

Sustainability Report

TDF

2026



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TDF's Sustainable Business Strategy

In 2024, ESG was officially integrated into the Group's strategy under the name "Sustainable Business Strategy"

- This development builds on a **double materiality study launched in 2023** to clarify our ESG identity, streamline our commitments, and integrate sustainability at **every level of the organization**. *This double materiality study is based on the framework defined by the European Commission and EFRAG.*
- Following the Omnibus Package presented by the European Commission, **TDF is now classified in Wave 2**, based on the **applicable thresholds** (**more than 1,000 employees** and **revenue exceeding €450 million**), with an initial **CSRD reporting obligation scheduled for 2028**.

TDF's Sustainable Business Strategy

Mission



As a local provider, TDF has been committed for 50 years to connecting people across France, even in the most remote areas.

Environmental responsibility and social commitments are intrinsic to our business and, therefore, to our identity.

Vision



In partnership with our customers, we build lasting relationships to serve our communities.

ESG Commitments

As builders of lasting connections, TDF is a responsible stakeholder serving businesses, local communities, and the French people, and is committed to:

- Protect the environment;
- Invest in people;
- Be an ethical and socially responsible company.

Each of these pillars is centered around two priority commitments that shape the Group's ambitions through 2028, with visible and measurable actions.

TDF's ESG commitments

Protect the environment



Optimize our energy consumption

Invest in our people



Foster a "Zero Accident" culture

Act as an ethical and responsible business



Promote a culture of integrity and compliance across our operations



Align our carbon trajectory with Net Zero



Invest in talents through diversity

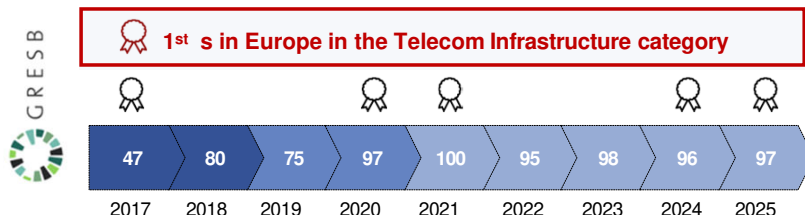


Leverage purchasing as a driver of environmental, social and ethical progress

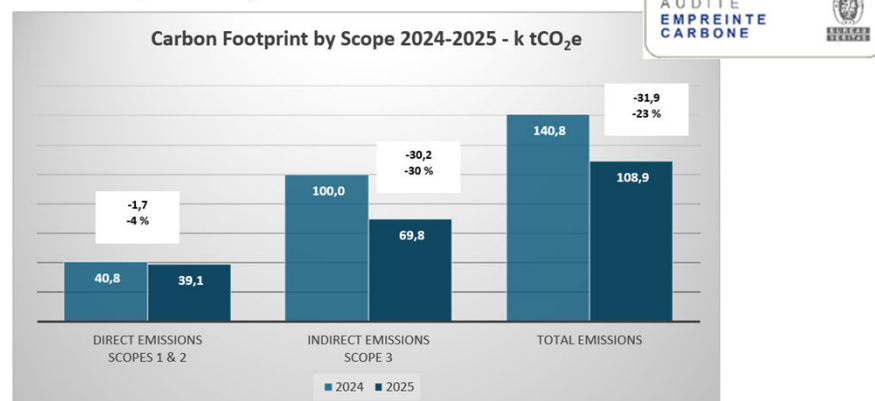
Key Milestones in TDF's ESG Commitment

Strong track record in ESG performance...

GRESB Score (%)



Carbon Footprint in ktCO₂e

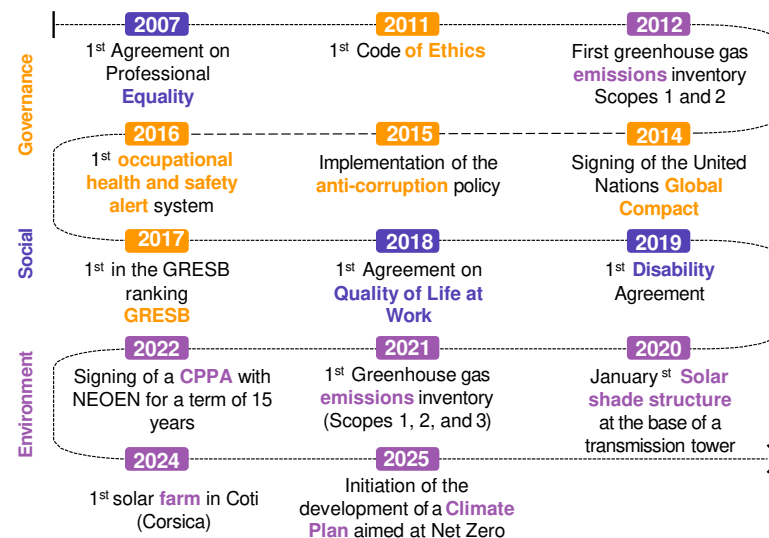


Notes:

- The greenhouse gas emissions inventory was prepared using the Bilan Carbone® methodology and the ISO 14064-1, GHG Protocol, and BEGES standards, and then verified by Bureau Veritas in accordance with ISO 14064-3.
- The impact compared to 2024 (-23%) is mainly due to the revision of Scope 3 emission factors carried out by ADEME and cost-saving measures aimed at reducing internal expenses.
- The recalculation of the 2024 carbon footprint (pro forma) using updated emission factors shows a 5% decrease.

Source: Internal company information

...with over 20 years of ESG history...



...and a framework for developing a Climate Plan aimed at Net Zero



Rigorous governance and well-defined processes

A **monthly ESG steering committee** brings together all members of the executive committee, ensuring **cross-BU oversight of ESG priorities, actions, and progress**.

ESG performance, initiatives, and progress are **regularly reviewed** by **formal governance bodies**, including **at Board of Directors meetings** and by **dedicated ESG steering committees with the Group's shareholders**.

ESG initiatives and performance monitoring **are based on documented policies, roadmaps, and dashboards**, ensuring consistency and alignment across the various Business Units.

An **awareness and engagement day for all executives on decarbonization issues**, which led to the launch of **six new projects for 2026 (one per business unit and three cross-functional projects)**

Source: Internal company information



Protect the environment : Optimize our energy consumption

TDF is working on four main areas

1 Monitoring energy consumption

Optimize energy consumption

- Revise the mobility policy and transition to hybrid or electric vehicles
- Commercial buildings: optimize energy consumption, install heat pump systems, install LED lighting, etc.
- Data Center: Promote natural cooling (free cooling)

3

Develop renewable energy

- Continue deploying solar shade structures and solar farms at sites.
- Work on new renewable power purchase agreements (PPAs)

4

Promote employee engagement

- Communicate clearly to improve behaviors (turning off lights, driving at reduced speeds, lowering heating, etc.)

New energy-efficient FM radio transmitters have recently been installed

- In the Audiovisual sector, **programs to more energy-efficient FM transmitters were carried out.**
- **Next-generation transmitters** offer **improved energy efficiency and reduce** the need **for auxiliary equipment, which helps** lower **energy consumption during operation.**
- A **reduction in corrective maintenance** has **been observed** following the deployment of remotely managed transmitters
- **Improved remote management** capabilities have **reduced on-site interventions** (for equipment supporting remote control).

Protect the environment : Optimize our energy consumption

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Optimize our energy consumption

All TDF data centers are certified

- The four TDF data centers are certified as “**Participants in the European Code of Conduct**” by the European Commission, a standard that promotes **best practices in energy efficiency and CO₂ emissions**.
- The **Bordeaux-Bouliac data center** is also **RT 2012 certified**, a certification that allows participants to share energy advice and best practices.
- **All TDF data centers** are equipped with **HVAC (heating, ventilation, and air conditioning) cooling systems** tailored to the site's configuration, including **air-cooling systems** and **optimized closed-loop chilled water systems**, where applicable
- Energy performance is structured within an **official energy management system compliant with the principles of the ISO 50001 standard**, supported by a **dedicated energy management team**

TDF is increasingly investing in renewable electricity



- Photovoltaic shade structures at the base of the towers and solar farms have been commissioned.
- **Objective: Mitigate CO₂ and reduce electricity purchased from the grid.**

Fuel consumption savings are also a priority



8%

Fuel savings

34%

Replacement rate of internal combustion engine vehicles with low-carbon vehicles

Source: Company internal data



Protect the environment : Align our carbon trajectory with Net Zero

A robust methodology for accounting for CO2 emissions...

- Since 2021, TDF has been calculating the Group's consolidated carbon footprint across all three scopes, publishing its results annually in accordance with the international **GHG Protocol and BEGES-r** standards.
- The TDF Group's 2025 Carbon Footprint has been **audited by Bureau Veritas in accordance with ISO 14064-3**, thereby attesting to the **robustness of its accounting methodology**.
- TDF is committed to increasing the share of **physical data** in Scope 3 of its carbon footprint year after year. Scopes 1 & 2 are accounted for 100% using physical data.
- **TDF incorporates Life Cycle Assessments (LCAs)** into infrastructure design and expansion projects, enabling the evaluation of **environmental impacts throughout the assets' lifecycle**.
- The results of the LCAs enable us **to assess the environmental footprint of our solutions, identify the main sources of emissions, and pinpoint the associated decarbonization levers**. They guide environmental optimization by prioritizing concrete actions, ranging from process improvements to equipment upgrades, and the integration of eco-design approaches, which **are progressively being rolled out across all of the Group's operations**.

... for a reliable long-term decarbonization trajectory and targeted initiatives to take action now

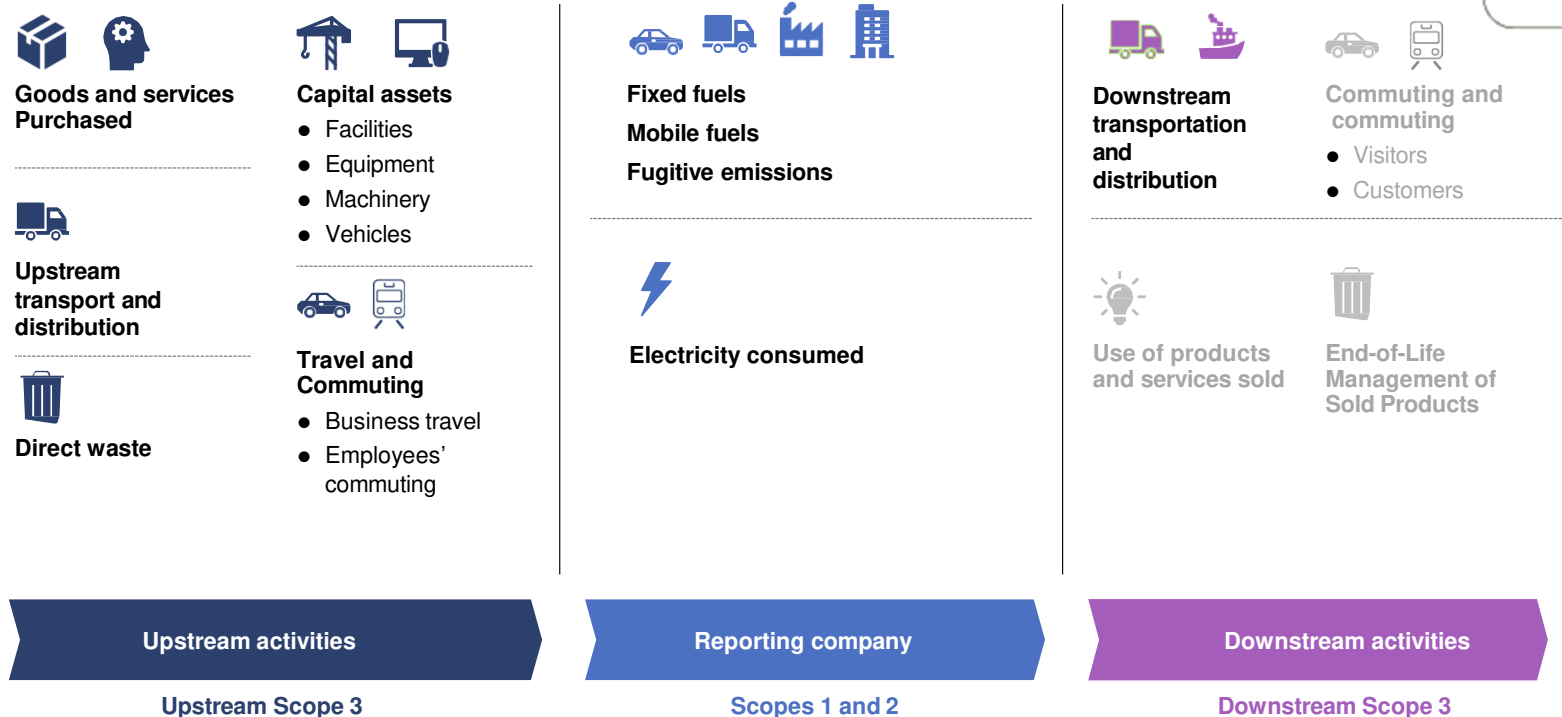
- In 2025, **a multi-year roadmap was defined** and approved by the Board of Directors **to commit the group to building a long-term decarbonization pathway aligned with science** and based on the NZIF (Net Zero Investment Framework) methodology.
- To develop its decarbonization pathway, **TDF has adopted an individual approach following the "ACT Pas-à-Pas" methodological framework**, while also benefiting from a collective framework by collaborating on the sector-wide initiative launched by the INFRANUM Federation.
- Examples of concrete actions implemented:
 - Gradual transition of the fleet of company and personal-use vehicles to electric and hybrid engines.
 - Gradual replacement of diesel generators with electric generators at commercial and production sites.
 - Deployment of shade structures, solar farms, and CPPA agreements, enabling the TDF Group's energy mix to reach, by 2025.
 - ISO 50001 certification for all data centers to be obtained by 2025, aimed at identifying opportunities for energy savings.
 - Other projects are currently under review, covering information systems, equipment reuse, and various cross-functional activities within the group, such as freight and logistics

Protect the environment : Align our carbon trajectory with Net Zero



Controlling greenhouse gas emissions is a priority for TDF to take concrete action for the environment

Scope of greenhouse gas emissions reporting



Emissions sources excluded at this stage

Source: Internal company data

TDF's infrastructure is designed and built to withstand risks associated with weather conditions



TDF's infrastructure is designed and built to withstand the specific climatic conditions of each region (e.g., tropical and windy areas).

- Rainwater collection tanks and brush clearing to prevent fires.
- Reinforcement of towers to comply with the new wind map.



- TDF actively monitors sea-level rise and coastal changes, as well as the risks of flooding and heavy rainfall.
- To mitigate this risk, TDF has implemented its risk management policy for its pylons and towers

Invest in our people : Foster a « Zero accident » culture

TDF conducts its business and achieves its objectives in accordance its values and its Health, Safety, and Environment (HSE) policy

Since 2015, the commitment to achieving zero serious accidents has been a top priority for TDF and is formally included in the individual objectives of each member of the Executive Committee



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

- Health and Safety
- Working conditions
- Facility safety
- Environmental protection

DUERP
Standard occupational risk assessment form

»

DUERP meetings organized in 2025

- Publication of the annual prevention program
- Update of job descriptions and risk assessment sheets

MESUR visits in 2025

»

Objectives:

- Improve operational safety in practice to prevent accidents by reinforcing best practices and taking action on risky practices.
- Continuously improve risk management and safety practices among managers and staff
- Develop everyone's ability to take action at their own level to better control risks
- Prioritize immediate on-site measures

First aid responders in the workplace

»

First aid team led by the EH&S managers in each region

- Regularly attend updated first aid training sessions
- Keep them informed of the latest best practices in first aid

Security audits conducted in 2025

»

TDF engineers conduct safety audits at subcontractors' facilities

- Foster a culture of health and safety among subcontractors
- Ensure that subcontractors working on TDF sites comply with safety regulations.
- Shut down work sites where a serious and imminent risk is detected

Safety weeks

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Safety weeks are organized annually by H&S managers in all regions

- Periodic inspections of personal fall protection equipment and vehicle emergency buttons, etc.

Invest in our people : Invest in talents through diversity

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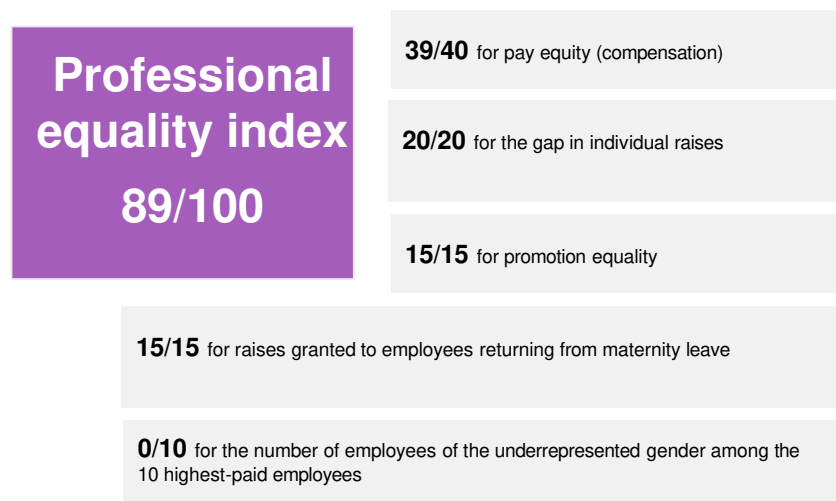
Social

Governance



Equality and diversity are long-term commitments at TDF, deeply rooted in its corporate culture.

TDF publishes its professional equality index annually



TDF launched the "Potenti'Elles" program in 2024

- The "Potenti'Elles program" aims at **breaking the glass ceiling** and **encouraging women's career advancement**
- **Ten female** employees were selected to participate in a training program designed to **strengthen their leadership skills, assert their position, increase their influence, and improve their work-life balance.**

Invest in our people : Invest in talents through diversity

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Invest in talents
through diversity

TDF actively supports the development of its employees

Through specialized training, internal mobility opportunities, and regular satisfaction surveys

TDF University facilitates employee skill development through a diverse, hybrid training program accessible to all.

Everyone can take an active role in **shaping their career path**. The university relies in particular on:

- ✓ A network of **100 internal trainers**
- ✓ An **internal training platform**
- ✓ A team dedicated to **instructional design**

Tools have also been implemented to encourage internal mobility:

- The launch of a **portal dedicated to mobility**
- The provision of a **mobility map** and a “**My Career**” guide
- The appointment **of an employment advisor**
- Uploading a “**Proud of My Job**” video
- Organization of **webinars** on the topic of **mobility**

Employees who are proud of the impact of their work and who embrace TDF's values

From January 21 to February 6, 2026, TDF's HR Department conducted an **internal survey** to gather employees' perceptions of their **work environment, their motivations, and their overall satisfaction levels**. The survey received **964 responses**, representing a **77% participation rate**—a 22.2% increase compared to 2023

TDF contributes to local employment and actively fosters relationships with all its stakeholders



TDF contributes to local employment

- With sites located **throughout the country**, TDF **leverages local expertise** to support its operations
- Regularly works with **local partners and service providers**, based on its operational needs
- Ensures a **decentralized organization of its teams**, promoting a local presence and a good **understanding of the specific challenges in each region**
- Maintains **close relationships with local communities and public authorities**, notably by **participating in various regional trade shows and institutional events**



TDF listens to its stakeholders

- TDF **monitors the evolution** of its **relationships** with all internal and external stakeholders
- This monitoring draws on several sources, including:
 - submitted bids
 - Establishment of new operational sites
 - Onboarding of new employees
 - Improvements to working conditions
- For **each stakeholder**, TDF **identifies the appropriate contact person** and **communication channel**.
- TDF aims to **build lasting relationships based on trust** that meet stakeholders' fundamental expectations



Broadcasting contributes to inclusion

- TDF operates a **nationwide DTT** broadcasting infrastructure offering near-universal coverage and supporting media access throughout France, **including in rural and sparsely populated areas**, thereby fulfilling a **public interest role** across the entire country
- DTT guarantees **free access to television** services, thereby promoting **territorial inclusion and access to information**
- The continuity of broadcasting services helps **support essential public services and vulnerable populations** through access to television and radio

Act as an ethical & responsible business : Promote a culture of integrity & compliance across our operations

TDF has adopted several anti-corruption policies, which are regularly updated

Code of Ethics

- Since 2011, the Code of Ethics **has served** as a **moral compass** guiding our behavior both internally and externally.
- The goal is to **minimize our employees' doubts** about how to behave, but also to give those who work with us an understanding of our **core values**.

Ethics Charter on Lobbying

- In 2021, TDF published its **ethics charter on lobbying**, which defines the rules that group staff must follow in their dealings with parties outside the group.
- It establishes an **ethical framework** and **obligations to comply with** applicable laws.

Employee Training

- Continues to strengthen its **anti-corruption system** through training
- **87% of at-risk employees had been trained** by the end of 2025
- The courses provide context and **are based on concrete “hands-on exercises.”**



Act as an ethical & responsible business : Leverage purchasing as a driver of environmental social & ethical progress

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1

Contributing to the establishment of fairer and more balanced business relationships by adopting responsible practices toward suppliers

2

Apply free market principles and rules ensuring fair competition by establishing clear selection criteria

3

In accordance with the Group's Code of Ethics, act with honesty and good faith. Prevent fraud and corruption, and avoid conflicts of interest by also applying the Group's procedures regarding fairness, corruption, and lobbying, as well as the Lobbying Ethics Charter.

4

Implement the Group's HSE and ESG policy

5

Ongoing ESG criteria assessment