		Rainwater recovery process
Actual plant surface area: 60m²*		Autonomous and intelligent watering management
Integrated refreshing misting		Reduces heat islands (-3 to 4°C in summer)
CO₂ absorption: 250kg/year		Melliferous and non-allergenic perennial plants
Water savings: 120 m3/year		Protected internal passage of telecom networks
Ground surface: 2m² (20 sq. ft.)		Foot integrating the secure technical room

Energy

Corporate Social Responsibility Policy

TDF is engaged with a CSR policy based on 12 engagements. Energy consumption reduction is one of them



MINIMIZE OUR ENERGY CONSUMPTION

The Group is working on 4 main streams :

1. Monitor energy consumption
2. Optimize energy consumptions
 - Modify car policy and increase the number of hybrid or electrical vehicles
 - Optimize the consumptions of its buildings
 - Implement heat pumps, free cooling in its datacenters, install LED lights, etc.
3. Develop renewable energy
 - Implement solar panels (solar panels, solar farms), when relevant, to produce renewable energy
 - Work on Power Purchase Agreements (PPA).
4. Promote employees' commitment
 - Communicate accurately to improve behaviors (switch off lights, limit speed when driving, reduce heating...)

352 shade houses **+ 1**
solar farm are in
service.

We have launched a plan to set up solar panels on our tower sites. Goal : cut our energy consumption and carbon emission



Certified datacenters

Our four datacenters are all European **Code of Conduct Participant*** — European Commission certified, a standard which promotes best practices in respect of energy efficiency and CO₂ emissions. The Bordeaux–Bouliac datacenter is also RT 2012 certified**. * Certification that lets participants share energy tips and best practices** Thermal standard with energy consumption criteria

Reduce Energy consumption

Solar panels & Solar farms

Starting 2021, TDF deploys solar panels on its telecom towers.

- TDF plans to equip **2,000+** sites by 2030
- TDF also rolls out solar farms to its sites with **28 solar farms** planned by 2026

Solar panel facts

- 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.

352

Solar shades
installed by Dec 31,
2024 (since 2021)



1st

solar farm in Corsica.
Start of operation on
May 16th, 2024



Biodiversity

Through partnerships, the TDF group contributes to the preservation of ecosystems, addresses concrete local issues, and promotes biodiversity awareness within the company.

Some initiatives implemented:

- Nesting boxes
- Eco-grazing



Waste

TDF is committed to controlling waste production and optimizing its recovery. The main types of waste identified are:

- non-hazardous industrial waste,
- scrap metal,
- waste electrical and electronic equipment (WEEE),
- paper and cardboard,
- and occasionally, cleaning chemicals.

Responsible waste management represents a regulatory, environmental, and economic challenge for TDF, one that must be shared with its stakeholders. TDF selects certified partners with the aim of increasing the processing of its recyclable waste.



2.1 Social

TDF is committed through Universal Declaration of human rights, ILO Conventions and French Labor Code and Sapin II and Due Diligence French Laws to :

- Contribute to the effective abolition of child labor.
- Respect freedom of association and recognize the right to collective bargaining.
- To contribute to the elimination of forced and compulsory labor
- To contribute to the elimination of discrimination in respect of employment and occupation.

And this all through its value chain.

- **Article L4153-1 of the labor code prohibits labor for children under 16, except for apprenticeship contracts**
- **France has signed both World Trade Organization conventions on child labor (#138 setting the minimum employment age and #182 on the worst forms of child labor).**



Community Development

Press Release

On November 2024, TDF, a key partner of local authorities, took part in the 2024 Mayors and Local Authorities Exhibition at Pavilion 4, Porte de Versailles.

“In 2024, TDF continued its commitment alongside local communities to meet the challenges of connectivity. Among our key initiatives, we are proud to have contributed to the connectivity of the Olympic flame in partnership with France Televisions, to have pursued the nationwide rollout of DAB+ digital radio and the construction of new mobile network towers, and to have strengthened our environmental commitment by developing new solar energy installations to reduce our carbon footprint. TDF was also fully mobilized in Mayotte during Cyclone Chido, quickly restoring essential communications, including FM radio, telecom services and emergency networks.

So many projects to undertake and challenges to overcome in order to make our ambition of "connecting everywhere, faster" a reality for all French citizens, both in mainland France and in the overseas territories.”



Audrey Briand
Director of relations with local authorities

Human Capital

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:

40/40 for equal pay (remuneration)

20/20 for the gap in individual increases

15/15 for equal promotions

15/15 for increases for female employees returning from maternity leave

5/10 for the number of employees of the under-represented sex among the 10 highest earners

95/100

A forerunner in the field of professional equality for several years, TDF reached a new milestone in 2024 with a professional equality index of 95/100, **up one point on the previous year.** This excellent result once again illustrates the company's commitment to professional equality and testifies to its desire to foster a working environment where everyone benefits from the same career opportunities.

Human Capital

Embrace Diversity

As part of the implementation of its agreement on the integration and retention of disabled employees, TDF is proud to have achieved an employment **rate of 4.72%**, and completed various actions in 2024 to promote the success of this agreement :

Integrate

TDF is proud to have recruited a disabled person on a permanent contract and to have achieved an employment rate of 4.72%, **higher than the 4% target it had set itself at the end of the agreement**. At the same time, managers and human resources officers continued to receive training in discrimination-free recruitment.

Accompany

Several initiatives have been implemented to improve the quality of working life for disabled employees:

- 3 workstation adjustments were made ;
- 11K€ in financial aid to purchase equipment needed to compensate for disability ;
- 13 employees benefited from adjustments to their working hours or organization ;

Employees were able to take up to 4 days' paid leave from work to deal with administrative formalities or attend medical appointments.

Raising awareness

TDF has set up various initiatives to mobilize the entire company around the theme of disability:

Organization of dedicated events during the European week for the employment of disabled people.

Implementation of a training course entitled "Handicap : être un acteur inclusif" (112 managers, disability referents and HR members attended this course).

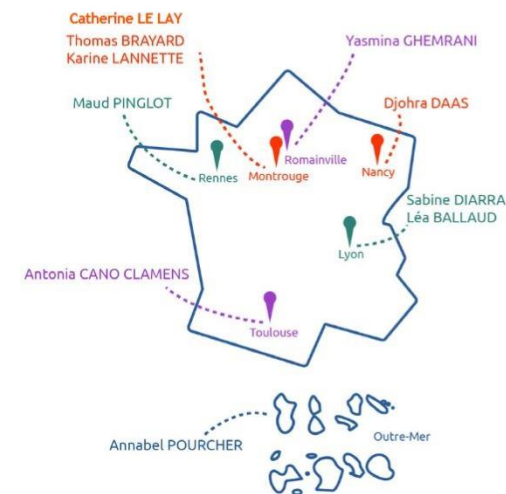
Human Capital

Embrace Diversity

The year 2024 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 (Supporting the Realization of Educational Projects for Young Pupils and Students with Disabilities), 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



arpeje'h

Human Capital

Embrace Diversity

The year 2024 was marked by flagship actions in disability awareness:

- For International Day of the Disabled (6 December 2024), a **digital escape game** and virtual reality sessions on **psychic and mental disabilities** were organized.
- **Battles on the theme of disability were launched** by the disability referents to all employees (online challenges on an internal digital platform).
- **A national webinar** was organized in conjunction with the social assistant department on the topic of RQTH. 43 employees took part in the webinar.

Human Capital

Embrace Diversity

In November 2024, TDF renewed its participation in the European Week for the Employment of People with Disabilities

Among the actions organized:

- TDF has organized awareness-raising campaigns at its main regional sites : introduction to sign language (Nancy and Toulouse), blind tours (Lyon), awareness-raising on reduced mobility (Rennes). 45 employees took part in these activities.
- An **interactive theater activity** (Co.Théâtre) was offered to all employees on the subject of invisible disabilities. 56 employees took part in this activity.
- **Participation in Duoday 2024** : 2 pairs were formed (day of work experience for disabled people).



Human Capital

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.

Recruitment

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.).

Human Capital

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 can **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.

Human Capital

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 **thirtTDFy** cribs in the network's day care centers for their children aged 0 to 3 years.

Human Capital

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 4 to 8, 2024, the fifth 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 :

➤ Dedicated news items on this theme were offered to employees:

- TDF Infos “Agreement on professional equality and parenthood” ;
- F/H salary index for 2023 ;
- Opening of the pre-registration campaign for Babilou 2024 cribs ;
- Signature of the #StOpE initiative against sexism in the workplace ;
- Presentation of the Babilou parenting platform.

➤ **Game sessions on sexism** were offered. Players learned to unmask the different facets of sexism, particularly in everyday work situations.

➤ A campaign to recruit **female sponsors** for the Elles Bougent association was also launched.



Human Capital

Diversity

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 2024, 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;
- Video testimonials produced to talk about their actions and roles and broadcast to all employees;
- Participation in a webinar "How to react to sexism" on International Women's Rights Day.
- Workshop at Polytech - a mentor took part in a round-table discussion.



"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

Human Capital

Diversity : Potenti'elles - a program to promote the career development of women at TDF

Launched in 2024 by the Human Resources Department, the Potenti'Elles program aims **to break the glass ceiling and encourage the professional development of women.**

Ten women have been selected to undergo training designed to strengthen their leadership, assert their position, increase their impact and improve their work-life balance.



"Professional equality is a long-term commitment at TDF, anchored at the heart of our corporate culture. We have implemented concrete actions, such as salary progression plans, the Potenti'Elles program and training programs. Our objective is clear: to guarantee everyone the same career opportunities. We are continuing our efforts to make equality a driver of collective performance and a lasting commitment for the future."- Christophe Maximilien

Human Capital

Feel safe at work

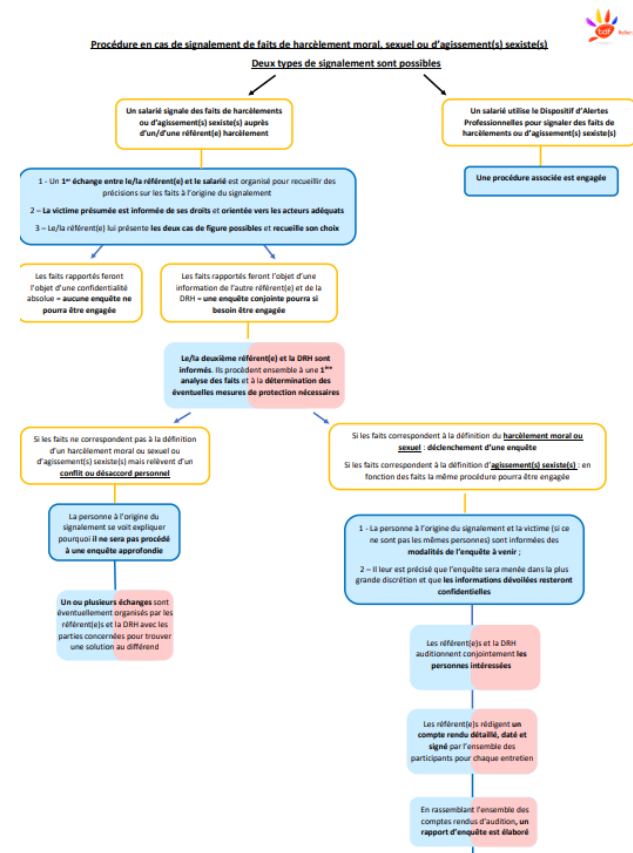
TDF has set up a **procedure in the event of a report of moral or sexual harassment or sexist behavior**.

Two types of reports are possible :

- an employee reports incidents of harassment or sexist behavior to a harassment representative
- An employee uses the Professional Alert System to report harassment or sexist behavior.

As part of its new agreement on professional equality and parenthood, **TDF has introduced measures to prevent domestic violence:**

- Employee awareness and prevention campaign ;
- Support from the occupational social service ;
- 5 days paid leave per year to help victims protect themselves and deal with the situation ;
- Early release of group savings plan for victims of domestic violence, in conjunction with BNP.



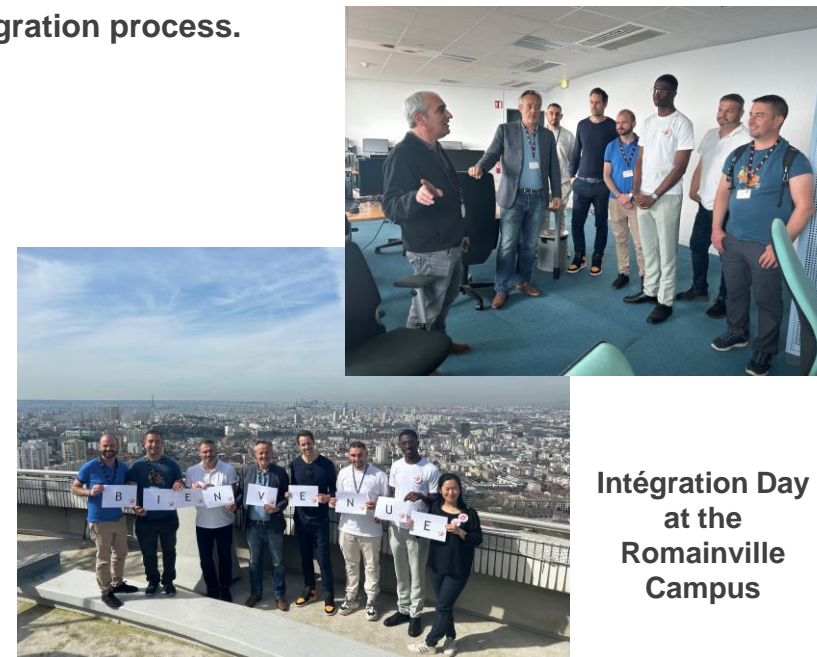
Employment Engagement

Being welcome

Each 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



Intégration Day
at the
Romainville
Campus

Employment Engagement

Being welcome

Welcoming interns and work-study students

**36 alternants by
2024 EoY**



- The new interns & alternates participated in an integration webinar.
- This is 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.

Employment Engagement

Dialogue

5
agreements
signed in
2024

2024 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 2024 (individual and collective increases were negotiated).

Lastly, **three endorsements were signed** on profit-sharing and group **death/disability/disability and medical expense reimbursement cover** set up within the TDF group.

Employment Engagement

Evolve, move

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 72 internal transfers in 2024.

TDF has also several 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.



Employment Engagement

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 :



The TDF University in 2024 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 2024.

- **4,17 million** euros devoted to training.
- **23 hours of training** on average per employee

Employment Engagement

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**

Employment Engagement

Employee Survey on Quality of life at work

Employee Survey on Quality of life at work

In 2023, 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.

Employees proud of the impact of their work ... and who embrace the company's values



3,94/5

Note globale



63%

Participation



73%

NPS

A friendly and collaborative work environment

Health and safety

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.**



Health and safety

Working safely – DUER

Objective
successfully
achieved:
Zero serious accidents

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 2024, twelve 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.
- Publication of the report PAPRIPACT 2024 (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 CSSCT 6 major actions (e.g. road safety, working at height, heat waves, fall from ground level, manual handling)

Actions were included in the 2024 Prevention Program.

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

Health and safety

Working safely – MESUR (effectively manage safety by using recognition)

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

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

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

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

**124
MESUR
visits in
2024**

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.

Health and safety

Working safely – workplace first-aiders

TDF has a network of 116 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.

Since 2023, TDF has equipped its tertiary sites, technician bases, and data centers with automatic external defibrillators.



Health and safety

Working safely – Workplace first-aiders

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

877
safety audits
carried out in
2024



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".*

Health and safety

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 ->
380 employees**

Following the deployment of new software to support the drafting of prevention plans, 380 people participated in the process, ensuring a smooth transition and effective implementation of the new system.

Health and safety

Working safely - Safety Weeks

Safety weeks are organized annually by the Health & Safety Managers in all regions.

The aim is to promote risk prevention among maintenance teams in the field.

Operations are in 2 phases :

- A series of periodic checks, such as checking personal fall protection equipment packs and testing vehicle alarm buttons.
- A training component focusing on one or two key themes.

In 2024, a communication campaign rounded out the system with 17 news flashes, including :

- 4 quarterly accident bulletins
- 12 HSE newsflashes
- 4 quarterly workplace first-aid bulletins

Health and safety

Working safely

TDF and its partners conduct studies into electromagnetic exposure.

Nature of indoor exposure

In 2020, together with Telecom 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 Bioelectromagnetic

<https://onlinelibrary.wiley.com/doi/10.1002/bem.22391>.

Health and safety

Working safely – Operator meetings

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

In 2024, 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
2024

In 2024, signing of the four cell phone operators' cut-off agreement to harmonize the rules

Health and safety

working conditions committee

In 2024, as every year, TDF established a full report on Health, Safety and working conditions (30 pages) .

Results are presented during a dedicated committee with all concerned stakeholders.

Contents :

- Average monthly headcount
- Workplace accident
- Occupational or work-related illnesses
- Common data for accidents and illnesses
- Work organization and content
- Situation of serious and imminent danger
- Expression groups
- Review of actions taken and implemented in 2024 (budget per action, status, results...)



Heatwave Exposure Prevention Policy
(Heatwave)

Studies and first diffusion in 2023

Implementation since 2024

Local employment

TDF contributes to **local employment** through its sites distributed across the country, enabling the use of local expertise to support its operations. The company regularly works with locally based partners and service providers, in line with its operational needs. It also ensures a decentralized organization of its teams, promoting local presence and a strong understanding of region-specific challenges maintains close relationships with local communities and public authorities, notably through its participation in various regional fairs and institutional events.

Moreover, for its production waste, **TDF works with a certified company to increase waste processing. All waste is processed in France**, reflecting the Group's commitment to responsible waste management and support for national recycling and recovery channels.



Stakeholder relations

TDF’s CSR policy develops its 12 engagements.
 One is dedicated to stakeholders:



TDF keeps track of progress of its relations with all company and outside stakeholders from a series of sources including tender bids submitted, setting up new operational sites, new staff induction and labor conditions enhancements. With regard to each and every stakeholder, contact person and communication channel, we strive to build enduring trust-based relations that meet our stakeholders’ core expectations.

Key goals are disclosed in this policy

BE AN ETHICAL CORPORATE CITIZEN

Commitments	Objectives	Performance Indicators
Listen more to our stakeholders	Maintain ongoing dialog with outside stakeholders	- % of environmental demands satisfied on time

Stakeholder relations

**TDF's EH&S charter describes
TDF's EH&S attitude towards its stakeholders**



We have a constructive EH&S attitude of transparency and talking to stakeholders and third parties. We feel particularly concerned by safety, health and environmental conservation for all. We make our EH&S pledges on behalf of our employees, our

suppliers, our customers and their suppliers working at our sites, TDF site surrounding inhabitants as well as our site environment..

TDF shares best practices with customers and suppliers. We contribute to work carried out by the HumApp telecoms branch as an active member of the Health at Work and Risk Prevention commission.

We ensure expert scientific oversight regarding exposure to electromagnetic fields. We also offer our reputed technical skills to the national and European authorities by actively participating in writing new standards. We are an active member of the SFRP (Société Française de radio Protection) to promote protection against non-ionizing radiation and foster talks between specialists and non-specialists.

Stakeholder relations

The Sustainable Charter

In 2021, TDF has started a new initiative concerning its supply chain, which is still ongoing in 2024, with a formalization of its engagement in matter of sustainable procurement. With this charter, TDF Procurement takes 6 engagements :

- Helping to establish more equitable and balanced business relations by having responsible behaviors towards suppliers;
- Apply a free market and rules that guaranteed fair competition by drawing clear selection criteria;
- Within respect of Group Ethical Code, act honestly and in good faith. Prevent fraud and corruption, avoid conflicts of interests risks by applying also Group Fairness Bribery Corruption Procedures and Lobbying Ethic Charter;
- Apply CSR group Policy including HSE, especially by considering environmental and social factors in all requirement specifications;
- Initiate innovative practices;
- Reinforce training of buyers on sustainable procurements

2.3 Governance

TDF Governance

Extract of ESG Policy. Governance can be found p.3 & 11

TDF GROUP GOVERNANCE

The board of directors of Tivana France Holdings sets corporate strategy and oversees implementation thereof at all Group controlled subsidiaries, notably TDF, TDF Fibre, Ad Valem Technologies and ITAS. Said board of directors has four specialist committees that are tasked with preparing documents for board resolutions and monitoring implementation, as follows: operational committee, audit committee, investment committee and remuneration committee. These committees comprise board directors and report to the board.

Tivana France Holdings is led by a chairman & CEO assisted by a Deputy CEO & COO appointed on the Chairman's recommendation. At present, the Tivana France Holdings Chairman and Deputy CEO are also Chairman and Deputy CEO of TDF.

Group ESG Committee

The EH&S-CSR department drives, oversees and runs ESG activities for all Group Business Units, divisions and subsidiaries. The department coordinates and ensures ESG policy implementation Group-wide, while the BUs, divisions and subsidiaries (operations) are responsible for monitoring their activities and producing ESG performance indicators. Operations help build TDF Group ESG culture on an ongoing basis and pass on ideas and feedback from staff to the EH&S-ESG department, which on request, may give advice or assistance to operations.

All Group Executive Committee members have their own specific ESG objectives. A monthly ESG steering committee, comprising corporate senior executives, BUS and management, is held.

During committee meetings, participants:

- Share ESG news and stories and talk about how Group ESG rules come across in their markets,
- Review ESG performance indicators and operational action plans,
- Approve recommendations and determine areas for improvement that will be put to the executive committee for approval,
- Share and approve ESG topics for public release and recommend ESG management changes.

Group Executive Committee

The CEO and Deputy CEO are backed by an Executive Committee, which takes all decisions required for the Group's proper management. Under the Group CEO's authority, the Executive Committee currently has ten members: CEO, Deputy CEO-COO, two Joint Managing Directors of the TowerCo BU, Managing Director of the Audiovisual BU, Managing Director of the Fibre BU, Managing Director of the Operations Division, Managing Director of Finance, Strategy and Purchasing, General Secretary and Human Resources Director.



TDF Governance

Extract of ESG Policy. Governance can be found p.3 & 11

GOVERNANCE

We operate throughout mainland France and French overseas territories from our offices and production locations. Our organizational set-up is both complex and enriching and means very varied relations with our stakeholders, especially external stakeholders. We must be

beyond reproach and strict in how we behave and dealings with our business partners. We are well aware of how we can contribute to local communities where we operate and we are quick to bring to bear our staff, expertise and skills and team up with new business partners.



INNOVATE

Innovation underpins our strategy as we strive to pinpoint and develop tomorrow's technologies. By fostering Group-wide discussion and teamwork between different Company businesses, innovation is a powerful driver of staff motivation and commitment. And given that innovation goes far beyond technology, it also involves the Company questioning and changing its operational procedures and practices to boost social mobility and environmental preservation.

2 Company events arranged in 2020 to foster an innovation-based culture



Small ideas that turn into BIG ones

With a view to paving the way for new business goods and services, we have introduced a committee based on a so-called "BIG" program. This committee runs and guides ideas that staff submit and oversees Group-wide projects.



PREVENT AND DETECT CORRUPTION

We pay close attention to combating corruption, abide by OECD anti-corruption principles and ban any fraud or corruption. Driven by corporate senior management, we apply an anti-corruption policy throughout the Company that is overseen by the Audit and Internal Control department. Every year, we map corruption risks and put on corruption training courses for staff.



Our Campus, at the heart of innovation

Located in the Commune des Lilas within the Romatille Fort, the Campus trains the Company's operating staff. It serves as a showroom for our tech know-how and world-class operations

Extract of ESG Policy. p.3

The board of directors of Tivana France Holdings sets corporate strategy and oversees implementation thereof at all Group controlled subsidiaries, notably TDF, TDF Fibre, Ad Valem Technologies and ITAS. Said board of directors has four specialist committees that are tasked with preparing documents for board resolutions and monitoring implementation, as follows: operational committee, audit committee, investment committee and

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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.

Chief Compliance Officer, Florent Thorin said: *"Each year, we are adding a series of ethics-challenging scenarios specific to Group staff jobs to the Code of Ethics. The purpose is to lay down the practical steps to take in each situation. We use the scenarios for anti-corruption training and when we analyze corruption risks once a year."*



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



Bribery Corruption

Extract of TDF Code of Ethics

9 How to conduct oneself in potential corruption situations

This chapter serves as a practical and educational guide with case studies and guidance on how to implement the Code of Ethics. It does not intend to list in a detailed and exhaustive way all the possible corruption scenarios: it appeals first and foremost to everyone's responsibility to exercise their own judgment and common sense. Concrete corruption scenarios, adapted to the different employee profiles, and how to react in this situation are also presented during anti-corruption training sessions. They are all illustrated by sentenced real cases (see [internal ABC web site](#)).

In case of doubt about what to do in a specific encountered situation, you can contact:

- your manager,
- the Sapin 2 referent of your department / entity (see [internal ABC web site](#)),
- the Group Audit and Internal Control Department.

9.1 Corruption, influence peddling and interventions by paid intermediaries

These case studies refer to Chapters 4.4 and 4.8 of the Code.

9.1.1 Case Study: Facilitation Payment

Facilitation payments are small amounts paid to public agents to facilitate or speed up routine administrative actions like issuing authorisations, licenses, permits, or clearing goods.

The Group prohibits facilitation payments as they are considered as a form of bribery. Such payments are also forbidden by the Sapin 2 Bill, whatever the country.

Scenario: in a foreign country, an employee is to receive some equipment sent from your country. The equipment is withheld in customs. A customs official suggests to the employee to speed up customs clearance by handing over a small amount of cash.

Guidance: you must refuse to pay the customs official and explain to him that you would have to inform your management and give his/her name. To avoid clearance delays, the best is to include the standard time needed to clear the goods in your lead times and anticipate the shipment.

You must also inform your Sapin 2 referent about this facilitation payment request.

Comment: Each time you are being asked to make a cash payment, to ensure this is not a disguised facilitation payment, ask the official for a receipt. This is actually the only way for you to be reimbursed afterwards by the company.

If this facilitation payment is carried out by one of our suppliers on behalf of the Group, the Group remains fully accountable.

Bribery Corruption

Extract of TDF Code of Ethics

9.1.2 Case Study: Selection of a Supplier at Risk

Scenario: during a call for tenders to order external services, an employee chooses a company on the sole basis of its compliance with the specifications and its price.

Beware: the Sapin 2 Bill requires that the integrity of first rank partners (direct suppliers, direct customers, middlemen, lobbyists, ...) be assessed.

Guidance: before awarding the contract, the various RFQ candidates have to be assessed in terms of corruption risks by Purchasing. In case the assessment shows that some supplier is at risk, it can be decided to exclude it from the selection process. You should at least implement risk-proportionate preventive measures to ensure that this service provider will not have corrupt practices.

Also, during contract execution, this corruption risk assessment should be regularly updated to ensure that the risk level has not increased.

Sources: the [anti-bribery and corruption procedure](#) includes a specific questionnaire which will help you assess the corruption risks of a supplier.

Bribery Corruption

Extract TDF ESG Policy

Concerning Corruption prevention and detection

p11

GOVERNANCE

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beyond reproach and strict in how we behave and dealings with our business partners. We are well aware of how we can contribute to local communities where we operate and we are quick to bring to bear our staff, expertise and skills and team up with new business partners.



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PREVENT AND DETECT CORRUPTION

We pay close attention to combating corruption, abide by OECD anti-corruption principles and ban any fraud or corruption. Driven by corporate senior management, we apply an anti-corruption policy throughout the Company that is overseen by the Audit, Internal and Compliance department. Every year, we map corruption risks and put on corruption training courses for staff.



Our Campus, at the heart of innovation

Located in the Commune des Lilas within the Romainville Port, the Campus trains the Company's operating staff. It serves as a showroom for our tech know-how and world-class operations

Bribery Corruption

In 2024, the TDF Group continued to strengthen its anti-corruption system. Training sessions continued



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 2024, 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.

Conflict of Interest

Extract of TDF Code of Ethics

4.5 Conflicts of Interest

Each employee is likely to be faced with situations in which his or her personal interest or that of the individuals or legal entities with which he or she is associated or with whom he or she is close may conflict with the Group interest.

One way to judge whether there is a conflict of interest is for an employee to ask oneself if a well-informed person would reasonably conclude that his/her interest in a matter could in any way influence his/her decision or performance in carrying out a duty on behalf of the company.

Each employee must be vigilant to avoid conflicts of interest that may arise in certain situations despite every effort being made to avoid them. If an employee cannot avoid a situation where there is a conflict of interest, it is up to that individual to bring the matter to the attention of his or her hierarchical superior and make an informed decision, taking into account his or her duty of loyalty and integrity towards the Group.

8/16

Cybersecurity



Bureau Veritas Certification



TDF

155 AV PIERRE BROSSOLETTE 92120 MONTRouGE - France

This is a multi-site certificate, additional site(s) are listed on the next page(s)

Bureau Veritas Certification Holding SAS - UK Branch certifies that the Management System of the above organisation has been audited and found to be in accordance with the requirements of the management system standards detailed below

ISO/IEC 27001:2022

Scope of certification

FOURNITURE ET MAINTIEN EN CONDITION OPERATIONNELLE D'INFRASTRUCTURES PHYSIQUES, DANS LE CADRE DE L'OFFRE DATACENTER DE TDF RELATIVE A L'HEBERGEMENT SECURISE EN SALLES PRIVATIVES OU MUTUALISEES ET GESTES DE PROXIMITE ASSOCIES.

SUPPLY AND MAINTENANCE OF THE PHYSICAL INFRASTRUCTURES RELATED TO TDF DATACENTER PROPOSAL FOR SECURE HOSTING IN PRIVATE OR SHARED AREAS AND THE ASSOCIATED ON SITE SERVICES.

Version et date de la Déclaration d'applicabilité : RPAT/DPAT/100 - 2024_SMSI_DdA_v13.xlsx d'Août 2024

Original cycle start date:	23 November 2015
Expiry date of previous cycle:	22 November 2024
Certification / Recertification Audit date:	11 October 2024
Certification / Recertification cycle start date:	23 November 2024
Subject to the continued satisfactory operation of the organisation's Management System, this certificate expires on:	22 November 2027

Certificate No.: FR092529 Version: 1 Issue date: 23 October 2024

Contrat number: 22075422




Samuel DUPRIEU - President
Signed on behalf of BVCH SAS UK Branch

Certification Body Address: 5th Floor, 100 Lower Thames Street, London, EC3R 6DL, United Kingdom
Local Office: 1 place Zaha Hadid - 92400 Courbevoie

Further clarifications regarding the scope of this certificate the applicability of the management system requirements may be obtained by consulting the organization.
To check this certificate validity, please use the QR Code.

1/2

Data protection and privacy

Extract of TDF Code of Ethics, page 11

6.5 Personal Data Protection

The Group commits to complying with the general data protection laws and regulations regarding personal data that may be kept or processed (related to employees, outside partners, our customers' customers, ...).

All employees must ensure that the personal data they process are managed in compliance with legal obligations.

Data protection and privacy

As a European company, the French entities of TDF are required to comply with regulation (EU) 2016/679 (the “GDPR”) and the French data protection act, as well as with Directive 2002/58/EC (“ePrivacy Directive”), together (“Data protection Laws”).

This directive has been transcript in the French Law in 2018.

Since, TDF has undertaken to respect the GDPR regulation, which is the most demanding requirements regulation in the world concerning Data Privacy. The following document explains methodology deployed by TDF to be compliant with the European Data Privacy Regulation



Whistleblower Protection

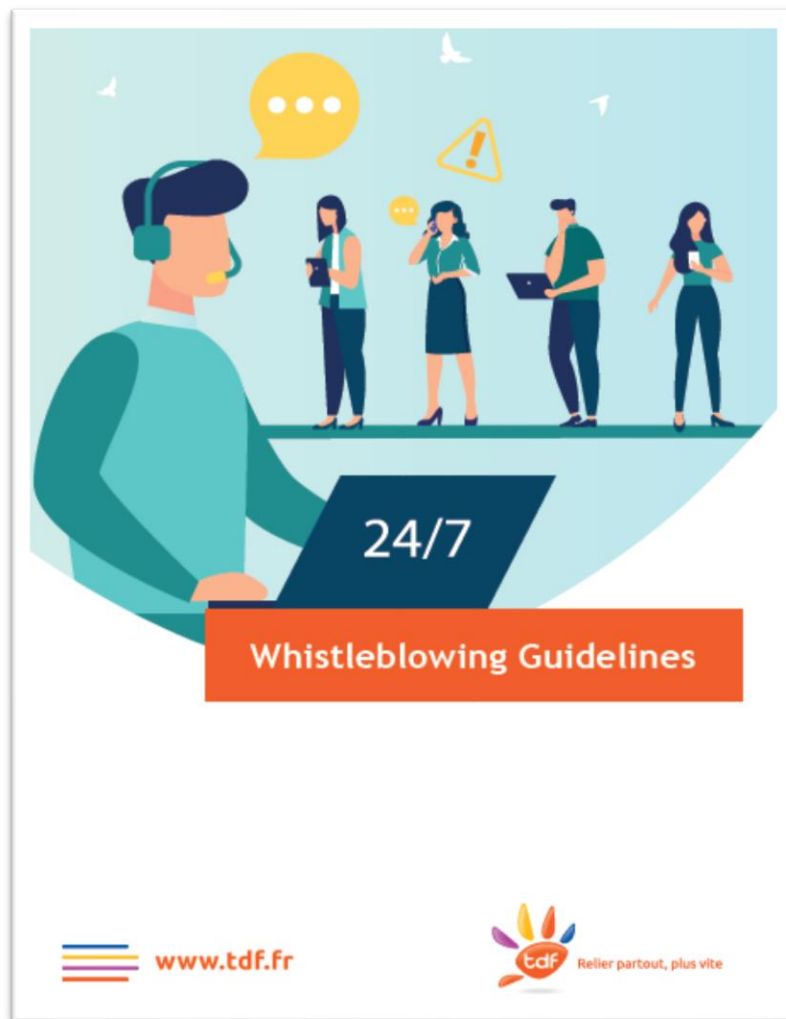
Whistleblowing_User-Guide_TDFGroup.pdf : The whistleblowing user guide explains why & how to use the hotline. The reporting hotline enables employees as well as occasional external employees of the Group, when they have personal knowledge of it, to raise genuine concerns or report potential or actual breaches of:

- **TDF Group's Code of Ethics,**
- **TDF Group's anti-bribery and corruption policy,**
- **Any domestic and international regulation in force, including any crime or offence,**
- **Any threat or serious harm to the public interest**

For example, the facts which may be reported can deal with:

- **Finance, accounting, banking, fraud and corruption issues,**
- **Anti-competitive practices,**
- **Health, Hygiene and safety issues at work,**
- **Environmental damages,**
- **Harassment and discrimination.**

Whistleblower Protection



Audit & Internal Control Department

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