



one team



care



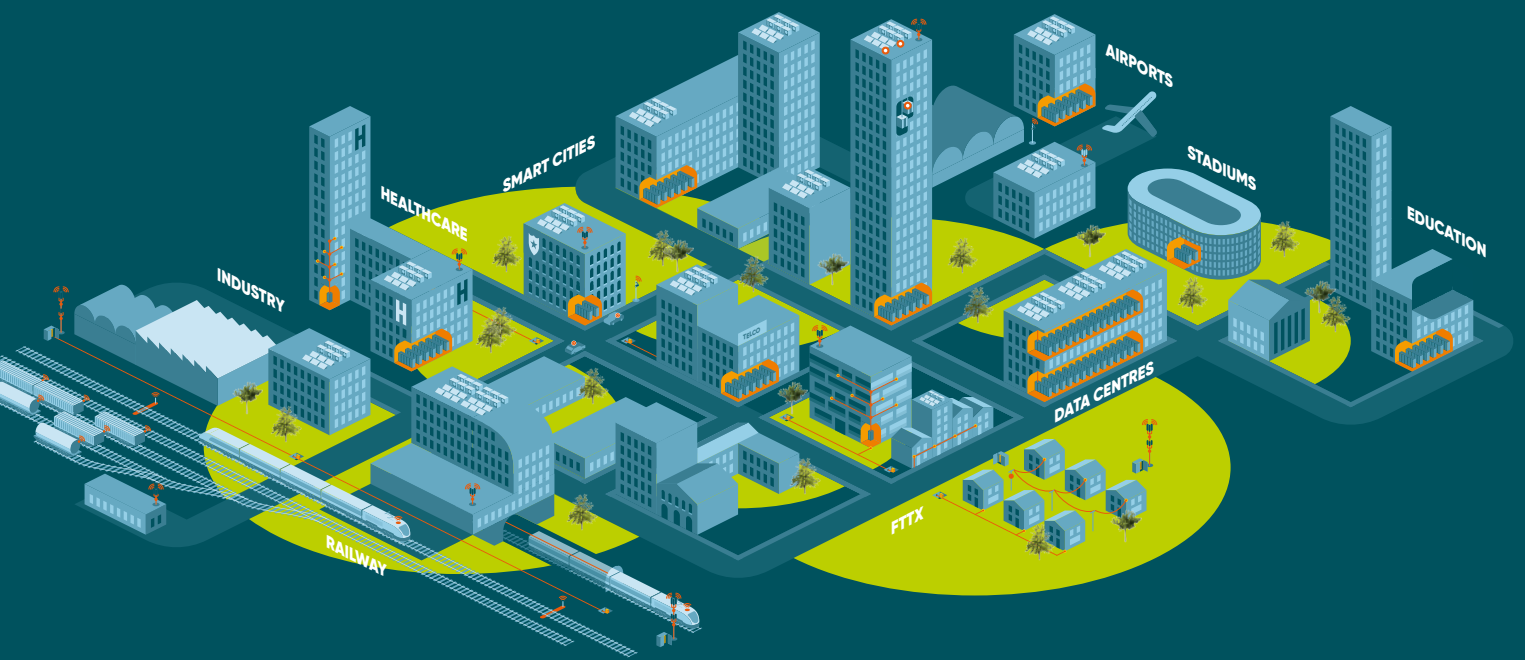
drive

Sustainability at the Core of Our Transformation

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Let's enable more in the world's broadband ecosystem



1. Letter from our Chief Executive Officer

At Aginode, we believe that connectivity is not only about technology—it's about enabling progress, inclusion, and sustainability across the world's digital infrastructure. Guided by our vision, "Let's enable more in the world's broadband ecosystem", we see every connection as an opportunity to make a positive difference for society and the planet.

As we prepare this report in alignment with the Corporate Sustainability Reporting Directive (CSRD) and the European Sustainability Reporting Standards (ESRS), This sustainability report marks an important milestone, we are strengthening the foundation to begin our journey towards greater transparency, accountability, and impact. It demonstrates our commitment to responsible growth and our determination to contribute meaningfully to the transformation of our industry as a whole. This forward-looking approach ensures that responsibility and integrity are fully integrated into our DNA.

Remote locations, field installations, and a variety of required materials present challenges in transport efficiency, waste recovery, and recycling. Additionally, the 'always-on' society, driven by relentless data generation and consumption, leads to large energy consumption. It is Aginode's ambition to enable this connected world while giving proper attention to a sustainable future.

Over the past year, we have made significant progress in embedding sustainability at the heart of our strategy, operations, and governance. Our Environmental Roadmap 2025, validated by the Science-Based Targets initiative (SBTi), defines clear, science-based goals to reduce our carbon footprint and align our actions with global climate objectives. Not only are we setting ambitious targets, but we are also taking tangible steps to reach them. It is with pride that we can confirm that our waste re-use ratio is at an all-time high of 87%, while our water and energy consumption have continued to decline.

In our engineering and product development, sustainability drives innovation. From eco-designed products such as the XGigaSwitch V6 and U-GUARD LT cables to our zero-plastic pellet loss certification in France, we are transforming how we design, manufacture, and deliver. Across all our sites, we are working to eliminate plastic packaging entirely, continuing to reduce waste, improve circularity, and advance toward a cleaner, more responsible value chain.

Our values—**One Team, Drive, and Care**—guide us through this transformation. **One Team** means uniting people, skills, and perspectives across countries and functions and reflects our belief in collective strength and collaboration. It is together, and cross-functionally, that we'll achieve our sustainability goals. **Drive** inspires us to constantly improve—to innovate responsibly and deliver excellence. We'll keep raising the bar when it comes to ESG. **Care** reminds us that every decision we make improves the well-being of our people, our partners, and our planet.

Sustainability at Aginode is not a side initiative; it is an essential part of who we are and how we operate. While we recognize that our journey is ongoing, we are confident that, together, we can accelerate positive change—creating value not only for our company, but for society as a whole.

We thank all our employees, partners, and stakeholders who are contributing to this shared vision. Together, we are connecting a more sustainable future.



David De Craemer
CEO of Aginode

2. Validation of Our ESG Performance

In 2025, Aginode strengthened the credibility of its sustainability approach through two independent external assessments: **EcoVadis** and **Achilles**. These evaluations provide a clear and objective view of our ESG maturity and help us align with future CSRD and ESRS requirements.

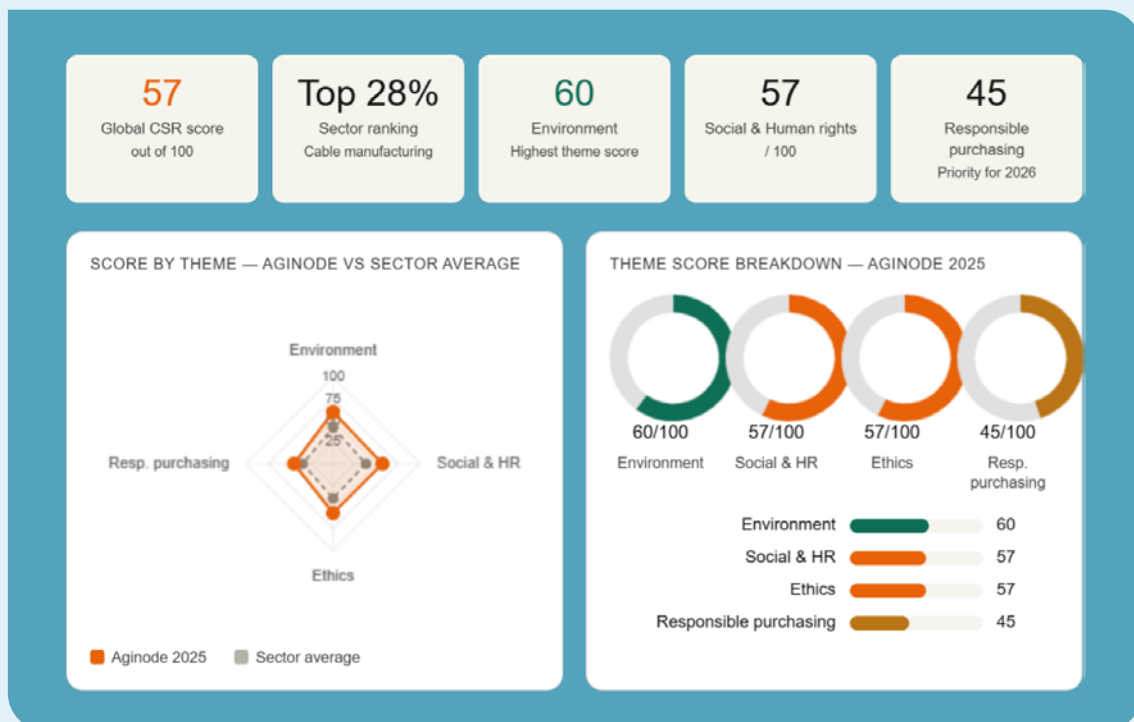
2.1. EcoVadis Sustainability Rating

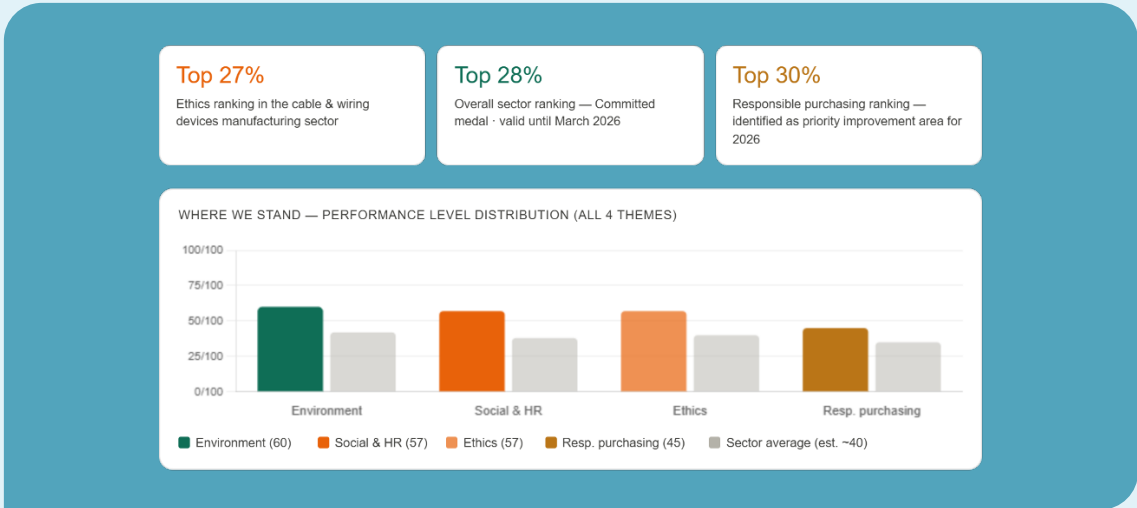
Aginode received a **“Committed” EcoVadis rating** with an overall score of **57/100**, placing the Group in the **57th percentile** and **top 43%** of companies assessed in our sector. The EcoVadis assessment covers the full scope of Aginode operations, including: 663 employees and 14 sites worldwide (at the beginning of 2025).

It now serves as a baseline reference for future ESG reporting and CSRD alignment.

This result confirms that Aginode has a **structured and active ESG management system**, classified as **“Adapted” performance level**, meaning that policies and actions are in place for key sustainability topics.

- **Environment (60/100):** strongest area, with solid practices in energy, emissions, and waste management
- **Social & Human Rights (57/100):** structured policies on health, safety, and employee dialogue
- **Ethics (57/100):** clear framework for compliance and business conduct
- **Sustainable Procurement (45/100):** was identified as a key area for improvement. Aginode is actively working to strengthen this pillar, including through enhanced collaboration with business partners across the value chain.





This assessment also confirms that Aginode has implemented recognized systems such as ISO 14001 (environment) and ISO 45001 (health & safety), which support a structured ESG approach.

EcoVadis also highlighted priority actions and areas of improvement, especially:

- Strengthening **sustainable procurement policies**
- Improving **ESG reporting and KPIs coverage**
- Formalizing some policies and increasing transparency

In response, Aginode launched a **formal corrective action plan in 2025**, focusing on supply chain sustainability and data improvement.

We are currently working on achieving a better rating

2.2. Achilles Sustainability Certification

In addition to EcoVadis, Aginode obtained an **Achilles Sustainability Certificate** with a score of: **76 / 100 (4-star rating)**

Performance Breakdown

- **Social (90):**
excellent performance in workforce practices
- **Environment (82):**
strong environmental management
- **Governance (82):**
solid governance and compliance systems
- **Financial (51):**
lower score, typical for ESG-focused rating scope.



These two complementary assessments confirm that:

- Aginode has **solid ESG foundations in place**
- Our systems are recognized by **international standards**
- We are **on the right path toward CSRD/ESRS compliance by 2028** focusing on **improving our sustainable procurement practices, ESG data quality, and policy transparency.**

Aginode ESG Certification Analysis





one team

3. Introduction

In 2025, Aginode continued to strengthen its commitment to sustainability and responsible business practices. Building on more than 100 years of industrial heritage and over 30 years of expertise in telecommunications and data infrastructure, the Group further consolidated its identity as an independent company, united around a shared ambition to operate as **ONE TEAM** and to create sustainable, long-term value for all stakeholders showcasing our values **CARE & DRIVE**.

This transformation is supported by the creation of **AGINODE GROUP SAS**, which consolidates the Group's financial statements and defines its strategic direction. Under this governance structure, AGINODE GROUP SAS brings together Aginode's industrial and commercial entities worldwide. This ensures continuity with the Group's historical footprint in France, while expanding its presence across Europe, Asia-Pacific and the Middle East markets that share its sustainability ambitions.

Aginode combines economic performance with environmental and social responsibility. Sustainability is progressively embedded into the Group's strategy, operations and innovation model. Climate action, resource efficiency, eco-design and responsible value chain management are key priorities, alongside strong governance, ethics and people-focused policies. These commitments are guided by Aginode's values **ONE TEAM, CARE and DRIVE** which shape day-to-day decision-making and long-term strategic choices.

Although the application of the Corporate Sustainability Reporting Directive (CSRD) will become mandatory for Aginode from the 2028 reporting year (covering the 2027 financial year), the Group has chosen to prepare this Sustainability Statement on a voluntary and anticipatory basis. This proactive approach reflects Aginode's ambition to align early with European Sustainability Reporting Standards (ESRS), strengthen internal

governance and data reliability, and prepare the organisation for future regulatory requirements.

This Sustainability Statement covers the 2025 reporting period for the full consolidation perimeter of AGINODE GROUP SAS. It has been prepared in line with the ESRS framework introduced by Directive (EU) 2022/2464 and is based on the double materiality principle, assessing both Aginode's impacts on people and the environment and the sustainability-related risks and opportunities that may affect the Group's financial performance, position and future prospects.

Aginode's commitments are formalized through key internal frameworks, including the Code of Ethics and Business Conduct, the Environmental Roadmap, and Group-level policies covering health and safety, human rights, and responsible procurement. Innovation plays a central role in this approach, with a strong focus on eco-design, circular solutions and digital efficiency to support the energy and digital transition.

The Consolidated Financial Statements of AGINODE GROUP SAS are prepared in accordance with IAS/IFRS as adopted by the European Union. This Sustainability Statement has not yet been subject to external third-party assurance. Independent verification is planned as part of Aginode's progressive alignment with future CSRD requirements.

A history of innovation.

- | | | | |
|-------------|--|-------------|--|
| 1919 | Started as Manufacture d'Accessoires de Réseaux Souterrains in Vigne-aux-Bois – France | 2019 | 100 years anniversary of Vigne-aux-Bois plant and launch of 5G Indoor cable SxTP™ |
| 1992 | Start of LAN cabling systems activity (under the ownership of Alcatel) | 2020 | Opening production plant in Greece for Fibre cables |
| 1994 | First factory in China | 2021 | New production plant in Morocco for Optical Fibre accessories & connectivity |
| 1996 | Launch of Cat6 cables (market-first) | | DICE Gigaswitch wins Reddot design award |
| 1999 | Launch of LANactive Fibre To The Office switches | 2023 | Carve-out from Nexans – creation of Aginode as independent company |
| 2000 | Alcatel Cable becomes Nexans | 2024 | Opening of new Asian hub in Shanghai, incl. a state-of-the-art research center |
| 2001 | Launch of Cat7 connector GG45™ (market-first) | 2025 | Launch of ENGAGE Data Centre Alliance Program with Nexans, Senko, Fluke Networks & Heraeus Covantics |
| 2003 | First blowing cable deployment: B-LITE™ | | |
| 2005 | Launch LANsense™ Automated Infrastructure Management | | |
| 2018 | Launch of XPLOER™ (ODF modules) | | |

150M€

Annual Revenue

500+

Headcount

40+

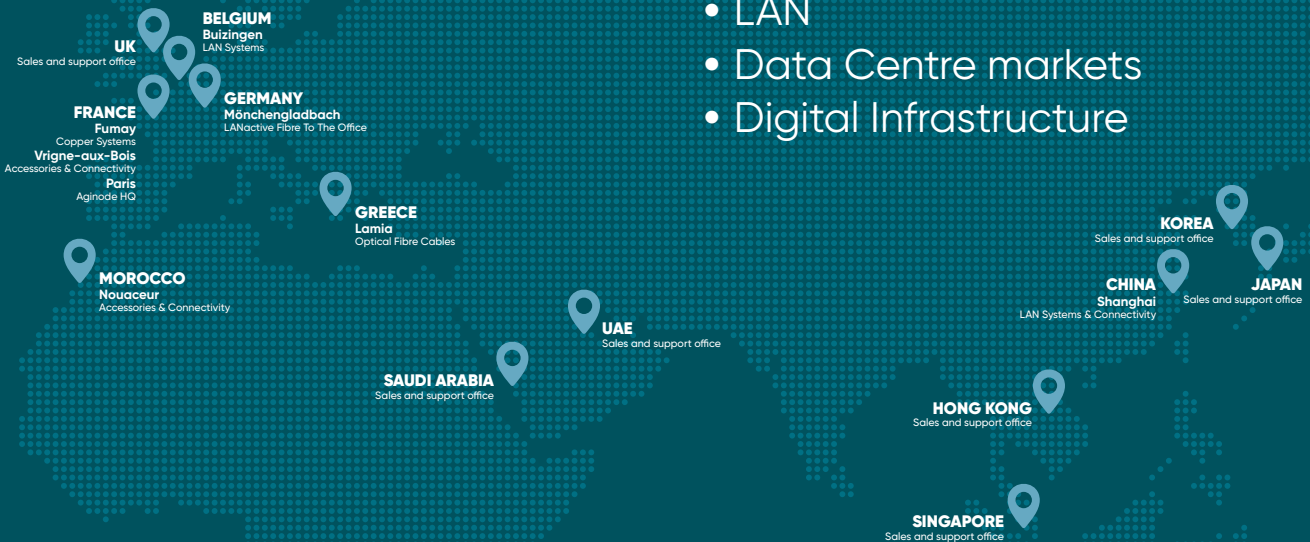
Number of patents

2.5%

Engineering spent as % of sales

We design, manufacture & sell connectivity solutions for digital networks in

- FTTx
- Mobile Connectivity
- LAN
- Data Centre markets
- Digital Infrastructure



Technology & Industrial footprint in Europe, Africa, Middle East & Asia

18+ locations in the world
HQ: Paris (France)

10,000+ customers served worldwide

Doing business in 75+ countries

4. About Aginode: Connecting a Sustainable Future

4.1. Who We Are: Global Leader in Connectivity Solutions

Aginode (legal entity: **AGINODE GROUP SAS**), formerly Nexans Telecom & Data, designs, manufactures, and sells connectivity solutions for telecommunications, digital infrastructure applications. The Group serves the FTTx, Mobile, LAN, and Data Centre markets globally and operates within ISIC category 273 (Manufacture of wires, cables, and wiring devices).

By the end of 2025, Aginode employs approximately 530 people across 14 countries. Aginode combines European technological expertise with a strong local presence in Europe, North-West Africa, the Middle East and Asia. The Group operates an integrated industrial footprint, linking research and development centers in Europe with high-volume manufacturing and assembly sites in France, Africa and Asia.

In France, the Group operates two manufacturing sites in Fumay (copper systems) and Vrigne-aux-Bois (accessories and connectivity), alongside its headquarters in Paris. Additional production sites are located in Germany (Mönchengladbach), Greece (Lamia), Morocco (Nouaceur) and China (Shanghai), supporting both regional supply and global demand. This industrial network is complemented by sales & support offices in Belgium (Buizingen), The Netherlands, the United Kingdom, Dubai (United Arab Emirates), Riyadh (Saudi Arabia), Singapore, Japan (Tokyo), South Korea (Seoul), and China, including Beijing, Hong Kong, Guangzhou and Shenzhen. This regional organization ensures proximity to customers, efficient local support, and alignment with market-specific requirements.

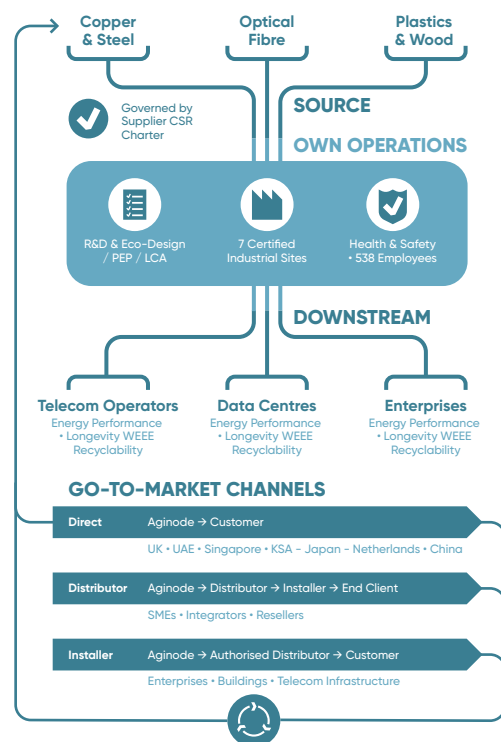
4.2. Value Chain & Business Model

Aginode's sustainability impacts, risks, and opportunities are embedded across its entire value chain, from the sourcing of raw materials to the use and end-of-life of its products. This integrated value chain reflects Aginode's business model, which combines technological excellence, industrial performance, and responsible practices to deliver sustainable connectivity solutions.

Aginode integrates sustainability at the core of its innovation through:

- Eco-design and lifecycle assessment (methodology aligned with the PEP Ecopassport and compliant with ISO 14025:2006 and the standards NF C08-100-1:2016, EN 50693:2019, and NF E38-500:2022.)
- Reduction of material intensity and packaging
- Development of automated infrastructure solutions (e.g LANsense™ AIM)
- Reuse of production waste in certified industrial sites

In 2025, sustainability criteria were further embedded into product development, supporting the transition toward **more resource-efficient and circular connectivity solutions**.



Aginode's value chain spans three key phases:

UPSTREAM

Aginode's upstream activities mainly involve the sourcing of materials, components, and services required for the design and manufacture of connectivity solutions.

Key upstream elements include:

- Suppliers of raw materials (copper, optical fiber, plastics, steel, wood).
- Suppliers of components and subcontractors.
- Logistics providers for raw material transportation.

In the upstream value chain, Aginode manages sustainability risks through a structured supplier governance framework. This framework is formalized through the Supplier CSR Charter, which sets out mandatory requirements on human rights and labor standards, environmental protection, product responsibility, and ethical business conduct. The Charter applies to all suppliers and supports Aginode's compliance with international standards and the French Duty of Vigilance law.

OWN OPERATIONS

Industrial production across 6 manufacturing sites, including:

- **Energy and resource management**
- **Waste and emissions control**
- **Eco-design and lifecycle assessment integration**
- **Health and Safety at Work:** Absolute priority for all our employees.
- **Internal logistics:** Flow optimization and reducing plastic packaging to zero.

DOWNSTREAM

Serving telecom operators, data centers, and infrastructure providers, with a focus on:

- Product performance and durability
- Energy efficiency during use
- Product recyclability and end-of-life management
- Transparent environmental communication

Together, these advances illustrate how Aginode integrates eco-conception, resource efficiency, and technological excellence into its identity, ensuring that connectivity solutions contribute not only to performance and reliability but also to the transition toward sustainable infrastructure. Aginode's culture is anchored in three core values **ONE TEAM, CARE, and DRIVE**, which guide our corporate transformation. These principles inform our governance framework, Code of Ethics & Business Conduct (covering human rights, anti-corruption, diversity, and supply chain responsibility), and our commitment to delivering performance, safety, and sustainability.

Distribution to end customers – 3 routes

GO-TO-MARKET CHANNELS

A

Direct → Aginode → Customer

Large telecom operators or data centres purchasing directly from Aginode's sales offices (UK, UAE, Singapore, KSA, Japan, Netherlands, China)

Telecom operators • Data centres • Large enterprises

B

Distributor → Customer

Authorised distributor
Authorised regional distributors purchase and resell to SME customers, integrators and resellers – see distributor network below

SMEs • Integrators • Resellers

C

Distributor → Installer → Customer

Installer purchases products from a distributor following a client request – physically installs cabling infrastructure on-site for the enterprise or data centre

Enterprises • Buildings • Data centres • Telecom

4.3. Our Sustainability Vision: ONE TEAM. CARE. DRIVE.

Aginode's sustainability vision defines how sustainability is integrated into strategy, operations, and decision-making. Guided by the values ONE TEAM, CARE, and DRIVE, Aginode translates long-term ambition into concrete, measurable actions embedded across governance, operations, and the value chain.

This vision provides a strategic framework that supports Aginode's business model, informs the double materiality assessment, and guides the deployment of sustainability policies and performance monitoring.



one team

ONE TEAM Collective Responsibility

Sustainability at Aginode is a shared responsibility across all functions and geographies. Cross-functional collaboration ensures the effective integration of ESG considerations into product development, procurement, logistics, and operational decision-making.

Our teams collaborate closely to translate sustainability priorities –identified through materiality assessments, regulatory requirements, and customer expectations–into concrete operational actions across the Group. This enables the generation of transparent, reliable, and comparable environmental data.

To further strengthen alignment and engagement, Aginode has implemented a #Smart_Connection_Call, a quarterly Group-wide meeting bringing together employees across regions and functions, anyone with a valid Aginode email address. This platform supports the sharing of business updates, performance indicators, and strategic priorities, with sustainability and ESG topics now forming a regular and structured part of these discussions. It reinforces transparency, cross-functional collaboration, and a shared ownership of sustainability objectives across the organization.



care

We CARE for our People, Planet, and Partners

CARE reflects Aginode's commitment to responsible business practices and tangible positive impact across society, the environment, and the value chain.

Caring for the People

Aginode prioritizes employee wellbeing, health and safety, inclusion, and skills development. In this context, the Group actively contributes to **SDG 5 (Gender Equality)**, with a focus on improving gender balance, strengthening equal pay practices, and increasing the representation of women in key and management positions. Workforce-related policies and procedures, including health & safety, diversity, equity, and training, are detailed in **Section 7**.

Caring for the Planet

Aginode's environmental responsibility is driven by eco-design, resource efficiency, and circular economy principles, structured around its Environmental Roadmap built on six key pillars: reducing the use of virgin raw materials, extending product lifetime, promoting reuse and recycling, improving energy efficiency, reducing carbon emissions, and preventing pollution. These actions directly contribute to **SDG 12 (Responsible Consumption and Production)** and are progressively being translated into measurable performance indicators. Environmental performance indicators and progress are detailed in **Section 6**.

Caring for Partners

Aginode is committed to building long-term and responsible relationships with suppliers, customers, and business partners that share its values and sustainability vision.

The Group promotes collaboration, transparency, and responsible business conduct. This includes collaboration initiatives such as recyclable cable drum packaging solutions and regional partnerships supporting local operational and sustainability needs.

In 2025, Aginode further strengthened cooperation with partners on initiatives related to responsible sourcing, resource efficiency, and sustainable infrastructure development. In November, Aginode launched the ENGAGE DC Alliance Program together with Nexans, Fluke Networks, Heraeus, and Senko during Data Centre World Paris 2025. The partners signed a Memorandum of Understanding (MoU) including commitments related to ESG transparency and responsible collaboration practices.

The initiative supports cooperation on major sustainability challenges linked to the rapid growth of data centres and AI infrastructures, particularly their increasing energy demand, material consumption, and broader environmental impact. It also encourages the development of more sustainable data centre infrastructure and next-generation connectivity technologies. Through this collaborative approach, Aginode works together with its partners to contribute to a more resilient and sustainable ecosystem across the value chain.

The Group's value chain model is detailed in Section 7.5, and supplier and customer stewardship practices are detailed in **Section 9**.



drive

DRIVE

DRIVE reflects Aginode's commitment to continuous improvement, performance monitoring, and accountability, ensuring that sustainability objectives are translated into measurable actions.

In 2025, Aginode strengthened the structuring of its ESG performance management system. A key milestone was the development of a Group-wide ESG KPI framework designed to improve reporting quality, traceability, and alignment with ESRS disclosure requirements.

This framework focuses on priority indicators covering environmental, social, and governance dimensions, including:

- Scope 1 and Scope 2 emissions and energy consumption,
- training and awareness on ethics, compliance, sustainability, and applicable EU regulations,
- supplier ESG assessment and responsible procurement metrics (under deployment), and
- diversity indicators, including the percentage of women in key and management positions.

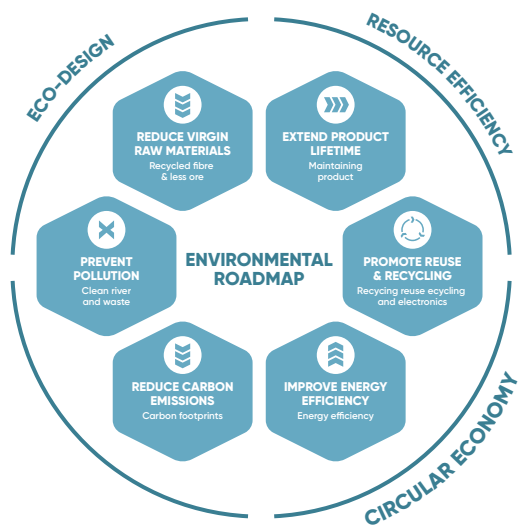
These KPIs support the Group in setting targets, monitoring progress over time, and improving transparency toward stakeholders, while supporting decision-making at both operational and management levels.

In parallel, Aginode continued to strengthen internal ESG awareness and maturity by supporting employees in developing knowledge on sustainability-related topics and evolving regulatory requirements relevant to the Group's activities. As part of its continuous improvement approach, the Group also continued pursuing recognized ESG assessment and evaluation frameworks, including EcoVadis and Achilles.

This Sustainability Report, prepared with reference to ESRS principles and in preparation for future CSRD reporting requirements, represents another step in strengthening ESG governance, reporting structure, and transparency across the Group. Further details on governance, environmental, social, and value chain-related actions are presented throughout the relevant sections of this report.

4.4. Our Commitments

Aginode's sustainability commitments are defined through structured policies, measurable objectives, and externally recognized frameworks. They are designed to ensure consistent implementation across operations and alignment with regulatory expectations and stakeholder requirements. The Group's environmental approach is formalized through its Environmental Roadmap, structured around six operational priorities: raw material reduction, product lifetime extension, recycling and circularity, energy efficiency, carbon reduction, and pollution prevention.



These priorities are deployed across all industrial and operational sites and embedded into day-to-day activities through defined action plans and performance monitoring.

At Group level, these commitments are governed by the Corporate Social Responsibility statement and associated roadmaps, which establishes a formal framework for implementation, monitoring, and continuous improvement. The policy defines clear responsibilities across functions, integrates sustainability into decision-making processes, and requires regular performance tracking through key indicators and reporting mechanisms.

Environmental, social, and governance commitments are further structured through internal policies and supporting frameworks, covering:

- Climate and energy management, including emission reduction and energy efficiency targets
- Resource use, waste management, and circularity practices
- Human rights, working conditions, diversity, and employee development
- Ethics, compliance, and responsible business conduct
- Responsible procurement and supplier engagement

In late 2025, and in alignment with its shareholder Syntagma, Aginode formalized its contribution to the United Nations Sustainable Development Goals by prioritizing **SDG 5 (Gender Equality)** and **SDG 12 (Responsible Consumption and Production)**. These priorities reinforce the Group's commitments in the areas of workforce inclusion and circular economy and will progressively be supported by measurable indicators and action plans. Manufacturing sites operate under certified frameworks for quality, environmental management, and occupational health and safety, providing a structured approach to risk management, compliance, and continuous improvement. Social and value chain commitments are further reinforced through the **Aginode Supplier CSR Charter**, which defines clear expectations on human rights, labor standards, environmental protection, and ethical conduct. This framework is complemented by the progressive deployment of supplier evaluation tools, including ESG assessments and structured surveys, enabling the Group to strengthen transparency and continuous improvement across its value chain.



In parallel, Aginode is committed to conducting its business with integrity, transparency, and accountability. This commitment is formalized through the Code of Ethics and Business Conduct, which applies to all employees and business partners, and governs key areas such as anti-corruption, fair competition, data protection, and responsible relationships with clients and suppliers.

The Group has also established quantified climate objectives aligned with its carbon trajectory, including emissions reduction targets and the progressive integration of environmental criteria into operations and product development.

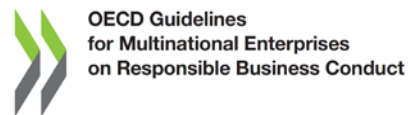
4.5. Framework and Standards

This Sustainability Statement has been prepared in reference to the European Corporate Sustainability Reporting Directive (CSRD - Directive (EU) 2022/2464) and the European Sustainability Reporting Standards (ESRS) adopted by the European Commission in July 2023, covering the financial year ending 31 December 2025.

As part of its reporting approach, Aginode relies on internationally recognized frameworks and standards to structure its disclosures, ensure methodological consistency, and align with market practices.

For its reporting, Aginode relied on the following frameworks and standards:

- European Sustainability Reporting Standards (ESRS – EFRAG, Delegated Act (EU) 2023/2772);** used as the primary structuring framework for this report, including the definition of material topics, governance disclosures, and ESG indicators.
- GHG Protocol (Corporate Accounting and Reporting Standard, Revised Edition 2015;** Scope 2 Guidance 2015); applied for the calculation of greenhouse gas emissions (Scopes 1, 2, and Scope 3), including the use of emission factors, consolidation rules, and estimation methodologies.
- OECD Guidelines for Multinational Enterprises (2023 update);** referenced as an international benchmark for responsible business conduct, particularly in the areas of human rights, supply chain due diligence, anti-corruption, and stakeholder engagement. These principles are reflected in Aginode’s Code of Ethics and Supplier CSR Charter.
- International Labour Organization (ILO) Fundamental Conventions** (8 core conventions); used as a reference framework for labor rights, including freedom of association, elimination of forced and child labor, non-discrimination, and fair working conditions. These principles are embedded in Aginode’s HR policies, Aginode’s Code of Ethics, and Supplier CSR Charter.
- ISO Standards:** Aginode applies internationally recognized management system standards to structure its operations, support risk management, compliance, and continuous improvement across industrial and governance processes:
 - ISO 14001:2015**
Environmental Management Systems
 - ISO 45001:2018**
Occupational Health and Safety Management
 - ISO 37001:2016**
Anti-Bribery Management Systems.
- Aginode previously used the **EIMEE / PEP Ecopassport®** framework (based on **ISO 14025:2006 and EN 50693:2019**) for product environmental assessments and Life Cycle Analysis (LCA). The Group has since transitioned to an external platform available on the market for the management and publication of its environmental declarations. Current declarations are independently verified in accordance with **ISO 14025:2006 and issued under the applicable PCR and PSR rules.**



These frameworks are applied proportionately to Aginode’s size, data availability, and operational maturity. Where full alignment is not yet achieved, progressive implementation and improvement plans are in place.

5. Our Strategic Framework: Governance & Materiality

5.1. Group Structure

Aginode operates under AGINODE GROUP SAS, headquartered in Paris, France, which defines the Group's strategic direction, governance framework, and consolidated financial reporting.

The Group comprises multiple legal entities across Europe, Africa, the Middle East, and Asia, including manufacturing sites, engineering hubs, and commercial offices. This international structure enables Aginode to combine centralized governance with strong local execution, ensuring proximity to customers, efficient supply chain management, and alignment with regional market requirements.

The Group structure supports the consistent deployment of corporate policies and standards across all entities, including sustainability, ethics, compliance, and operational performance. The consolidation perimeter of this Sustainability Statement is aligned with the financial consolidation scope of AGINODE GROUP SAS and includes all controlled entities as of 31 December 2024.

Aginode's governance framework is designed to embed sustainability into corporate decision-making, risk management, and operational practices, while supporting accountability, transparency, and long-term value creation. Sustainability governance combines strategic oversight with operational execution and is aligned with the expectations of Syntagma Capital, whose Responsible Investment Policy promotes the integration of ESG considerations across the entire value chain, from due diligence to portfolio management.

In line with this approach, Aginode integrates ESG priorities into its governance and business practices, with particular focus on carbon emissions reduction, workplace safety, diversity, renewable energy, and waste management.



5.2. Governance and Integration of Sustainability

The Executive Management Team holds overall responsibility for sustainability strategy and oversight. It validates the Group's ESG priorities, including the Environmental Roadmap, Climate Action Plan, and double materiality assessment, while monitoring key ESG risks, opportunities, and reporting performance.

To reinforce sustainability governance and accelerate ESG integration across all regions, Aginode officially launched its Group CSR Committee in 2025 under the sponsorship of the CEO, David De Craemer, and the leadership of the CSR Director, Jean-Jacques Sage. The Committee was established to strengthen cross-functional collaboration, foster ESG culture across the organization, and support the deployment of the Group's sustainability roadmap and climate transition initiatives aligned with science-based targets (SBTi).

The Committee gathers representatives from key functions and regions, including QHSE, Human Resources, Procurement, Marketing & APAC, Operations, and Group CSR Coordination. Acting as local ESG ambassadors, members support sustainability awareness, facilitate data collection, identify local initiatives, anticipate customer and regulatory expectations, and contribute to the implementation of ESG action plans across the Group.

The CSR Committee meets regularly at Group level to:

- Define and monitor Aginode's CSR ambition and priorities
- Ensure alignment with ESG objectives and action plans across all regions
- Support ESG reporting readiness and regulatory compliance
- Monitor environmental performance and climate targets
- Foster employee engagement and sustainability awareness
- Promote best practices, innovation, and responsible business initiatives.

Aginode's sustainability ambition is structured around a progressive roadmap focused on full regulatory compliance and continuous improvement toward best-in-class ESG performance. Key priorities include reducing Scope 1, 2, and 3 greenhouse gas emissions in line with SBTi methodology, improving ESG data collection and reporting reliability, strengthening eco-design practices, enhancing sustainable packaging initiatives, and supporting customers in achieving their own sustainability objectives.

Reporting directly to the CEO, the CSR Director coordinates the deployment of sustainability initiatives across the organization and works closely with Industrial, Procurement, HR, Finance, R&D, Marketing, and Sales teams to integrate ESG considerations into business activities and decision-making processes.

Sustainability is embedded into Aginode's management systems through policies, operational processes, and internationally recognized standards. Environmental management is

supported by ISO 14001-certified systems focused on continuous improvement in energy efficiency, waste reduction, and pollution prevention. Ethical conduct is governed by the Code of Ethics and Business Conduct (GMP-AGI-01), applicable across all entities and business relationships.

Environmental considerations are integrated into product development through eco-design and Life Cycle Assessment (LCA) methodologies based on the PEP Ecopassport® framework, supporting reductions in material use, energy consumption, packaging impacts, and overall environmental footprint. In parallel, responsible procurement practices are strengthened through the Supplier CSR Charter and a structured Supplier CSR Survey assessing suppliers on governance, human rights, environmental performance, and compliance criteria.

In 2025, Aginode further strengthened internal ESG awareness and employee engagement through CSR and ethics training sessions, awareness campaigns, local solidarity initiatives, ESG workshops, and cross-functional sustainability collaboration. The launch of the CSR Committee also encouraged the development of employee-driven initiatives linked to eco-friendly and socially responsible practices, including discussions around sustainable merchandising, upcycling solutions, recyclable materials, local sourcing, and partnerships with social enterprises.

Key ESG indicators, including environmental performance, health and safety, ethics, compliance, and climate metrics, are monitored regularly at Group level alongside financial performance indicators. To reinforce accountability, sustainability objectives are progressively integrated into management performance evaluation and operational follow-up processes.

To support regulatory readiness and improve reporting reliability, Aginode continues to strengthen its ESG data collection, validation, and reporting processes through centralized tools, defined responsibilities, structured governance, and internal control mechanisms aligned with evolving CSRD requirements.

This governance framework is supported by a corporate culture focused on responsibility, transparency, collaboration, and continuous improvement. Employees are engaged through training, awareness initiatives, and internal communication programs, while the SpeakUP whistleblowing system provides a secure channel to report concerns related to ethics, compliance, or environmental practices.

Through this integrated governance approach, Aginode aims to ensure that sustainability remains embedded across all levels of the organization and contributes to long-term value creation for employees, customers, partners, and society.

5.3. Ethics & Business Conduct

Aginode's ethical framework is a fundamental component of its governance system and underpins all business activities across the Group and its value chain. It is formalized through the **Code of Ethics and Business Conduct (GMP-AGI-01)**, which defines the principles, rules, and expected behaviors applicable to all employees, entities, and business partners worldwide.

This framework ensures compliance with applicable laws and regulations in all countries of operation and reflects Aginode's commitment to integrity, transparency, and responsible business conduct. It covers key areas including human rights, working conditions, anti-corruption, fair competition, data protection, and responsible relationships with customers, suppliers, and stakeholders.

Ethical Risk Management and Due Diligence

Aginode has implemented structured processes to identify, prevent, and mitigate ethical and compliance risks across its operations. Integrity due diligence is systematically conducted prior to entering relationships with agents, consultants, distributors, and key suppliers, in accordance with internal general management procedures. These assessments include reputation checks, sanctions screening, and evaluation of compliance risks.

Supplier-related commitments are further reinforced through the **Supplier Code of Conduct and CSR Charter**, which require adherence to environmental, social, and ethical standards. Supplier evaluation processes integrate ESG criteria and are supported by a structured **Supplier Risk assessment and a new CSR Supplier Survey**, enabling the assessment of supplier performance, identification of risks, and promotion of continuous improvement across the value chain.

Anti-Corruption and Compliance

Aginode maintains a strict **zero-tolerance policy towards corruption and bribery**, in line with the French Sapin II Law and international standards. The Code explicitly prohibits bribery, influence peddling, facilitation payments, and any form of undue advantage. Clear rules are established regarding gifts and hospitality, with a defined threshold and strict prohibition of cash equivalents.

Internal controls, including financial reporting procedures, competitive bidding processes, and contract validation mechanisms, support the prevention and detection of fraudulent or unethical practices. These measures are complemented by alignment with the principles of ISO 37001 anti-bribery management systems.

Specific procedures are also in place to manage **conflicts of interest**, requiring employees to

declare situations that may affect their objectivity. Where necessary, mitigation measures such as restricted information access or shared decision-making processes are implemented.

Speak-Up Culture and Whistleblowing Mechanisms

Aginode promotes a strong culture of transparency and accountability through its **SpeakUP whistleblowing system**, which is accessible globally to employees and external stakeholders, including suppliers, customers, and communities. The platform allows confidential or anonymous reporting of concerns related to ethics, compliance, or legal obligations.

The system is supported by a strict **non-retaliation policy**, ensuring that individuals who report concerns in good faith are protected. All alerts are handled confidentially and investigated in a timely manner by designated Ethics Correspondents.

Training, Awareness, and Culture

Ethics and compliance are embedded into Aginode's organizational culture through regular training and awareness initiatives. Employees receive mandatory training on topics such as anti-corruption, human rights, and ethical conduct, ensuring a clear understanding of expectations and the ability to identify potential risks.

Particular attention is given to employees exposed to higher compliance risks (e.g., roles involving procurement, sales, or external representation), who receive targeted training and support.

Value Chain Integrity and Continuous Improvement

Aginode extends its ethical standards across its entire value chain by requiring suppliers and partners to commit to equivalent principles. CSR performance is integrated into procurement decisions, and suppliers are encouraged to implement improvement plans and undergo external assessments.

External recognition, such as the **Achilles certification** obtained by the Belgian entity, further demonstrates the robustness of Aginode's procurement and compliance practices.

5.4. Double Materiality Assessment

Understanding Our Material Topics

Aginode identifies its material sustainability topics through a double materiality assessment, in line with CSRD and ESRS requirements.

This approach considers both:

- Impact materiality (inside-out): how Aginode's activities impact the environment and society
- Financial materiality (outside-in): how sustainability matters affect Aginode's financial performance, position, and future prospects.

Together, these two perspectives enable the identification and prioritization of Impacts, Risks and Opportunities (IROs), which form the foundation of this sustainability statement.

Stakeholder Contribution

Stakeholder engagement was a core component of the double materiality assessment and played a key role in validating the relevance and prioritization of material topics.

Aginode engaged with key stakeholder groups through interviews, business interactions, and dedicated questionnaires, ensuring that both internal and external perspectives were taken into account.

- **Customers** were engaged through business discussions and tender processes. They expressed strong expectations regarding ESG transparency, particularly on carbon footprint, Scope 3 emissions, and product environmental impacts. These expectations significantly influenced the financial materiality of topics such as Climate Change and Circular Economy.

Scope and Governance of the Assessment

The assessment covers all Aginode activities, including:

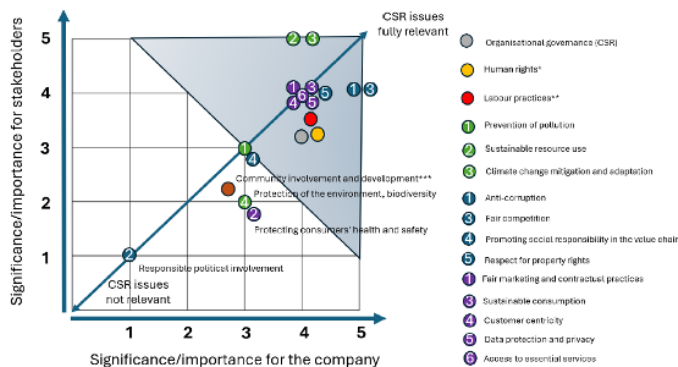
- Industrial and operational sites
- Core telecommunications and data network activities
- Corporate and support functions (procurement, HR, finance, R&D, quality, sustainability)
- The entire upstream and downstream value chain

The process was conducted between **April and July 2024**, with the support of **Bureau Veritas**, using a structured methodology aligned with ESRS and ISO 26000 principles.

- **Employees and internal stakeholders** contributed through interviews and internal channels. Key topics raised included health and safety, employee well-being, operational efficiency, and the need for clearer CSR governance and communication.
- **Suppliers and partners** were engaged through interviews and sustainability questionnaires. Discussions focused on responsible sourcing, ethical business conduct, and the management of environmental and social risks across the value chain.

These stakeholder inputs directly informed the assessment of impacts, risks, and opportunities, and contributed to the prioritization of Aginode's material sustainability topics.

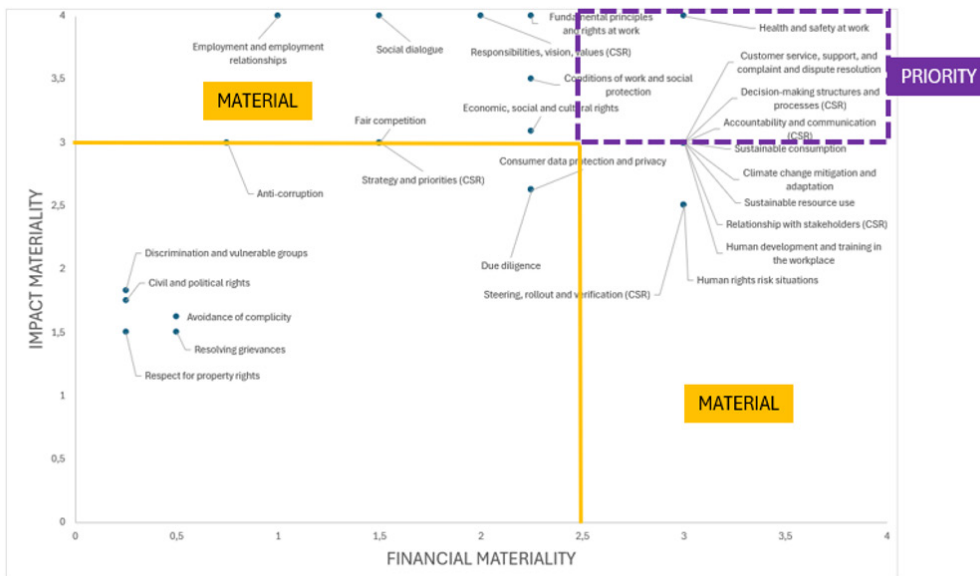
Materiality analysis



*: due diligence, human rights risk situations, avoidance of complicity, resolving grievances, discrimination and vulnerable groups, fundamental rights, fundamental principles at work

***: employment and employment relationships, conditions of work and social protection, social dialogue, health and safety at work, human development and training

***: community involvement, education and culture, employment creation and skills development, technology development and access, wealth and income creation, health, social investment



Assessing and Prioritizing Material Topics

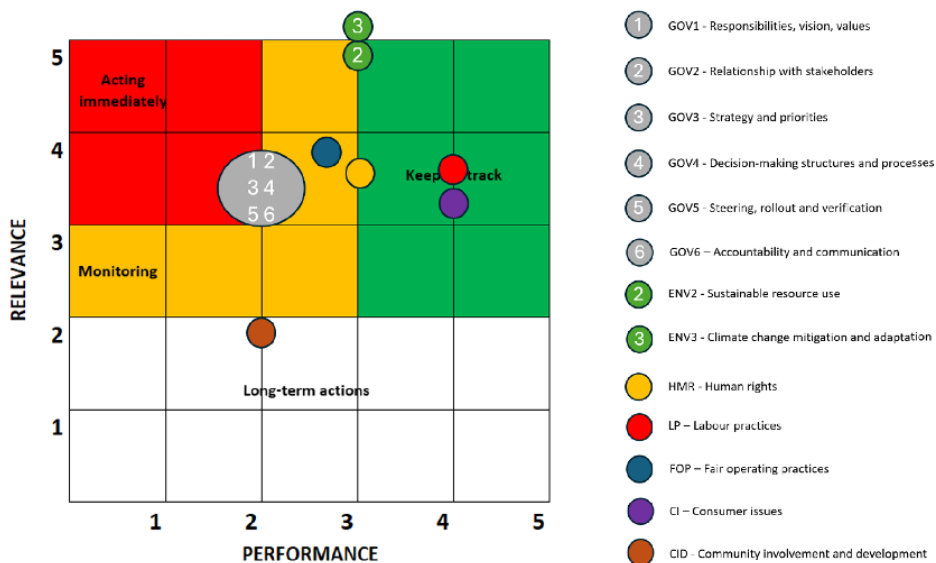
All topics were evaluated through both impact and financial lenses and consolidated into a double materiality matrix. A topic is considered material if it is significant from either perspective.

Key Results

- **19 material topics** exceeding threshold on at least one dimension.
- **9 priority topics** high impact AND high financial materiality.
- **Upper-right quadrant** Priority topics requiring the highest level of strategic attention, combined impact and financial materiality scores.

From Materiality to Action:

To strengthen decision-making, results were compared with Aginode's current performance level.



Key Material Topics by ESRS theme

Topic	ESRS	Materiality type	Nature of IRO
ENVIRONMENT			
Climate change mitigation & adaptation	E1	Priority (Impact + Financial) *	Risk: energy/raw material costs, regulatory, market access. Opportunity: low-carbon solutions, energy efficiency
Sustainable resource use & circular economy	E5	Priority (Impact + Financial) *	Risk: supply constraints, price volatility, waste regulations. Opportunity: material efficiency, circular redesign
Pollution prevention	E2	Impact	Impact: waste generation, chemical/product emissions
Water use	E3	Financial	Risk: site-level water scarcity exposure
SOCIAL & HUMAN RIGHTS			
Health & safety at work	S1	Priority (Impact + Financial) *	Risk: operational disruption, legal/reputational exposure. Opportunity: productivity, talent retention
Working conditions & social protection	S1	Priority (Impact + Financial) *	Risk: compliance, social dialogue failure. Opportunity: engagement, employer brand
Training & skills development	S1	Impact + Financial	Risk: skills gaps, employability. Opportunity: workforce capability
Diversity, equity & inclusion	S1	Impact + Financial	Risk: discrimination, pay gaps. Opportunity: SDG 5 alignment, talent diversity
Human rights & fundamental rights at work	S1/S2	Impact	Impact: forced/child labour, discrimination in value chain.
Social dialogue & employment relationships	S1	Impact	Impact: collective bargaining, freedom of association.
Community involvement	S3	Impact	Impact: local economic and social development.
Customer service, support & complaints	S4	Priority (Impact + Financial) *	Risk: contractual penalties, litigation, reputational. Opportunity: customer loyalty, differentiation
Consumer data protection & privacy	S4	Financial (primarily)	Risk: data breach, GDPR penalties, reputational
GOVERNANCE & BUSINESS CONDUCT			
Governance: responsibilities, vision & values	G1	Priority (Impact + Financial) *	Risk: non-compliance, governance gaps. Opportunity: stakeholder trust, long-term value
Decision-making structures & accountability	G1	Priority (Impact + Financial) *	Risk: inadequate oversight of ESG risks
Anti-corruption & fair competition	G1	Financial (primarily)	Risk: legal exposure, licence-to-operate. Opportunity: compliance differentiation
CSR strategy & governance priorities	G1	Financial (primarily)	Risk: strategic misalignment, investor confidence

- * Priority topics are those with both high impact materiality and high financial materiality scores - located in the upper-right quadrant of the double materiality matrix.

A zoom in on the IROs linked to Our priority topics

The following section provides a summary of the most significant IROs identified for each priority topic, forming the basis for Aginode's sustainability strategy and action plans.

Climate Change (E1) with SBTi-aligned trajectory

Impacts:

GHG emissions across Scopes 1, 2 and 3.

Main hotspots:

purchased goods and services (~59% of Scope 3) and upstream transport and distribution (~10%).

Risks:

Increased energy and raw material costs, regulatory constraints (CSRD, EU ETS), and loss of market access linked to customer climate requirements.

Opportunities: Energy efficiency gains, Scope 1+2 reduction (SBTi target: -5.46%/year), growing demand for low-carbon connectivity solutions, product lifecycle improvement.

Resource Use & Circular Economy (E5)

Impacts:

Raw material consumption and waste generation across the product lifecycle. Use of copper, plastics, steel, and optical fiber.

Risks:

Supply constraints and material price volatility; compliance with evolving waste and recycling regulations (PPWR from August 2026, WEEE).

Opportunities:

Material efficiency and packaging reduction, product redesign (eco-design, PEP methodology), circular solutions (reuse of production waste, 87% waste recovery rate in 2025).

Own Workforce -Health & Safety (S1)

Impacts:

Employee health, safety, and working conditions across 7 manufacturing sites. Direct impact on physical and psychological well-being of the Group's 530 employees.

Risks:

Operational disruption, legal and regulatory exposure (ISO 45001), and reputational damage in the event of serious incidents.

Opportunities:

Improved productivity, stronger employee engagement, and talent retention through industry-leading health, safety, and well-being management.

Business Conduct & Governance (G1) -GMP-AGI-01

Impacts:

Ethical conduct, transparency of operations, and trust with stakeholders across the value chain.

Risks:

Compliance breaches, corruption or influence peddling, reputational damage, and loss of license to operate.

Opportunities:

Strengthened governance structures (SpeakUP whistleblowing, EUR 50 gift threshold, dual-officer contracting), improved risk management, and enhanced long-term value creation for shareholders and customers.

Customers & End-Users - Product Stewardship (S4)

Impacts:

Customer trust, service quality, product safety, and protection of personal data. Direct impact on satisfaction and relationship continuity.

Risks:

Contractual penalties, litigation, reputational damage linked to service failures, data breaches, or inadequate product performance.

Opportunities:

Stronger long-term customer relationships and commercial differentiation through transparency (PEP ecopassport®), sustainable product design, and responsive support.

The outcomes of the double materiality assessment form the structural foundation of Aginode's sustainability approach, supporting both strategic decision-making and ESRS-compliant reporting. They:

- Define the scope of ESRS disclosures, ensuring that reporting focuses on material sustainability topics
- Structure Aginode's sustainability strategy, aligning priorities, governance, and resources with the most significant impacts, risks, and opportunities
- Guide the definition of action plans, KPIs, and performance monitoring, embedded within the Group's governance and management systems
- Ensure compliance with CSRD and ESRS requirements, through the application of the double materiality principle (IRO-1, IRO-2, SBM-2, SBM-3)

The results of the assessment were reviewed by Management and validated by the CSR Director prior to integration into this Sustainability Report. The process was conducted on a Bureau Veritas-verified basis, ensuring methodological robustness and credibility.

The double materiality assessment is intended to be reviewed and updated on a regular basis, at least annually, to reflect changes in regulatory requirements, business activities, stakeholder expectations, and sustainability performance.

For this first sustainability report, Aginode has relied on the double materiality assessment conducted in 2024 by Bureau Veritas, based on 2023 data. This assessment remains representative of the Group's current activities, risk exposure, and level of maturity, as no significant changes have occurred in the business model, value chain, or ESG risk profile during the reporting period. Accordingly, the results of this assessment have been retained for the 2025 reporting cycle.

Going forward, Aginode will progressively update its double materiality assessment to reflect changes in its operations, regulatory environment, and stakeholder expectations, ensuring continuous alignment with CSRD and ESRS requirements.

6. Our Environmental Pillars: Driving Decarbonization & Circularity

As a designer and manufacturer of connectivity solutions operating across Europe, Africa, and Asia, Aginode recognizes its responsibility to manage and reduce the environmental impact of its activities, products, and value chain. The Group is committed to contributing to a lower-carbon and more resource-efficient economy through a structured and progressive environmental approach.

Our environmental strategy is grounded in the results of the double materiality assessment conducted in 2024 with the support of Bureau Veritas, based on 2023 data. This assessment identified **Climate Change (E1)** and **Resource Use & Circular Economy (E5)** as the most material environmental topics for Aginode, both in terms of environmental impact and financial exposure. Other topics including Pollution (E2), Water (E3), and Biodiversity (E4) were assessed as non-material given the nature of our activities, while remaining subject to regulatory compliance and internal monitoring.

This section presents Aginode's first consolidated environmental disclosures under CSRD. At the

time of reporting, the Group is finalizing its second full carbon footprint assessment –and its first conducted internally by Aginode—covering 2024 emissions across Scopes 1, 2, and 3, alongside 2025 data on energy and resource consumption. This work establishes the baseline for future performance tracking and supports the progressive structuring of Aginode's climate and circularity roadmap.

It marks the starting point of a multi-year transformation toward measurable, science-aligned decarbonization and improved resource efficiency, with methodologies, tools, and governance currently being strengthened to ensure robust and reliable environmental reporting going forward.

6.1. Our Climate Ambition: Carbon Footprint & SBTi

Climate change is both an environmental priority and a key business consideration for Aginode. Increasingly, customer expectations particularly regarding Scope 3 transparency and supplier decarbonization that directly influence purchasing decisions, tender processes, and long-term partnerships.

In this context, Aginode has adopted a structured and forward-looking climate approach, built on three complementary pillars: a science-based decarbonization trajectory, a robust greenhouse gas (GHG) measurement framework, and the progressive integration of carbon impact into products, operations, and commercial strategy.

Science-Based Targets: alignment trajectory

In 2024, Aginode's near-term decarbonization targets were validated by Bureau Veritas under the Science Based Targets initiative (SBTi), using 2023 as the official baseline year. Two complementary trajectories are now in force:

- **Scope 1+2 (absolute):** reduction of **-5.46% per year** from 2023, consistent with a 1.5°C pathway
- **Scope 3 (intensity):** **-7% reduction per unit of turnover** by 2033

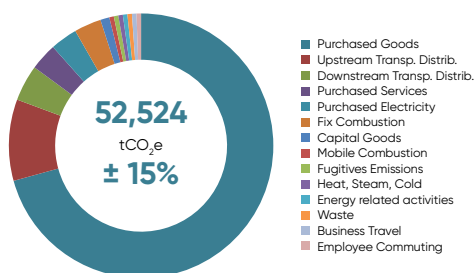
Carbon footprint Overview

2025 marks a significant milestone for Aginode: the completion of our first Group-wide Greenhouse Gas (GHG) inventory conducted independently by Aginode, covering Scope 1, 2 and 3 emissions for the year 2024 across all Group sites.

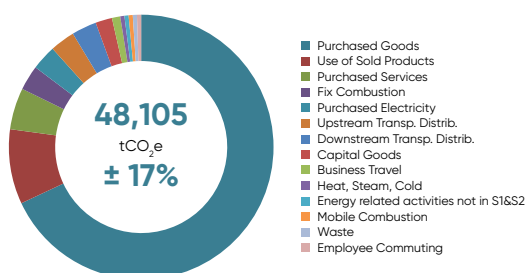
As part of this exercise, a detailed review of the **methodology** and underlying data used in the 2023 carbon footprint assessment (previously carried out with the support of Bureau Veritas) identified calculation inconsistencies affecting certain emission totals. In the interest of transparency and data accuracy, Aginode has recalculated the 2023 baseline using the updated methodology applied to the 2024 assessment. All year-on-year comparisons presented below therefore refer to these restated 2023 figures.

Aginode's total carbon footprint decreased from 52,524 tCO₂e in 2023 to 48,105 tCO₂e in 2024, representing a reduction of 4,419 tCO₂e (-8.4%). This result confirms a positive decarbonization trend across the Group and demonstrates the effectiveness of the first operational measures implemented to reduce greenhouse gas emissions.

Breakdown of Emissions by Scope and Emission Source 2023



Breakdown of Emissions by Scope and Emission Source 2024



The emissions profile remains heavily concentrated within Scope 3, which represented approximately 94% of total emissions in both 2023 and 2024, reflecting the nature of Aginode's business model and the significant contribution of upstream and downstream value-chain activities. Within Scope 3, Purchased Goods remained by far the largest source of emissions, accounting for 67% of the Group's total carbon footprint in 2024 (compared with 64% in 2023). As a result, long-term decarbonisation will depend primarily on progress achieved within the supply chain through supplier engagement, responsible procurement practices, material selection and product design improvements.

Despite the continued dominance of Scope 3 emissions, the Group achieved measurable reductions across several key categories. The overall decrease in emissions was driven by a combination of lower operational emissions (Scopes 1 and 2), reductions in transportation and distribution activities, and the impact of site rationalization measures, including the closure of Frameries site during the year. While these reductions contributed positively to the overall result, some year-on-year variations also reflect changes in organisational scope and improvements in data quality compared with the restated 2023 baseline.

Overall, the 2024 results demonstrate that Aginode has entered a tangible emissions reduction phase, supported by improved data quality, strengthened carbon governance and a clearer understanding of the main emission drivers across the value chain. The restated baseline provides a robust foundation for monitoring progress against the Group's climate commitments and Science Based Targets initiative (SBTi) trajectory.

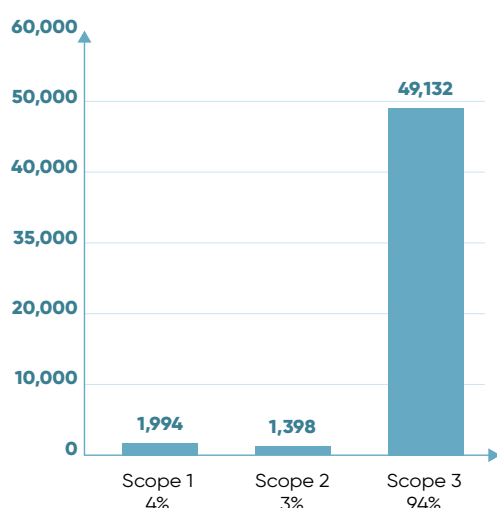
Carbon footprint by scope

Scope 1 emissions fell by 11.8% and Scope 2 emissions by 12.1% (check table below), reflecting the strongest relative reductions across the inventory. Scope 3 emissions also declined by 8.2%, decreasing by more than 4,000 tCO₂e in absolute terms and accounting for the majority of the Group's overall

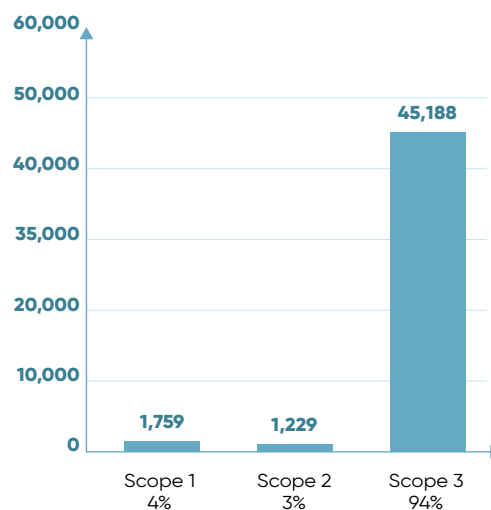
reduction. While the distribution of emissions by scope remained broadly stable between the two years, the results indicate consistent progress across both direct operations and value-chain activities, resulting in a lower overall carbon footprint in 2024.

Scope	2023 (tCO ₂ e)	Share of Total	2024 (tCO ₂ e)	Share of Total	Evolution
Scope 1	1,994	3.8%	1,759	3.7%	-11.8%
Scope 2	1,398	2.7%	1,228	2.6%	-12.1%
Scope 3	49,132	93.5%	45,118	93.8%	-8.2%
Total	52,524	100%	48,105	100%	-8.4%

Emissions Distribution by Scope-2023 (tCO₂e)



Emissions Distribution by Scope-2024 (tCO₂e)



The comparison of the results, as illustrated in the graphs, highlights that although operational emissions (Scopes 1 and 2) account for a relatively limited share of Aginode's total carbon footprint, they recorded the most significant proportional reductions during the reporting period. Scope 3 emissions also decreased in absolute terms, while continuing to represent the vast majority of the Group's emissions profile. To better understand the drivers behind these changes and identify the key areas of progress, the following sections provide a detailed analysis of emissions by scope, starting with Scope 1 direct emissions.

Scope 1 Direct emissions:

Scope 1 emissions decreased from **1,994 tCO₂e in 2023** to **1,759 tCO₂e in 2024**, a reduction of **235.1 tCO₂e (-11.8%)** compared with the restated 2023 baseline. The reduction was driven equally by lower natural gas consumption in manufacturing operations and the absence of refrigerant leak events during 2024. While this contributed positively

to the overall result, fugitive emissions can vary significantly from year to year depending on operational circumstances and should therefore be interpreted with caution. Mobile combustion emissions remained broadly stable, reflecting the gradual renewal of the vehicle fleet.

Emission Source	2023 (tCO ₂ e)	2024 (tCO ₂ e)	% Scope	% Total Carbon foot print	Evolution (%)
Fixed Combustion	1,621	1,506	86%	3.13%	-7.1%
Mobile Combustion	257	252	14%	0.52%	-1.9%
Fugitive Emissions	116	0	0	0	-100%
Total Scope 1	1,993.6	1,758.5		3.7%	-11.8%

Scope 2 Indirect energy-related emissions

Scope 2 emissions decreased from **1,398 tCO₂e** in 2023 to **1,229 tCO₂e** in 2024, a reduction of **169.4 tCO₂e (-12.1%)**. The reduction includes the impact of the Frameries site closure discussed in the site-level analysis below.

This decline was primarily driven by lower electricity consumption across several Group locations. Emissions associated with district heating, steam and cooling remained marginal (<2 tCO₂e) and had no material influence on overall Scope 2 performance. To ensure methodological consistency, the same emission factors as those used in the restated 2023 baseline were applied. Scope 2 emissions are reported using

the location-based method in accordance with the GHG Protocol. Future assessments may incorporate updated emission factors where appropriate, in line with evolving reporting requirements and methodological guidance.

The 2024 results confirm a clear reduction in operational energy-related emissions, primarily driven by energy efficiency improvements across multiple sites. The use of consistent emission factors across reporting years reinforces that the reduction is largely attributable to operational improvements rather than external variations in electricity grid emission factors.

Emission Source	2023 (tCO ₂ e)	2024 (tCO ₂ e)	Evolution (%)
Purchased Electricity	1,396	1,227	-12,1%
Heat / Steam / Cold	2	2	0%
Total Scope 2	1,398	1,229	-12,1%

Emissions associated with district heating, steam and cooling remained marginal (2 tCO₂e) and had no material influence on overall Scope 2 performance. The limited contribution of district heating, steam, and cooling indicates that electricity consumption remains the main lever for Scope 2 emissions

reduction. Going forward, further progress will depend on continued optimization of energy use across facilities, alongside potential integration of updated data from energy providers and district networks to further refine reporting accuracy and identify additional reduction opportunities.

2023 vs 2024 Purchased electricity by site:

Total electricity purchased across all Group sites (offices + factories) decreased from **9,845 MWh** in 2023 to **9,200 MWh** in 2024, a net reduction of **636 MWh (-6.5%)**, please see table below. This improvement is consistent with the broader

Scope 2 emissions reduction of **-12.1%** reported for the same period and confirms a genuine downward trend in the Group's electricity consumption at its operational sites.

Site	Country	2023 (MWh)	2024 (MWh)	Δ (MWh)	Δ (%)
Frameries	Belgium	2,628	2,067	-561	-21.3%
Fumay	France	4,343	4,531	+188	+4.3%
Vrigne-aux-Bois	France	1,587	1,412	-175	-11.0%
Suzhou	China	373	304	-69	-18.5%
Mönchengladbach	Germany	224	374	+150	+67.1%
Singapore	Singapore	299	60	-239	-80.0%
Nouaceur	Morocc206	136	-70	-34.0%	
Lamia	Greece	120	95	-25	-20.8%
Shanghai	China	23	92	+69	+292.9% *
Courbevoie	France	29	31	+2	+5.6%
Buizingen	Belgium	2	83	+81	+4,05%
Dubai	UAE	4	6	+2	+41.7%
Riyadh	Saudi Arabia	3	15	+12	+413.2% *
London	UK	4	3	-1	-10.3%
Total		9,845	9,209	-636	-6.5%

Percentages are calculated on unrounded data; dividing the rounded MWh shown may give slightly different results.

By leaving the Frameries unit which closed its doors in April 2025, the Group's electricity consumption is heavily concentrated in a small number of sites: the three principal manufacturing sites: **Fumay (France)**, **Vrigne-aux-Bois (France)**, and **Suzhou (China)** together accounted for **6,247 MWh** in 2024, **87.5% of the Group's electricity consumption excluding Frameries**. The remaining

sites each represent a marginal share of the total.

Among these three, the trends diverge. **Vrigne-aux-Bois** reduced its consumption **by 175 MWh (-11.0%)** through energy efficiency measures on the manufacturing lines and improved monitoring of non-productive consumption periods, while Suzhou recorded a reduction of **69 MWh (-18.5%)**.

These gains were offset by an increase at **Fumay**, the Group's largest remaining electricity consumer, where consumption rose by **188 MWh (+4.3%)**. This increase reflects higher production activity during. As the site that now carries the greatest weight in the Group's Scope 2 footprint, Fumay will be the central focus of energy efficiency efforts going forward.

Nouaceur (Morocco) also recorded meaningful reductions of **69 MWh (-18.5%)** and **70 MWh (-34.0%)** respectively, reflecting tighter energy management at the operational level.

* By contrast, several smaller sites show very large percentage variations that do not reflect operational performance and should be read with caution; in each case the movement is driven by the establishment or organizational independence of the site rather than by a change in energy intensity. At **Riyadh (Saudi Arabia)**, the apparent **+413.2% increase (from 3 to 15 MWh)** reflects the Group's commercial expansion in the region: the 2024 figure corresponds to the establishment of a bigger dedicated site rather than any deterioration in efficiency.

At **Shanghai (China)**, the apparent **+292.9% increase (from 23 to 92 MWh)** reflects a change in the site's status rather than its consumption. In **2023 the Shanghai** operation did not occupy independent premises, so the **23 MWh** recorded for that year does not meaningfully represent the site's electricity use; following the move to independent premises operating under the Group's own brand and name, the **92 MWh** recorded for 2024 constitutes the representative baseline for this site going forward. Electricity consumption at Shanghai is expected to increase further in the 2025/2026 reporting period as operational machines are progressively being transferred from old, shared Suzhou site to our own manufacturing site in **Shanghai** as part of the Group's organisational development in China.

Mönchengladbach (Germany) recorded an increase of **150 MWh (+67.1%)**, partially attributable to the site's relocation to new premises during 2024, resulting in a higher energy profile during the transition period.

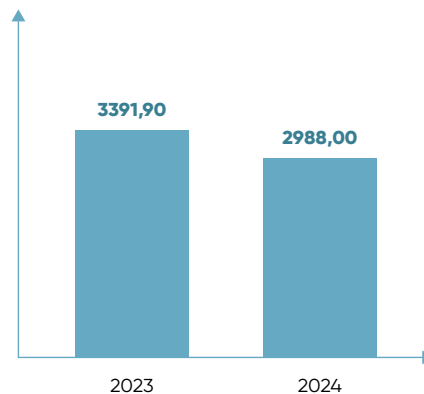
Variations at four sites (Buizingen, Singapore, Shanghai, Riyadh) are primarily attributable to changes in data coverage or allocation methodology rather than operational trends; a full explanation is provided in the Methodological Notes section. Data coverage and boundary notes - electricity consumption 2023-2024.

Combined Scope 1+2 trajectory vs SBTi target

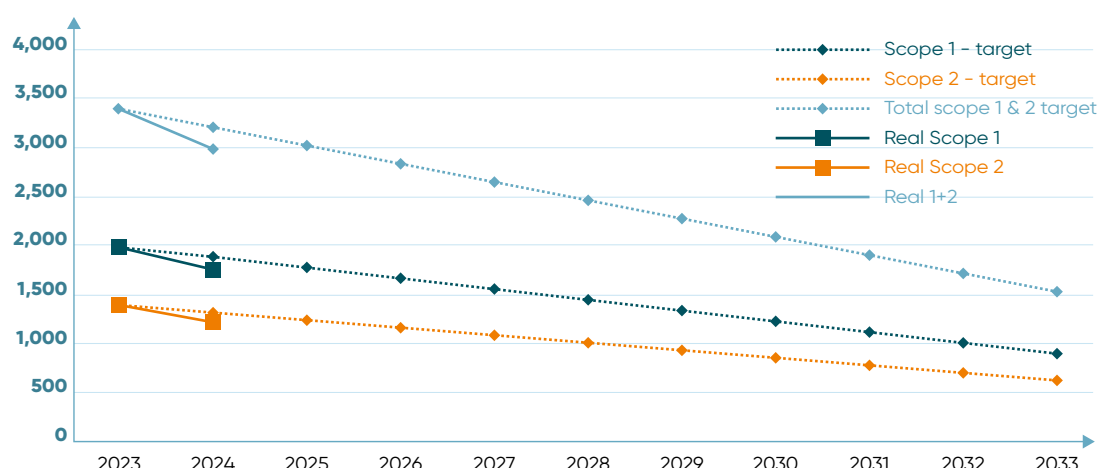
Aginode's combined Scope 1 and Scope 2 emissions totalled 2,988 tCO₂e in 2024, against a baseline of 3,391.9 tCO₂e in 2023, representing an absolute reduction of 403.9 tCO₂e (-11.9%) in a single year. This result places the Group significantly ahead of its Science Based Targets initiative trajectory, which requires a combined annual reduction of -5.46% per year from the 2023 baseline toward a 1.5°C-aligned pathway.

To contextualize the pace of progress: Aginode's combined Scope 1 and 2 emissions reached **2,988 tCO₂e in 2024, compared with the SBTi-aligned target of 3,206.7 tCO₂e for the same year.**

Scope 1 + 2 Emissions Reduction (2023-2024)



Year	2023	2024	2025	2026	2027	2028	2029	2030	2031	2032	2033
Scope 1 - target	1993.6	1884.8	1775.9	1667.1	1558.2	1449.4	1340.5	1231.7	1122.8	1014.0	905.1
Realized	1993.6	1759.0	-	-	-	-	-	-	-	-	-
Scope 2 - target	1398.3	1322.0	1245.6	1169.3	1092.9	1016.6	940.2	863.9	787.5	711.2	634.8
Realized	1398.3	1229.0	-	-	-	-	-	-	-	-	-
Total scope 1 & 2 target	3391.9	3206.7	3021.5	2836.3	2651.1	2465.9	2280.7	2095.5	1910.3	1725.1	1539.9
Total scope 1 & 2 realized	3391.9	2988.0	-	-	-	-	-	-	-	-	-
Evolution	-	-403.9	-	-	-	-	-	-	-	-	-



Aginode's **2024 Scope1+Scope 2 result of 2,988 tCO₂e** sits below both thresholds of **2024 and 2025 (3021.5 tCO₂e)** Total scope 1 & 2 SBTi aligned targets, meaning the Group has effectively delivered approximately two years of required trajectory progress within a single reporting period. This performance reflects the combined effect of reductions in direct fuel combustion (**Scope 1, -11.8%**) and purchased electricity (**Scope 2, -12.1%**), driven by lower natural gas consumption at French manufacturing sites, energy efficiency improvements across multiple locations.

The 2024 result demonstrates that Aginode's operational decarbonisation efforts are delivering real and measurable impact. Scope 1 reductions at continuing manufacturing sites – particularly through lower natural gas consumption – and Scope 2 reductions driven by electricity efficiency measures confirm that the Group's climate action is embedded at the operational level. The Group's 2025 and 2026 results will be critical in confirming whether the pace of reduction can be maintained on a like-for-like basis as the one-off structural effect of the Frameries closure normalizes out of the year-on-year comparison.

Scope 3 -2023 baseline vs 2024

Total Scope 3 emissions decreased by 4,014 tCO₂e between 2023 and 2024, falling from 49,132 tCO₂e to 45,118 tCO₂e, a reduction of 8.2%. Despite this improvement, Scope 3 remains highly concentrated, with Purchased Goods accounting for approximately 72% of total Scope 3 emissions and nearly 67% of the Group's total carbon footprint.

The 2024 evolution reflects a combination of structural changes, operational improvements, and methodological refinements compared with the 2023 baseline. While several categories show genuine reductions linked to efficiency gains and logistics optimization, others are influenced by changes in activity levels, organizational scope, or data coverage.

As a result, long-term decarbonisation performance will depend primarily on supply-chain transformation rather than operational improvements alone.

Detailed Scope 3 Emissions Breakdown

GHG Protocol Category	2023 (tCO ₂ e)	2024 (tCO ₂ e)	Evolution (tCO ₂ e)	Evolution (%)
Cat. 1 Purchased Services	1,341	2,326	+985	+73.5%
Cat. 1 Purchased Goods	33,661	32,362	-1,299	-3.9%
Cat. 2 Capital Goods	527	831	+304	+57.7%
Cat. 3 Energy-related Activities	322	257	-65	-20.2%
Cat. 4 Upstream Transport & Logistics	4,578	1,248	-3,330	-72.7%
Cat. 5 Waste Generated in Operations	65	64	-1	-1.5%
Cat. 6 Business Travel	145	630	+485	+334.5%
Cat. 7 Employee Commuting	513	422	-91	-17.7%
Cat. 9 Downstream Transport	1,965	1,295	-670	-34.1%
Cat. 11 Use of Sold Products	3,553	4,167	+614	+17.3%
Cat. 12 End-of-Life Treatment	2,463	1,516	-947	-38.5%
Total Scope 3	49,132	45,118	-4,014	-8.2%

The 2024 Scope 3 reduction (-4,014 tCO₂e; -8.2%) is driven by a combination of **logistics optimisation, operational efficiency gains, and selected methodological refinements, partially offset by activity recovery and investment-driven increases.**

The reduction was led by upstream logistics, where **Category 4** emissions fell by 3,330 tCO₂e (-72.7%). This decrease reflects both lower reported transport activity and improvements in transport data quality and reporting compared with the 2023 baseline.

Downstream, Category 9 (Downstream Transport) decreased by 670 tCO₂e (-34.1%) primarily reflecting lower reported downstream transport activity compared with 2023, combined with continued optimisation of outbound logistics flows.

Category 12 (End-of-Life Treatment) decreased by 947 tCO₂e (-38.5%), primarily due to lower calculated end-of-life impacts associated with the 2024 product portfolio, combined with refinements in end-of-life treatment assumptions applied within the carbon footprint assessment.

Category 1 (Purchased Goods), the dominant category representing approximately **72% of total Scope 3 emissions,** delivered a **reduction of 1,299 tCO₂e (-3.9%),** driven primarily by changes in procurement volumes and product mix across selected material categories. While modest in percentage terms, this reduction carries the greatest strategic weight given the scale of the category demonstrates emissions associated with the Group's supply chain during a period of significant organisational transformation and rebranding.

Category 3 (Energy-Related Activities) decreased by 65 tCO₂e (-20.2%), consistent with the operational improvements reflected in **Scope 1 and Scope 2,** and **Category 7 (Employee Commuting) fell by 91 tCO₂e (-17.7%)** as hybrid working practices continued to mature across Group offices.

Category 1 (Purchased Services) also increased, primarily due to an expanded scope of services captured in the 2024 inventory, following the integration of outsourced services into Aginode's own activities for complete autonomy.

Category 6 (Business Travel) rose by 485 tCO₂e (+334.5%), from 145 tCO₂e to 630 tCO₂e. This increase primarily reflects improvements in data quality, reporting completeness and the broader scope of travel activity captured during the reporting process. As the Group continues to enhance the accuracy and granularity of its emissions accounting, the 2024 figure is considered more representative of actual business travel emissions than previous years and provides a stronger baseline for future performance tracking.

Category 11 (Use of Sold Products) increased by 614 tCO₂e (+17.3%), reflecting changes in the sales mix and the associated in-use energy consumption profile of products sold during the year. Reducing use-phase emissions through product design improvements and energy-efficiency initiatives therefore remains a key downstream decarbonisation opportunity.

Category 2 (Capital Goods) rose by 304 tCO₂e (+57.7%), reflecting increased investment in equipment, infrastructure and facility upgrades associated with the Group's transition to operating independently as Aginode. This included manufacturing equipment acquisitions, site modernisation initiatives, and investments linked to the Group's rebranding. While these investments increased embodied carbon in the reporting year, they support the long-term development, operational efficiency and strategic positioning of the business.

Category 5 (Waste Generated in Operations) remained stable at 64 tCO₂e (-1.5%), confirming the effectiveness of waste reduction practices at manufacturing sites.

Categories 8, 10, and 13 recorded zero emissions in both years.

Scope 3 trajectory vs SBTi target

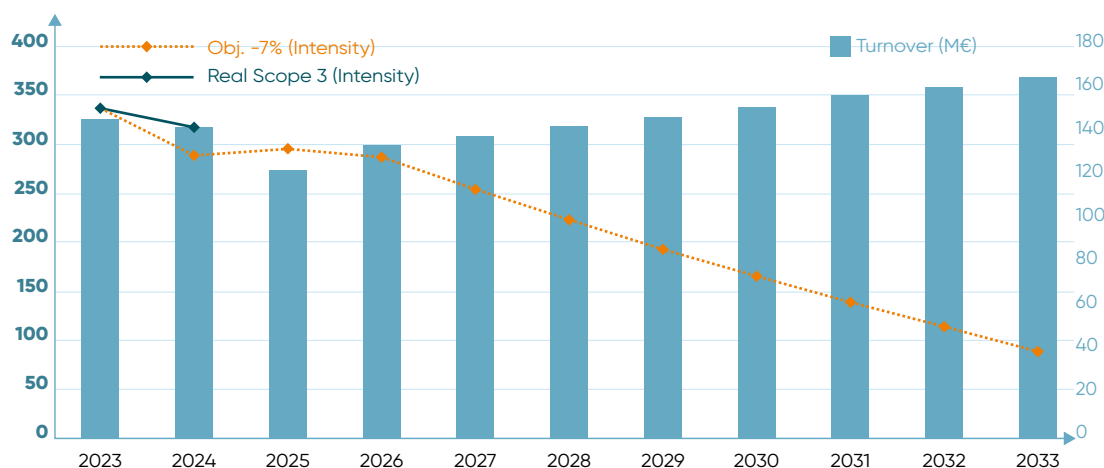
Aginode's SBTi-validated Scope 3 target requires a -7% reduction in emissions intensity per unit of turnover by 2033, relative to the 2023 baseline. Modelling Aginode's Scope 3 emissions under a business-as-usual scenario based on internal revenue projections and long-term growth assumptions illustrates the structural challenge ahead.

Under this assumption, and without active decarbonisation, absolute Scope 3 emissions would rise from ~49,132 tCO₂e in 2023 to ~66,000 tCO₂e (**modelled approx. check Table down below**) by 2033 - a 34% increase. By contrast, the SBTi-validated target requires reducing emissions

intensity by -7% per unit of turnover per year, implying an illustrative absolute emissions level of approximately 14,830 tCO₂e by 2033 under a constant revenue assumption. Scope 3 emissions intensity decreased from **336 tCO₂e/M€ in 2023 to 316 tCO₂e/M€ in 2024**, representing a -6% reduction year-on-year. This performance is **slightly below the -7% annual reduction trajectory** required under Aginode's SBTi-aligned pathway, but remains broadly aligned with the long-term decarbonisation pathway. The deviation from the linear trajectory is marginal and reflects short-term variability linked to structural and activity-related factors, including changes in logistics flows and procurement volumes.

Year	2023	2024	2025	2026	2027	2028	2029	2030	2031	2032	2033
Turnover (M€)	146.3	142.9	122.9	135	139	143	148	152	157	161	166
Real Scope 3 (tCO ₂ e.)	49132.0	45118.0									
Real Scope 3 (Intensity)	336	316									
Obj. -7% baseline 2023	49132.0	41523.9	36351.4	39051.3	35591.0	32130.8	28670.6	25210.3	21750.1	18289.8	14829.6
Obj. -7% (Intensity)	336	289	296	288	254	223	193	165	138	113	89
Evolution (N vs N-1) %	-	-6%									

Purchased Goods remain by far the largest emissions source representing approximately 72% of Scope 3 emissions, and therefore constitute the Group's most significant decarbonisation lever. Continued supplier engagement, increased emissions transparency across the value chain, eco-design initiatives and logistics optimisation will remain central to achieving Aginode's long-term Scope 3 reduction objectives and supporting alignment with its 2033 climate commitments.



6.2. Climate Transition Plan

Aginode recognizes climate change as both an environmental responsibility and a strategic business challenge. As a manufacturer of copper and fibre connectivity solutions, the Group is committed to reducing its greenhouse gas emissions while strengthening the resilience of its operations and supply chain against the physical impacts of climate change.

The Group's climate transition plan is aligned with its Science Based Targets initiative (SBTi) commitments and supports the long-term objective of contributing to a low-carbon and more resource-efficient economy. In 2024, Aginode achieved a reduction in Scope 1 and Scope 2 emissions exceeding its SBTi trajectory, demonstrating that climate action is already embedded within operational decision-making and investment planning.

Climate-related matters are overseen by Aginode's Sustainability Committee, which brings together representatives from Operations, Procurement, Finance, Human Resources, QHSE and Executive Management.

Climate performance indicators are monitored through site-level reporting and consolidated at Group level to support continuous improvement and informed decision-making. The transition plan is structured across short-, medium-, and long-term horizons and focuses on four main levers:

- **Energy efficiency and consumption reduction:** Site-level initiatives include LED lighting deployment, equipment upgrades, process optimization, and continuous monitoring through industrial KPI dashboards. These actions have already contributed to significant reductions in electricity consumption.
- **Energy mix and operational emissions:** Actions include the progressive electrification of uses and the deployment of hybrid or electric vehicles, alongside targeted efforts to reduce natural gas consumption, identified as a key improvement area for the coming years. Particular attention is being given to industrial processes and factory energy efficiency, which represent some of the highest-impact decarbonisation opportunities across the Group.

- **Logistics and transport optimization:** Aginode works with transport partners to reduce emissions per ton-kilometer through improved load factors, route optimization, and packaging efficiency.

These initiatives contribute directly to reducing Scope 1 and Scope 2 emissions while improving the long-term energy resilience of operations.

- **Procurement and value chain engagement:** ESG and climate criteria are progressively integrated into supplier requirements and contractual frameworks, supporting the reduction of Scope 3 emissions.

These actions are supported by Aginode's QHSE management system, which ensures a controlled operational environment and contributes to the prevention of environmental incidents, such as refrigerant leaks.

In parallel, Aginode is strengthening its internal capabilities (data collection, monitoring tools, and training) to progressively refine its climate transition plan and align it with evolving regulatory expectations and business needs.

In addition to reducing greenhouse gas emissions, Aginode is enhancing its resilience to climate-related physical risks. Based on its climate risk assessment, the Group has identified flooding and extreme heat as the principal hazards affecting certain operations. Aginode is therefore implementing adaptation measures to strengthen operational resilience, protect employees and assets, and ensure business continuity. These efforts support the Group's long-term objective of maintaining sustainable operations in an evolving climate environment.

6.3. Pollution, Water & Biodiversity (E2, E3, E4)

Pollution, water and biodiversity were assessed as non-material topics for Aginode following the double materiality assessment, given the nature of its activities, which do not involve heavy industrial processes, intensive water use, or operations in environmentally sensitive areas. Nevertheless, these topics remain subject to strict regulatory compliance, internal monitoring and preventive management practices.

Reporting perimeter: the environmental data presented in this section covers the Group's manufacturing sites, which account for the

large majority of Aginode's environmental footprint in terms of pollution, water use and potential biodiversity impacts. The Group's commercial offices and headquarters have a comparatively minor environmental impact and are not included in this scope.

Framerries, historically the Group's largest water consumer, ceased operational activity during 2025 and is reported for the first quarter only.

Pollution prevention:

- Controlled handling, storage and monitoring of chemicals, refrigerants, and other potentially hazardous substances.
- Preventive maintenance programs designed to minimize leaks, accidental releases, and atmospheric emissions, including monitoring of fugitive emissions from refrigeration and air-conditioning equipment.
- Periodic monitoring and regulatory controls of emissions and discharges to air, water and soil, as well as waste streams and noise levels, in accordance with applicable local requirements.
- Waste reduction, segregation and recovery practices aimed at maximizing recycling and valorization opportunities.
- Progressive elimination of unnecessary packaging materials, including the reduction of plastic and foam packaging used in product shipments.
- Prevention of plastic pellet losses: Aginode's French manufacturing sites are certified under the French regulatory framework for the prevention of plastic pellet losses, and equivalent good practices are progressively being deployed across the Group's other operational entities.

Water management

Water consumption is monitored monthly at site level through internal reporting systems. Across the Group, water use is primarily linked to sanitary needs and limited industrial processes (such

as cooling), with no reliance on water-intensive production and no significant exposure to water stress identified at any of the Group's locations.

Water consumption by site (m³)

Site	2024 consumption (m³)	2025 consumption (m³)	Evolution
Framerries	6,998 (*)	791 (*)	-88,7%
Fumay	2,015	2,960	+46,9%
Vrigne-aux-bois	2,043	2,242	+9,7%
Shanghai	2,000	3,780	+89%
Nouaceur	312	429	+37,5%
Mönchengladbach	280	242	-13,6%
Buizingen	176	165	-6,3%
Manufacturing sites total	13,824	10,609	-23,3%

(*) Framerries ceased operational activity during 2025; the 2025 figure covers Q1 2025 only. Which explains the -88,7% evolution.

At Group level, water consumption increased by 44.8% in 2024 relative to the 2023 base year (9,549 m³) and decreased by 23.3% in 2025.

The 2024 increase was driven by a single event: a water leak at the Framerries site, where consumption reached approximately 6,998 m³ against a typical level of around 2,067 m³, an excess of roughly 4,900 m³ that accounts for substantially all of the Group's year-on-year increase. The 2025 decrease is therefore largely the normalisation of that anomaly,

compounded by the cessation of operations at Framerries during the year (first quarter only).

Excluding Framerries, water consumption at the Group's remaining sites increased from approximately 6,826 m³ in 2024 to 9,818 m³ in 2025 (+44%). This underlying increase was driven mainly by Shanghai, which has developed its operational activities at our new site, which we moved into at the end of 2024. It is the focus of ongoing monitoring and corrective action at site level:

- **Fumay** consumed 2,960 m³ in 2025 against a site target of ≤2,000 m³, with the overshoot concentrated between June and October. A formal problem-solving review identified contributing causes including a continuously running sanitary tap and a malfunctioning automated valves on the site's source-water system, which may have led to unintended top-ups from the municipal network. Corrective actions include sub-metering of specific equipment, integration of the consumption target into monthly meter-reading routines to trigger deviation alerts, and the standardization of a water-monitoring procedure.
- **Vrigne-aux-Bois** experienced the rupture of a hot-water pipe in the crawl space beneath the changing rooms during the year-end closure period, adding approximately 200 m³ before detection. The supply was shut off and the pipe repaired; replacement of the remaining original copper pipework and a leak-detection and alarm system are under study. Consumption subsequently returned to normal monthly levels (around 134-135 m³).
- **Shanghai** recorded a marked increase, from 2,000 m³ in 2024 to 3,780 m³ in 2025, partly reflecting the development of the site and the increase in its production activities. The increase is being reviewed and monitored at site level.

Biodiversity

Aginode does not own or operate sites located in, or adjacent to, protected areas or other biodiversity-sensitive zones, and its activities do not involve significant land-use change.

The principal connection to biodiversity is indirect, arising through the upstream value chain.

No biodiversity-related impacts, dependencies or risks were identified as material in the double materiality assessment, and compliance with applicable site-level environmental requirements is maintained and monitored.

6.4. Circular Economy in Action (E5)

Resource use and circular economy were identified as a priority topic for Aginode in the double materiality assessment, reflecting the material intensity of cable and wire manufacturing. Circular economy and efficient resource use are accordingly key levers of the Group's environmental

strategy, supporting both environmental impact reduction and long-term operational efficiency. Actions are focused on reducing material intensity, optimizing resource use, improving waste management, and extending product lifetimes.

Eco-design and resource efficiency

Eco-design is an integral part of Aginode's transition toward a circular economy.

Environmental criteria are considered from the design stage through a structured eco-design checklist spanning the full product life cycle – raw materials, manufacturing, packaging, distribution, use and end of life – so that resource efficiency is built into products rather than corrected afterward. For each development project, design levers such as material and mass reduction, fewer production steps, lower manufacturing energy and waste, packaging optimization and product longevity are reviewed, and their outcomes tracked through to the end of the project.

Aginode develops Life Cycle Assessment (LCA) in accordance with the PEP Ecopassport[®] program (ISO 14025, PCR ed.4), assessing impacts across the full life cycle against a recognized set of environmental indicators – including climate change, primary-energy use, resource depletion and water use. To strengthen this capability, the Group works with an external LCA specialist and is investing in its internal teams through training on LCA

methodology and the supporting software tools.

As an example, eco-design has been applied progressively across successive generations of the POB 36 optical module, used in fiber-to-the-home (FTTH) networks, with each generation moving toward lighter, less material-intensive designs. The most recent evolution, the POB 36 2+, illustrates the approach: the module moved from an all-metal design to a hybrid metal-plastic architecture, replacing three metal parts with technical plastic and reducing the product's mass from 4.7 to 3.7 kg – a lighter design that also lowers downstream transport impacts.

The effect of this redesign was quantified through two Life Cycle Assessment studies – one for the all-metal version and one for the 2+ – sharing the same functional unit, 20-year service life and system scope. Across the full life cycle, the 2+ shows a 22% reduction in carbon emissions per unit (from 49.5 to 38.6 kg CO₂ -eq), together with a 31% reduction in resource depletion, a 21% reduction in water use and a 20% reduction in primary energy. These gains are concentrated in the manufacturing

phase – which accounts for the large majority of the product’s footprint – where the lower metal content cuts emissions by 25%. End-of-life impact rises slightly, reflecting the greater difficulty of separating and recycling mixed materials, but this effect is marginal relative to the manufacturing gain, and the overall balance remains clearly positive.

The benefit also extends downstream: deployed at a major customer’s annual volume (on the order of 20,000 units for example), this single redesign is estimated to avoid roughly 220 tonnes of CO₂ -eq per year in that customer’s value-chain (Scope 3) emissions compared to the old design – illustrating how Aginode’s eco-design supports customers’ own decarbonization, not only the Group’s own footprint.

POB 36 Original

Utilizes an all-metal architecture for the entire unit
Heavyweight design approach

Emits 49.5 kg CO₂-eq per unit
Higher baseline emissions

Weighs 4.7 kg per unit
Higher material intensity

Easier to separate and recycle materials
Higher circularity potential

Material Composition

Carbon Footprint

Resource Efficiency

End-of-Life Recyclability

POB 36 2+

Features a hybrid metal-plastic architecture
Material-efficient design evolution

Emits 38.6 kg CO₂-eq per unit
22% reduction in emissions

Weighs 3.7 kg per unit
31% reduction in resource depletion

Slightly more complex due to mixed materials
Marginal increase in separation difficulty

Green Packaging Project

Aginode’s green packaging project combines reductions in plastic content, a shift toward paper- and cardboard-based materials, and the optimization of packaging volumes to improve transport efficiency and lower associated emissions.

A significant step in 2025 was the removal of single-use plastic bags from the Group’s copper connectivity packaging. With the launch of the EVO 2.0 and ULTIM connector generations, connectors previously wrapped in individual plastic bags are now held in cardboard trays, eliminating the plastic bags entirely. On an illustrative basis of one million connectors, the switch from the previous generation to the ULTIM range removes around 0.6 tons of plastic film per year – roughly 12,800 m² – while also reducing cardboard use by about 40%. During 2025, several remaining connector ranges also moved to individual paper bags, as Aginode works toward plastic-free packaging, in anticipation of the EU Packaging and Packaging Waste Regulation (PPWR), which becomes applicable in August 2026.

Aginode is reducing the impact of its transport and logistics packaging. At the Fumay site, recycled stretch film of reduced thickness (17 µm, down from 20 µm) has been used since late 2023 to secure copper LAN cable drums and pallets.

In 2025, the cable drums, reels and spools on which cables are shipped are sourced from a specialist supplier, and are made from 100% recycled plastic; around 50% lighter than traditional wood or plywood, they reduce transport-related emissions and are built for durability and repeated use. A take-back system allows used drums to be returned and reprocessed, closing the loop and reducing waste.

In the APAC region, the replacement of plastic bags with recycled alternatives is in progress, including an assessment of the associated carbon savings.

Waste management

At operational level, waste management is structured through formalized procedures deployed across the Group’s industrial sites. These procedures define the full waste lifecycle – from identification and sorting at source through to collection, transport, treatment, and final disposal – ensuring traceability and regulatory compliance.

Waste streams are separated into non-hazardous and hazardous waste, with dedicated processes for each. Sorting at source and segregation by material type are applied systematically across sites – covering cables and thermoplastics, metals, wood, paper and cardboard, and plastic films among non-hazardous streams, and batteries, chemicals, toners and electronic components

among hazardous ones. Recovery channels are organized to maximize recycling and valorization rates; the segregation of cable scrap and metals in particular supports the recovery of copper and other materials central to Aginode's products.

The take-back and reuse of cable drums is a further example of circular principles, is described in the Packaging section above.

For hazardous waste, strict procedures ensure controlled handling, transport, and treatment in compliance with applicable regulations. Full traceability is maintained through waste-tracking documentation, verified collection processes, and certified treatment partners, with records retained and monitored to ensure transparency and auditability over time.

Indicator	Unit	2024	2025	Evolution
Waste valorization rate	%	86%	87%	+1
Hazardous waste valorized	tons	29 t	15 t	-48%
Non-hazardous waste valorized	tons	874 t	724 t	-17%
Total waste valorized	tons	903 t	739 t	-18%
Non-hazardous waste sent to landfill	tons	145 t	112 t	-23%
Hazardous waste sent to landfill	tons	6,8	4	-41.2%
Total tracked waste	tons	1,048 t	851 t	-19%

In 2025, Aginode maintained a **high waste valorization rate of 87%**, one percentage point above 2024. Total tracked waste decreased from approximately 1,048 tons in 2024 to 851 tons in 2025, a reduction of around 19%. This decrease is primarily structural: it reflects the cessation of activity at the Frameries site, which lowered the overall volume of waste generated by weight. The reduction affected both hazardous and non-hazardous waste volumes while the recovery and recycling rate was maintained.

Non-hazardous waste sent to landfill decreased from 145 tonnes to 112 tonnes (-23%), and hazardous waste sent to landfill decreased from 6.8 tonnes to 4.0 tonnes (-41.2%). Aginode continues to work with existing and potential waste management partners to identify more effective treatment and recovery solutions.



7. Investing in Our People & Communities

People are at the heart of Aginode’s ability to deliver sustainable performance and long-term value. As a global manufacturer and provider of connectivity solutions, our workforce—spanning multiple geographies, cultures, and functions—represents both our greatest asset and one of our most significant areas of responsibility.

In 2024, Aginode conducted its first double materiality assessment with Bureau Veritas, identifying seven material social topics covering workforce health and safety, working conditions, skills development, diversity and inclusion, social dialogue, and human rights, as well as responsibilities across the value chain and local communities. These priorities form the foundation of our social strategy and guide the actions presented in this section.

Guided by our core values **ONE TEAM, CARE, and DRIVE** Aginode continues to strengthen its approach to workforce engagement, employee wellbeing, and social responsibility, while progressively structuring its practices at Group level.

7.1. Our Workforce Strategy

Aginode’s workforce strategy is built on the conviction that a safe, skilled, and engaged workforce is the foundation of sustainable performance. Operating across multiple regions and cultures, the Group’s human capital represents both a key driver of operational excellence and a central component of its sustainability responsibilities.

and **37% women**, largely driven by the industrial footprint in Europe, particularly at the Frameries site in Belgium. Following the closure of this site and the reorganization of certain activities, total headcount decreased to **530 employees in 2025**, marking a structural evolution in the Group’s operational model.

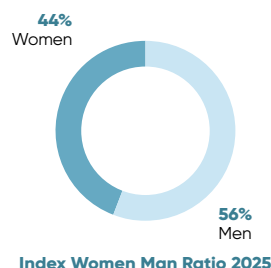
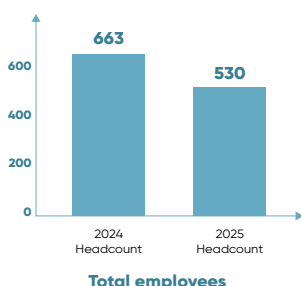
Population Scope:

Unless otherwise specified, workforce indicators presented in this chapter are based on the permanent employee population (530 employees at year-end 2025).

This transition was accompanied by a notable improvement in workforce diversity. The share of women increased to **44% in 2025**. This evolution contributes to a more balanced and inclusive workforce at Group level and illustrates a gradual shift toward a more diversified international footprint.

Detailed reporting scope definitions are provided in the Workforce Reporting Methodology section in Appendix. Between 2024 and 2025, Aginode’s workforce underwent a significant transformation, reflecting both organizational changes and strategic repositioning. In 2024, the Group employed **663 people**, with a gender distribution of **63% men**

Beyond its evolving composition, Aginode’s workforce strategy places equal emphasis on the wellbeing, health, and continuous development of its employees – conditions essential to long-term engagement and to which the reduction of absenteeism remains a key priority.



Key metrics

Headcount 2025

530

↓ from 663 in 2024

Women in workforce

44%

↑ from 37% in 2024

Absenteeism rate

4.4%

↓ from 5.7% in 2024

Training hours /employee

16.7h

↑ from 2024 • 2x target

The absenteeism rate fell from 5.7% to 4.4%, a relative reduction of around 23%, reaching the Group's target and pointing to improved working conditions and engagement across sites. In parallel, training efforts were reinforced, with total training hours rising over-year and.

Health and safety remain a top priority and is embedded within local certified ISO 45001 management systems, supported by structured prevention programs and continuous monitoring. In 2025, safety performance improved overall significantly across all indicators. As it is shown:

Safety Performance Improvement 2024-2025



Lost Time Injury Frequency Rate (FR1)

Decreased from 7.1 in 2024 to 5.4 in 2025.

-24%



FR2 Rate

Dropped from 13.0 in 2024 to 7.5 in 2025.

-42%



Working Days Lost

Fell from over 1,000 in 2024 to 79 in 2025.

-92%

Detailed analyses of health and safety, engagement, and training are presented in the dedicated sections below: 7.3 Health, Safety & Wellbeing (S1-14) & 7.4 Skills Development & Training (S1-13).

Employment practices across all entities are governed by applicable national labor laws and collective agreements where relevant. In Europe, particularly in France and Germany, structured social dialogue mechanisms remain in place, including collective bargaining agreements, working time arrangements, and regular employee representative meetings. These frameworks ensure that employee rights, working conditions, and compensation structures are managed transparently and in compliance with local regulations. In parallel, international entities progressively align with Group HR standards, ensuring a consistent baseline of practices across all regions.

Overall, the period 2024-2025 represents **a turning point in Aginode's workforce evolution**, characterized by:

- A structural transformation of the Group's footprint
- A significant improvement in gender balance
- Strong progress in health & safety
- A substantial increase in training investment and workforce capability

These developments reinforce Aginode's commitment to building a resilient, inclusive, and high-performing workforce aligned with its long-term sustainability ambitions.

7.2. Diversity, Equity & Inclusion (S1-6, S1-9)

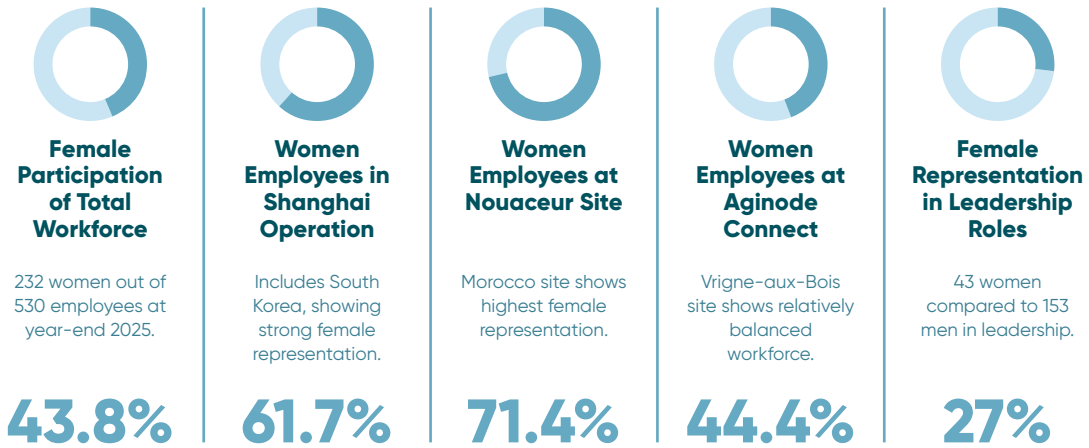
Diversity, equity and inclusion are integral to Aginode’s approach to human capital and reflect both its values and its international footprint. The Group is committed to ensuring equal treatment throughout the employee lifecycle, from recruitment and career development to remuneration and working conditions, regardless of gender, origin, age, disability, or any other personal characteristic. These principles are formalized in the Group’s CSR Policy Statement and Code of Ethics and Business Conduct and are embedded in day-to-day management practices across all entities.

At year-end 2025, Aginode employed 530 people worldwide, of whom 232 were women and 297 were men, representing female participation

of approximately 43.8% of the total workforce. This level of representation is noteworthy for a group operating in manufacturing, engineering, and technology-related activities.

The Group’s diversity profile varies across regions and reflects local labour market characteristics. Women represent 61.7% of employees within the Shanghai operation (including South Korea) and 71.4% of employees at the Nouaceur site in Morocco. Aginode Connect in Vrine-aux-Bois also demonstrates a relatively balanced workforce, with women accounting for 44.4% of employees. These regional dynamics contribute positively to the overall diversity profile of the Group.

Aginode Workforce Diversity



At management and key-position level, women held 43 positions compared with 158 positions held by men, representing approximately 27% of identified leadership and key roles across the Group. While this provides a solid foundation, increasing female representation in leadership remains an important area of focus. Aginode continues to support this objective through talent development, internal mobility, and equal opportunity practices aligned with its commitment to fostering an inclusive workplace.

Beyond workforce representation, Aginode continues to strengthen its capacity to monitor and manage diversity through improved HR data management. During 2025, the Group continued the deployment of a new HR information system designed to centralize employee data across all

entities. This platform will enable more consistent monitoring of workforce indicators, including gender representation across organisational levels, training participation, workforce demographics, and other inclusion-related topics.

Overall, Aginode Group aims to support continuous improvement and contribute to broader sustainability and social responsibility objectives.

7.3. Health, Safety & Wellbeing (S1-14)

For a company with deep manufacturing roots, health and safety is a core expression of our CARE value and of how seriously we take responsibility toward every person on our sites.

Aginode’s QSE system is a standard is applied uniformly across the Group. Safety at Aginode is managed through a single, homogeneous management system deployed at every site and held together by an internal QSE network: ISO45001 certified or not, all locations operate under common standards and shared KPIs, each with a dedicated QSE manager or coordinator,

and are coordinated centrally through monthly Safety Team Meetings. This ensures the same level of prevention and rigor everywhere, and allows learnings to flow across the Group in real time.

Aginode’s commitments are formalized across multiple governance documents: the CSR Policy Statement, the Code of Ethics and Business Conduct (Working Conditions, section D -Health & Safety), and the Group QSE Policy. Together, these set a clear standard: every employee has the right to return home safely, every day.

Our Governance & Certification Framework

Two of Aginode’s manufacturing sites hold ISO 45001:2018 certification: Aginode Connect at Vigneaux-Bois, and Aginode Communication at Shanghai. Our remaining manufacturing sites – Fumay, Buizingen, Nouaceur, and Mönchengladbach – operate under structured internal H&S management

systems built on the same prevention principles, with equivalent monitoring rigor. This ensures a consistent approach to risk management across all geographies, regardless of certification status.

2025 Safety Performance:

In 2025, Aginode improved across all key health and safety indicators, demonstrating the effectiveness of its prevention strategy and operational discipline.

Indicator	2024	2025	Evolution
Accidents (LTI + MTI)	11 (6 LTI + 5 MTI)	7 (5 LTI + 2 MTI)	-4 accidents
FR1 (LTI frequency rate)	7.1	5.4	-24%
FR2 (LTI + MTI frequency rate)	13.0	7.5	-42%
First Aid Cases	70	43	-39%
Working days lost (LTI + occupational illness)	1,278	79	-94%
Near-miss reports	60	63	+5%

The FR2 frequency rate fell to 7.5, in line with the annual target, while FR1 improved from 7.1 to 5.4 , a positive trend though further progress is required to reach our internal objective. The most significant improvement relates to working days lost to Lost Time Injuries and occupational illness, which fell from **1,278 days in 2024 to 79 days in 2025 (-94%)**. This sharp decline reflects strengthened prevention measures, improved operational controls, and targeted corrective actions led jointly by QHSE and HR teams, and

stands as one of the most tangible indicators of progress in the Group’s safety performance.

Near-miss reporting continued its upward trend, rising from 50 cases in 2023 to 60 in 2024 and 63 in 2025. A steadily increasing number of near-miss reports is one of the most reliable signs of a maturing safety culture: it shows that employees feel confident raising concerns and that prevention is increasingly happening before incidents occur.



Lost Time Injuries

Aginode recorded 5 Lost Time Injuries in 2025.



Medical Treatment Injuries

Aginode recorded 2 Medical Treatment Injuries in 2025.



First Aid Cases

The number of First Aid Cases decreased by 39% in 2025.



Working Days Lost

Working days lost due to injuries fell by 94% in 2025.



Near-Miss Reporting

Near-miss reporting reached 63 cases across the Group in 2025.

Our Prevention Model

Aginode's prevention model is built on four complementary pillars: behavioral, organizational, operational, and cultural. Forming an integrated framework that moves safety from compliance into daily practice.



- Behavioral Safety – SUSA Observations.**
The SUSA (Safe and UnSafe Act) behavioral observation program remains the backbone of Aginode's proactive risk prevention approach. In 2025, 3,160 observation cards were recorded across all sites – each representing a positive or corrective observation submitted by an employee or manager and feeding directly into site-level action plans. This continuous feedback loop is one of the most powerful mechanisms for identifying risks before they translate into incidents. The SUSA closing rate stood at 78% in 2025; restoring and exceeding prior performance (87% in 2024) has been identified as a priority for 2026, with a target of ≥85% and dedicated site-level follow-up.
- Safe Behavior & Safety Golden Rules.**
Aginode's Safety Golden Rules define the non-negotiable behaviors that every employee must apply at all times on site, addressing the highest-risk situations in our manufacturing environments. In 2025, structured initiatives reinforced these behaviors across sites, including targeted training and awareness on the Golden Rules and the deployment of the Take 5 methodology – a structured pre-task risk-assessment pause – across several sites, with a particular focus on maintenance activities. Building on this, Job Safety Analysis (JSA) has been designated a priority methodology for 2026 to further strengthen pre-task risk identification at the workstation level.
- Management Visibility & Safety Walks.**
Management visibility and involvement are fundamental to embedding safety as a daily leadership commitment. In 2025, 1,258 safety walks were conducted in manager-employee pairs across the Group's sites, creating direct dialogue on real workplace conditions and generating concrete observations that feed into corrective action plans. Safety Days brought office and production teams together around shared safety themes, combining awareness, training, and collective engagement, while flash safety reports were shared across all sites after any incident so that corrective actions identified in one location benefit the entire Group.
- Safety Culture & Recognition.**
Safety culture at Aginode is reinforced through structured recognition mechanisms. In 2025, 23 employees were recognized for outstanding contributions to workplace safety – through behaviors, observations, or initiatives that went beyond what was required of them. These recognitions are part of a deliberate effort to make safety a source of professional pride and collective identity, rather than simply a set of rules to comply with.

Skills Development & Training (S1-13)

At Aginode, the conviction that people grow when they are given the right tools is embedded in our values. The Code of Ethics and Business Conduct explicitly commit the Group to providing every employee with access, throughout their career, to the training needed to perform their role and safeguard their long-

term employability. This principle translates into a structured, measurable approach to learning that spans all sites and functions.

Aginode provides comprehensive training programs designed to support employees throughout their careers.

Training programs are structured around three complementary pillars:

- **Technical and operational training** develops manufacturing expertise, product knowledge, quality standards and equipment-specific competencies.
- **Health, safety and compliance training** reinforces employee awareness of workplace risks, legal obligations and promotes a culture of care, mutual responsibility and accident prevention.
- **Ethics and Sustainability modules** further support the Group's commitments and promote responsible business conduct throughout the organization.



Pillars of Comprehensive Training

Training remained a major area of investment in 2025, despite a year marked by significant organizational transformation and a 20% reduction in total workforce following changes in the Group perimeter.

As shown in the table below, Aginode maintained a high level of training activity while operating with a smaller workforce. Industrial training hours, which are currently the only training data consolidated centrally at Group level, increased from approximately 9,250 hours in 2024 to 9,400 hours in 2025 (+1.6%) despite the 20% reduction in our

workforce, and a global total hour of approximately 9966 hours (including our commercial and supporting sites). This demonstrates that skills development remains a strategic priority for the Group. Aginode believes that sustainable performance depends on employees having the opportunity to continuously develop their knowledge, strengthen their competencies and adapt to changing business needs. Training is therefore viewed not only as a compliance or operational requirement, but as a key enabler of individual growth, employability and long-term organizational resilience.

Indicator	2024	2025	Evolution
Total headcount	663	530	↓ -20%*
Headcount Women	248	232	↓ -6.5%
Headcount Man	415	297	↓ -28.4%
Women (%)	37%	44%	↑ +18.9% (+7pts)
Men (%)	63%	56%	↓ -11.1% (-7pts)
Total industrial training hours (industrial sites centrally monitored) (**)	~9,250 hrs	9,400 hrs	↑ +1.6%
Avg. training hours / employee	~14 hrs	16.7 hrs	↑ + 19.3%
Absenteeism rate	5.7%	4.4%	↓ -22.8%
FR1 (LTIFR)	7.1	5.4	↓ -23.9%
FR2	13.0	7.5	↓ -42.3%
Lost working days	>1,000	79	↓ -92.1%

(*) Structural change - Frameries closure

(**) Group-wide training data are available only from 2025. Prior to 2025, training reporting was limited to industrial sites monitored centrally by Headquarters.

As shown in the table and over the same period, average training hours per employee increased from approximately 14 hours to 16.7 hours (+19.3%), significantly exceeding the Group's minimum internal target of 8 hours per employee. These results demonstrate that training efforts were not reduced in line with workforce reductions. On the contrary, Aginode increased its investment in employee development on a per-capita basis, reflecting a deliberate strategy to strengthen competencies during a period of operational

transition and organizational change. Beyond the industrial training hours presented in the table, additional learning activities were delivered across commercial, support and corporate functions.

As training intensity increased, the Group also recorded improvements in several workforce indicators, including lower absenteeism (-22.8%), reduced injury frequency rates (FR1: -23.9%; FR2: -42.3%) and a substantial reduction in lost working days (-92.1%). While these results cannot be

attributed solely to training activities, they suggest that skills development, safety awareness and employee engagement initiatives contribute to strengthening workforce performance and resilience.

Compliance training coverage remained particularly strong across key entities. During the reporting period, 100% of managers completed compliance training. And to further strengthen oversight

and reporting, Aginode is currently deploying a new Group HR information system that will centralize training management and performance monitoring across all entities. From 2026 onwards, this platform will provide a comprehensive and harmonized view of training activities throughout the Group, enabling more robust monitoring of skills development and supporting continuous improvement in human capital management.

7.4. Engaging Our Value Chain (S2)

Aginode's responsibility extends beyond its own operations to the broader value chain that supports its activities. As a global manufacturer operating across complex international supply networks, the Group recognizes that its social, environmental, and ethical impact is closely linked to the practices

of its suppliers, subcontractors, and business partners. Responsible purchasing is therefore embedded as a strategic priority within Aginode's sustainability framework and governed under the responsibility of the Chief Procurement Officer.

Responsible Purchasing Framework

Aginode's approach to responsible procurement is formalized through its Responsible Purchasing Policy, which applies globally to all purchasing activities and stakeholders involved in procurement decisions.

This policy establishes clear principles covering:

- ethical business conduct and transparency,
- respect for human rights and labor standards,
- environmental stewardship across product life cycles,

- and long-term economic performance through sustainable supplier relationships.

Suppliers are expected to comply with applicable regulations, demonstrate responsible practices, and engage in continuous improvement. CSR criteria are systematically integrated into procurement processes, including supplier selection, evaluation, and contract renewal.

Supplier CSR Charter: A Binding Foundation

The cornerstone of this framework is the Aginode Supplier CSR Charter, which all suppliers are required to sign as a condition of doing business with the Group.

The Charter defines binding commitments across three core pillars:

- **Human Rights & Labour Standards**, including the prohibition of forced and child labour, fair working conditions, and freedom of association
- **Environment & Product Responsibility**, including environmental management, waste reduction, and responsible sourcing of materials

- **Ethics & Business Conduct**, including anti-corruption, data protection, conflict of interest prevention, and fair competition

Supplier CSR performance is a formal criterion in awarding business. Aginode reserves the right to discontinue relationships with suppliers that fail to meet these standards, while supporting those engaged in continuous improvement.

Risk-Based Supplier Assessment

To ensure a structured and proactive management of supplier-related risks, Aginode has implemented a multi-criteria risk assessment framework applied to 100% of its suppliers on an annual basis.

This assessment evaluates suppliers across several dimensions, including:

- financial risk
- geopolitical exposure
- CSR and sustainability performance
- single sourcing dependency
- operational and strategic risks

Each criterion is assessed using a standardized scoring model enabling the identification, prioritization, and mitigation of potential risks across the supply chain. This approach ensures that procurement decisions are not driven solely by cost considerations, but also by resilience, compliance, and sustainability factors.

Due Diligence and Compliance Mechanisms

Supplier due diligence at Aginode is multi-layered and combines internal and external tools. It includes:

- ESG performance assessments, including EcoVadis scorecards where available
- compliance with **REACH and RoHS regulations** for product-related environmental requirements
- **Conflict Minerals due diligence**, including CMRT reporting for relevant suppliers alignment with internationally recognized sustainability frameworks, including the United Nations Global Compact principles and the Sustainable Development

Goals (SDGs), which guide our expectations toward responsible supply chain practices.

Aginode actively encourages its suppliers to engage in a collaborative and responsive approach to sustainability, including the formal commitment to sign the Group's CSR Charter. Where gaps or areas for improvement are identified, Aginode works jointly with suppliers to define corrective action plans and monitoring to ensure continuous progress.

Performance and KPI Monitoring

Aginode tracks supplier CSR engagement through a dedicated KPI measuring the compliance rate of strategic suppliers (\geq €100k annual spend).

- **2024:** 11% compliance
- **2025 (YTD):** 60% compliance
- **Target 2026:** 100% compliance

This demonstrates the transition from a largely declarative approach in 2024 to a structured and measurable system in the upcoming years.

Supplier CSR Survey:

By the end of 2025, Aginode strengthened its approach by developing and deploying a **Supplier CSR self-assessment questionnaire**, designed to structure and standardize supplier evaluation.

Launched in December 2025, this survey assesses suppliers across key dimensions including:

- CSR governance and ethics
- human rights and working conditions
- environmental practices
- product regulatory compliance
- responsible purchasing practices within their own supply chain

The questionnaire is built on a weighted scoring system distinguishing:

- **critical criteria** (compliance with laws, anti-corruption, CSR Charter signature)
- **important criteria** (policies, risk management practices)
- **value-added indicators** (decarbonization strategies, ESG disclosure)

This tool marks a key step toward making supplier CSR performance measurable, comparable, and actionable across the Group.

7.5. Communities & Social Initiatives

Across our manufacturing sites in France, Belgium, Morocco, Greece, and China, as well as our commercial offices worldwide, the Group maintains an active, if still evolving, set of community engagements that reflect our CARE value in action beyond the factory gates.

In the area of education and inclusion, several concrete initiatives are in place. At Buizingen, Aginode sponsors a school minivan providing daily transport for children in the local neighborhood. Across our French and Chinese sites (Vrigne-aux-Bois, Fumay, and Shanghai) regular internship opportunities are offered to students from local schools, creating pathways into the workforce. At Fumay, part of the apprenticeship tax is redirected toward a school supporting students with disabilities, reflecting a commitment to educational access for young people facing additional barriers.

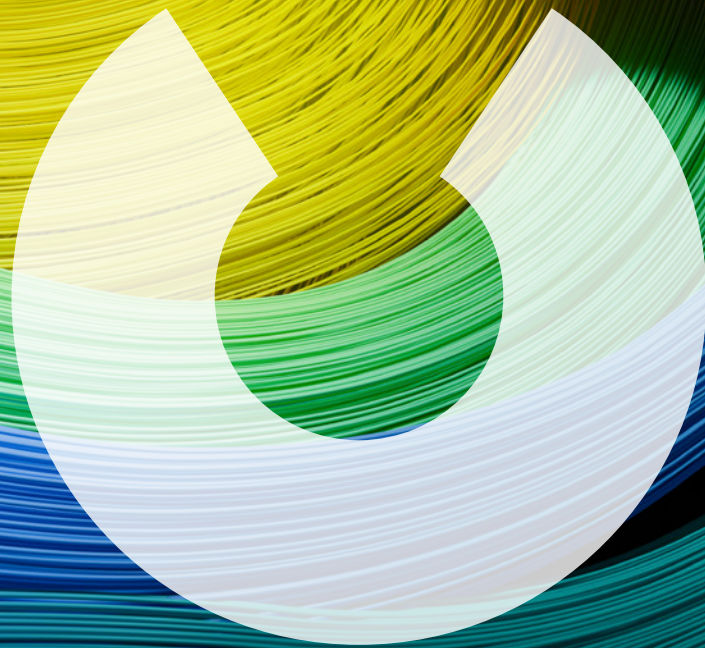
Employee-driven solidarity is a growing feature of site life. Teams across the Group participate in charity runs and walks supporting cancer research, and awareness campaigns are organized throughout the year including Pink October, Movember, and the SEEPH disability awareness week. Cross-site collaboration has also

taken shape through Safety Days, which brought together teams from Fumay, Vrigne-aux-Bois, and Courbevoie – turning an internal safety initiative into an occasion for community-facing visibility.

At the international level, our Shanghai team participated in an ESG workshop led by the UNEP-Tongji Institute of Environment for Sustainable Development, connecting local operational teams directly with global sustainability frameworks and demonstrating that our community engagement is not limited to philanthropy but includes knowledge-building and institutional partnerships.

Aginode recognizes, with transparency, that these initiatives – while meaningful – remain largely site-driven and uncoordinated at the Group level.

Beyond, the Group is committed to building a more structured and scalable approach to community engagement. The goal is straightforward: to ensure that Aginode's global sustainability ambitions are felt concretely in every community where our people live and work.



care

8. Governance Disclosures

Our Code of Ethics and Business Conduct reflects our commitment to conducting business with integrity and transparency towards our customers, partners, and investors.

As outlined in GMP-AGI-01, the way we achieve our objectives is just as important as the results themselves. This principle underpins and guides all governance practices presented in this section.

8.1. Policy Framework

Aginode's governance framework is built on a set of Board-approved General Management Procedures (GMPs) that define clear rules, boundaries, and accountability across all ethics and compliance dimensions:

Example: **GMP-AGI-01** – Code of Ethics and Business Conduct (revised December 2024): the master reference covering anti-corruption, human rights, fair competition, data protection, conflicts of interest, export control, and whistleblowing policy SPEAK UP.

And our **GMP25** – Personal Data Protection Policy

All employees receive GMP-AGI-01 upon joining Aginode. It is publicly available on the Aginode website and updated regularly. Compliance with applicable laws is an absolute obligation – any breach may trigger disciplinary sanctions ranging from formal notice through to dismissal without indemnities, and in certain cases, legal consequences including fines and imprisonment.

8.2. Anti-Corruption and Business Integrity

Aginode has zero tolerance for corruption in any form – active, passive, or indirect. This covers bribery of public officials or private entities, facilitation payments, influence peddling, and any advantage granted or received, directly or through intermediaries such as agents, freight forwarders, or distributors.

Key rules across Aginode Group:

- **Gifts and invitations:** the acceptable threshold for both giving and receiving is set at EUR 50. Cash gifts are never acceptable under any circumstances. Any gift that could influence – or appear to influence – judgment or duty of loyalty to Aginode must be refused.
- **Commercial partners:** contracts with agents, representatives, consultants and distributors are signed exclusively by two authorized Senior Officers, and only once all integrity due diligence and required approvals are completed (GMP4, GMP8).

- **Due diligence:** all commercial transactions go through a preliminary due diligence process covering reputational background checks, sanctions list screening, and assessment of transportation, invoicing, and payment conditions (GMP8). The Group only deals with customers and partners whose commercial activities and sources of funding are legal.
- **Money laundering:** Aginode employees are required to remain vigilant regarding unusual payments, complex exchange structures, or fund transfers to or from countries unrelated to the transaction or tax havens. Any suspicious situation must be escalated immediately.
- **Political neutrality:** Aginode does not make contributions to political parties, organizations, or committees.

In 2025, governance priorities included strengthening risk assessments, due diligence processes, and systematically collecting data across departments to support transparent reporting in this sustainability report.

8.3. Conflicts of Interest

Aginode requires all employees to avoid situations where personal, social, economic, or political interests could – or could appear to – influence their judgment or loyalty to the Group. This covers any financial interest in, or professional relationship with, a competing organization, customer, supplier, or commercial partner where the employee's Aginode role gives them influence over that relationship.

Any potential conflict of interest must be disclosed to the Corporate HR Service, with the

employee manager. Politically exposed persons – any employee who holds or has held, or whose close associates hold, a prominent political, governmental, military, judicial, or administrative function – are required to disclose this to their line manager and HR Corporate. Where a conflict or exposure is confirmed, Aginode implements specific remediation measures, which may include a confidentiality ring, dual decision-making process, or reallocation within the Group.

8.4. Fair Competition and Export Control

Aginode is committed to loyal, open competition in full compliance with antitrust laws, at every level of the organization. Any form of agreement, express or tacit, with competitors that could restrict free competition is strictly prohibited. The Group's Antitrust Guidelines (GMP6) provide detailed guidance, including specific rules for situations where distributors or clients are also competitors.

On trade compliance, Aginode ensures that all export and import operations comply with applicable trade regulations and sanctions frameworks worldwide (GMP7). Before any cross-border transaction, products, software, and technologies are classified and verified, and all commercial and financial partners are screened against sanctions lists. Non-compliance can expose Aginode and its employees to charges, fines, license restrictions, and in serious cases, imprisonment.

8.5. Whistleblowing – SpeakUP System

Aginode operates a secure, independent whistleblowing system SpeakUP available to all current and former employees, customers, suppliers, shareholders, local communities, and any third party who wishes to report a suspected breach of the Code of Ethics or any legal obligation.

Reports can be made:

- Online: <https://aginode.speakup.report/Aginode>
- By phone (local language lines available in over 100 countries) organization code: **124107**

The system guarantees confidentiality, supports anonymity wherever permitted by local law, and offers full protection against retaliation for anyone who raises a concern in good faith. All reports are handled by the Group Ethics Correspondents. The SpeakUP platform is also accessible via the Aginode website .

Managers carry additional responsibility in this framework: they are expected to set the tone, lead by example, promote ethical conduct, and be equipped to respond when their team brings forward ethics or compliance concerns.

8.6. Financial Integrity and Shareholder Relations

Aginode ensures equal treatment for all shareholders and communicates regularly, openly, and transparently with its shareholders and financial partners. All financial, legal, commercial, social, and environmental information is held to strict standards of accuracy and completeness, in compliance with Aginode's internal reporting obligations and external regulatory requirements.

Falsifying a document or creating misleading information constitutes fraud. Aginode does not tolerate fraud of any kind. All transactions and operations are recorded accurately

and in full, and the Group cooperates fully with internal and external auditors.

Our governance framework continues to evolve. In 2025, the Group is finalizing updates to several GMPs to reflect current regulatory requirements and stakeholder expectations. These updates will strengthen the Group's capacity for transparent, auditable, and continuous improvement in all governance dimensions. Progress will be reported in the next annual sustainability report.

9. Innovation & Responsible Solutions for Our Customers

At Aginode, innovation plays a key role in supporting both the digital transition and the environmental performance of our customers. As global demand for bandwidth continues to grow, the need to reduce the carbon footprint of telecom & data infrastructures has become critical.

Our approach is based on creating shared value: by developing more sustainable solutions, we help our customers reduce their own environmental impacts while supporting their performance and operational efficiency objectives. We believe that achieving

meaningful progress requires collaboration across the value chain, and we encourage our customers and partners to engage with us in advancing responsible and sustainable practices.

9.1. Eco-Design & Sustainable Innovation (E5)

Through eco-design, resource efficiency and continuous innovation, Aginode contributes to more responsible consumption and production patterns, in line with its commitment to SDG 12 – Responsible Consumption and Production. Evaluating and improving the environmental performance of products and processes not only supports sustainability objectives but also strengthens competitiveness and resilience in an evolving regulatory and market environment.

As part of its commitment to sustainable innovation, Aginode is progressively expanding the use of Life Cycle Assessments (LCAs) to better understand, measure and reduce the environmental impacts of its products. These assessments support decision-making during product development and help identify opportunities to improve resource efficiency, reduce emissions and enhance circularity.

A representative example is the latest generation of the POB 36 optical module, where design improvements reduced material use and product weight while maintaining the required technical performance. This redesign demonstrates how environmental considerations can be integrated into product development to deliver benefits across the value chain, including lower resource consumption, reduced manufacturing impacts and lower transportation-related emissions.

Beyond product design, Aginode also focuses on:

- Reducing material use, optimizing packaging volume, and transitioning to more environmentally friendly packaging materials
- increasing product durability and robustness
- improving recyclability and waste management

9.2. Driving the low-carbon Transition

Aginode's solutions actively support the transition from legacy copper networks to optic fiber infrastructure, which offers significantly lower environmental impact.

Fiber networks:

- consume less energy due to fewer active components
- generate significantly lower greenhouse gas emissions per data unit
- enable higher performance with fewer raw materials

This transition is a key lever for reducing emissions in telecom networks and aligns with global decarbonization objectives.

In parallel, Aginode develops solutions that optimize operations and reduce indirect emissions:

- smart monitoring systems help reduce maintenance interventions and associated travel
- optimized logistics and packaging reduce transport-related emissions
- modular and pre-installed solutions simplify deployment and limit on-site errors and waste

Local production and simplified logistics further contribute to lowering the environmental footprint by reducing transport distances and improving supply chain efficiency.

9.3. Creating value for customers and stakeholders

Aginode's approach to innovation and sustainability is designed to create long-term value for customers, business partners and other stakeholders across the value chain. By integrating sustainability into product design and innovation, Aginode helps its customers:

- reduce their own carbon footprint
- meet increasing regulatory and environmental requirements
- improve operational efficiency and reduce costs

Sustainable design is therefore not only an environmental priority but also a key business driver, enabling long-term value creation across the value chain.

9.4. Data Privacy & Cybersecurity

Aginode is committed to ensuring the protection of data and the security of its information systems. As a provider of connectivity solutions, we recognize that cybersecurity and data privacy are critical for maintaining trust with our customers, partners, employees, and all stakeholders.

We implement robust policies and practices to safeguard sensitive information, prevent unauthorized access, and ensure the integrity and availability of our systems. Protecting personal data is not only a legal obligation – it is an integral part of our Code of Ethics and Business Conduct and our broader compliance program.

Our cybersecurity approach is based on a multi-layered protection model. Aginode has implemented **six layers of security controls** across its systems, designed to prevent, detect, and respond to potential threats. A Group Data Protection Officer (DPO) has been appointed, operating in close cooperation with the IS Security Department. The DPO oversees compliance with applicable regulations, advises all Aginode entities on their obligations, and serves as the primary point of contact for data subjects, supervisory authorities, and internal stakeholders. The DPO is reachable at dpo@aginode.net.

All Aginode Group entities, employees, contractors, and service providers are bound by our Personal Data Protection Policy (**GMP-AGI-25**), which applies worldwide and supplements applicable national and local data privacy laws, including the European General Data Protection Regulation (GDPR).

New data processing activities – particularly those involving new IT systems – undergo mandatory security assessment prior to deployment. Any processing operation likely to create high risks for individuals is subject to a Data Privacy Impact Assessment (DPIA) conducted under the supervision of the Group DPO.

Eight Principles Governing Our Data Practices

Aginode's approach to personal data processing is built on eight core principles, consistent with GDPR requirements:

- 1 Fairness and lawfulness**
Personal data is collected and processed only on a valid legal basis, in ways that people would reasonably expect.
- 2 Purpose limitation and data minimization**
Data is processed only for specific, explicit, and legitimate purposes, and limited strictly to what is necessary.
- 3 Transparency**
Data subjects are fully informed of how their data is used, by whom, for how long, and what rights they hold.
- 4 Privacy by design and by default**
Privacy protections are embedded into new systems, tools, and processes from the outset. The strictest privacy settings apply by default.
- 5 Accuracy**
Personal data is kept accurate and up to date; inaccurate data is corrected or deleted without delay.
- 6 Defined retention periods**
Data is retained only for as long as legally required or strictly necessary for its purpose, then erased or destroyed.
- 7 Sensitive data protection**
Data revealing racial or ethnic origin, political beliefs, religious convictions, health, or sexual orientation is subject to additional safeguards and requires prior DPO approval before processing.
- 8 Integrity and confidentiality**
Data is protected against unauthorized access, unlawful processing, accidental loss, or destruction through appropriate technical and organizational measures.

In 2025, **no data privacy or cybersecurity incidents or complaints were reported**, reflecting the effectiveness of our preventive measures and controls. Any employee aware of a security incident is required to report it immediately to the Group DPO at dpo@aginode.net using the standard breach of report form. The procedure ensures rapid identification, assessment, and containment of incidents, as well as notification to supervisory authorities where legally required.

Rights of Individuals

Every individual whose data we process has the right to access, rectify, delete, and port their data, to limit or object to its processing, and to lodge a complaint with a supervisory authority. All requests from data subjects in Europe are answered within one month.

Third-Party Data Processing

When personal data is processed by external service providers on Aginode's behalf, a Data Processing Agreement (DPA) is systematically executed. Providers are selected based on their technical and organizational security capabilities, and their compliance is verified before processing begins and reviewed regularly throughout the contract period.

We will continue to enhance our capabilities to ensure secure, reliable, and trustworthy operations for our customers and stakeholders.



drive

10. Our Roadmap Forward

Aginode's roadmap reflects its transition from building ESG foundations to **driving measurable performance and long-term value creation**, in alignment with the Corporate Sustainability Reporting Directive (CSRD) and the European Sustainability Reporting Standards (ESRS).

Building on the progress achieved in 2025, the Group is entering a phase focused on **execution, operational integration, and continuous improvement**, ensuring that sustainability is fully embedded into strategy, governance, and business performance.

10.1. From Commitment to Execution

Following the establishment of its sustainability framework, Aginode's priority is to **translate ambition into measurable results**, reinforcing accountability across all functions and into day-to-day operations.

As highlighted in the Group's 2026 strategic vision, the focus is on:

- Converting sustainability commitments into **operational performance**
- Strengthening **processes, governance, and data reliability**
- Delivering **measurable ESG outcomes aligned with business growth**

This approach ensures that sustainability becomes a driver of performance, rather than a standalone initiative.



10.2. Key ESG Priorities for 2026 and Beyond

Aginode's roadmap is structured around its material topics and aligned with ESRS pillars:

Environmental: Accelerating Decarbonization and Circularity

Aginode will continue to implement its climate transition plan, focusing on:

- Reducing **Scope 1 and 2 emissions** in line with SBTi targets
- Advancing **Scope 3 engagement**, particularly with suppliers
- Improving **energy efficiency** across industrial sites
- Expanding **circular economy practices**, including material reuse and waste reduction.

Key environmental focus areas include:

- CO₂ emissions reduction across production and logistics
- Increased use of recycled materials
- Reduction of plastic packaging waste and continuation of "green packaging" initiatives
- Ongoing energy consumption control

Social: Strengthening Workforce and Value Chain Responsibility

Aginode will continue to invest in its people and partners by:

- Enhancing **health & safety performance**, with a target of reducing workplace incidents
- Maintaining strong focus on **employee wellbeing and engagement**
- Developing **skills and training programs**, with clear minimum training targets
- Strengthening **responsible sourcing practices** and supplier engagement across the value chain
- Promoting local community engagement.

Key 2026 objectives include:

- Reducing workplace incidents
- Improving safety performance indicators
- Raising the SUSA behavioral observation closing rate
- Deploying and embedding a common set of Golden Rules across all sites, covering CSR, QHSE, ethics and operational excellence standards
- Increasing safety walk frequency per year
- Maintaining high employee engagement and accountability
- Increasing CSR compliance rate among suppliers
- With the support of the CSR Committee, strengthening local community engagement through initiatives and stakeholder projects across Aginode's sites.

Beyond performance indicators, Aginode's ambition is to embed a proactive safety culture across all operations, where every employee takes ownership of safety and is empowered to act. Achieving this requires consistent leadership commitment, the continued development of behavioral initiatives, and a focus on sustaining the progress achieved in 2025 as a basis for ongoing improvement.

Governance (G1): Enhancing Transparency, Ethics, and Data Reliability

Aginode will continue to strengthen its governance framework by:

- Improving ESG data collection, quality, and traceability
- Expanding internal controls and reporting processes
- Reinforcing ethics, compliance, and risk management systems
- Ensuring alignment with CSRD and ESRS requirements
- Finalizing the update of our GMPs, reinforcing our data governance framework in line with evolving regulatory requirements and stakeholder expectations
- Continuously strengthening data protection, cybersecurity capabilities, and a culture of awareness and accountability across all entities.

On data privacy specifically, Aginode's commitment extends beyond compliance: we aim to ensure that every stakeholder – customer, employee, or partner – can place their full confidence in how we handle their data.

10.3. Measurable Targets and KPIs

Aginode is progressively strengthening its ESG performance framework through **quantified targets**, including:

- Reduction of **energy consumption and emissions**
- Improvement in **supplier CSR compliance rate**
- Increase in **training hours per employee**
- Improvement of **health & safety indicators**
- Enhancement of **customer satisfaction and operational performance**

These indicators are monitored regularly and integrated into management systems to ensure accountability and continuous improvement.

In addition, Aginode is deploying an initial set of CSR KPIs as part of its first reporting cycle. These indicators will be reviewed and refined based on implementation experience, with the objective of progressively strengthening alignment with CSRD requirements and developing a more structured and comprehensive CSR KPI framework in future reporting cycles.

10.4. Supporting Growth Through Sustainable Innovation

Aginode will continue to leverage sustainability as a **key driver of innovation and competitiveness**, focusing on:

- Development of **eco-designed products**
- Expansion of **low-carbon connectivity solutions (fiber, energy-efficient systems)**
- Integration of **life cycle assessment into product development**
- Strengthening **technology and product roadmaps**

Innovation will support both:

- Customer decarbonization
- Aginode's own environmental performance and decarbonisation

10.5. Strengthening ESG Maturity and External Recognition

As part of its continuous improvement approach, Aginode aims to:

- Improve its **EcoVadis rating (target: Bronze level and above for 2026)**
- Join the UN Global Compact and publish its annual Communication on Progress (CoP), demonstrating its commitment to the Ten Principles and the Sustainable Development Goals
- Increase **transparency and ESG disclosure quality**

These objectives reflect the Group's ambition to reach a **higher level of ESG maturity** and align with best market practices.

10.6. A Structured Path Toward 2028 Compliance

Aginode's roadmap is fully aligned with its ambition to **achieve CSRD compliance by 2028**, through:

- Strengthened governance and reporting systems
- Progressive improvement of ESG data and indicators
- Full integration of sustainability into business strategy and operations

The Group is committed to **continuous improvement, transparency, and accountability**, ensuring that sustainability contributes to long-term resilience, competitiveness, and value creation.

A. Glossary

Terms are listed alphabetically. Acronyms are sorted by their full term.

Achilles Sustainability Certification – Independent ESG assessment framework evaluating organizations on environmental, social, governance, and financial sustainability performance.

Carbon footprint – The total greenhouse gas (GHG) emissions generated directly and indirectly by an organization, expressed in tonnes of CO₂ equivalent (tCO₂e).

Circular economy – An economic model focused on reducing waste and maximizing resource efficiency through reuse, repair, refurbishment, recycling, and product life extension.

Code of Ethics and Business Conduct – Aginode's internal framework defining principles and expected behaviors relating to integrity, compliance, anti-corruption, human rights, and responsible business practices.

Corporate Sustainability Reporting Directive (CSRD) – European Union regulation (Directive (EU) 2022/2464) requiring companies to disclose detailed environmental, social, and governance (ESG) information.

CSR (Corporate Social Responsibility) – A company's commitment to managing its environmental, social, and economic impacts responsibly and ethically.

Double Materiality Assessment (DMA) – Assessment methodology required by CSRD that evaluates both impact materiality (the effects of the company on people and the environment) and financial materiality (the effects of sustainability matters on the company).

Eco-design – The integration of environmental considerations into product design to reduce impacts throughout the product lifecycle.

EcoVadis – Global sustainability rating platform assessing companies on Environment, Labour & Human Rights, Ethics, and Sustainable Procurement.

EFRAG – European Financial Reporting Advisory Group, responsible for developing the European Sustainability Reporting Standards (ESRS).

Environmental Roadmap – Aginode's strategic plan for reducing environmental impacts through actions on carbon reduction, circularity, energy efficiency, pollution prevention, and resource management.

ESG (Environmental, Social and Governance) – A framework used to evaluate a company's sustainability and ethical performance.

ESRS (European Sustainability Reporting Standards) – The reporting standards issued under

CSRD (Delegated Regulation (EU) 2023/2772) that define sustainability disclosure requirements for companies operating in the European Union.

First Aid Case (FAC) – A minor work-related injury requiring only basic first-aid treatment, with no lost time or medical treatment beyond first aid.

FR1 / FR2 (Lost Time Injury Frequency Rate, LTIFR) – Aginode's safety frequency rates. FR1 measures the frequency of Lost Time Injuries (LTI); FR2 measures the combined frequency of Lost Time Injuries and Medical Treatment Injuries (LTI + MTI), per million hours worked.

FTTx (Fibre To The x) – Generic term describing fibre-optic telecommunications networks delivering broadband connectivity to homes, businesses, or other locations.

GHG Protocol – Internationally recognized standard for measuring and reporting greenhouse gas emissions, including the Corporate Standard and the Corporate Value Chain (Scope 3) Standard.

Greenhouse Gas (GHG) Emissions – Atmospheric gases contributing to climate change, including carbon dioxide (CO₂), methane (CH₄), and nitrous oxide (N₂O).

IROs (Impacts, Risks and Opportunities) – Key sustainability-related impacts, risks, and opportunities identified through the double materiality assessment process.

ISO 14001 – International standard specifying requirements for Environmental Management Systems (EMS).

ISO 37001 – International standard providing requirements for Anti-Bribery Management Systems.

ISO 45001 – International standard for Occupational Health and Safety Management Systems.

Job Safety Analysis (JSA) – A structured method for identifying and controlling hazards at the workstation level by breaking a task into steps; designated a priority methodology for 2026.

Key Performance Indicator (KPI) – Quantitative measure used to monitor progress toward strategic or operational objectives.

Life Cycle Assessment (LCA) – Methodology used to evaluate environmental impacts associated with all stages of a product's life cycle, from raw material extraction to end-of-life treatment.

Lost Time Injury (LTI) – A work-related injury resulting in the employee being unable to work for at least one full scheduled shift after the day of the incident.

Material topic – A sustainability issue considered significant from an impact perspective, a financial perspective, or both.

Medical Treatment Injury (MTI) – A work-related injury requiring medical treatment beyond first aid but not resulting in lost time.

Near miss – An unplanned event that did not result in injury or damage but had the potential to do so; reporting near misses is a leading indicator of safety culture maturity.

PEP Ecopassport® – Environmental declaration program providing verified life cycle environmental information for electrical and communication products, based on ISO 14025 and EN 50693.

Power over Ethernet (PoE) – Technology that delivers electrical power alongside data over a single Ethernet cable, supporting energy-efficient connected devices.

Product Category Rules / Product-Specific Rules (PCR / PSR) – Sets of rules defining how Environmental Product Declarations are prepared and verified for a given product category, ensuring comparability.

Responsible Procurement – The integration of environmental, social, ethical, and governance considerations into supplier selection and purchasing decisions.

Science Based Targets initiative (SBTi) – Global organization enabling companies to set greenhouse gas reduction targets aligned with climate science and the Paris Agreement.

Scope 1 emissions – Direct greenhouse gas emissions from sources owned or controlled by the company, such as on-site fuel combustion and company vehicles.

Scope 2 emissions – Indirect greenhouse gas emissions associated with purchased electricity, steam, heating, or cooling. Reported using location-based and, where available, market-based methods.

Scope 3 emissions – All other indirect greenhouse gas emissions occurring across the value chain, including purchased goods and services, transportation, business travel, and product use.

SpeakUP system – Aginode’s whistleblowing mechanism allowing employees and stakeholders to confidentially report ethics, compliance, or legal concerns.

Stakeholder – Any individual or organization affected by, or capable of influencing, a company’s activities, including employees, customers, suppliers, investors, and communities.

Supplier CSR Charter – Document defining Aginode’s expectations regarding human rights, labor practices, environmental protection, ethics, and compliance for suppliers.

SUSA – Aginode’s behavioral safety observation program, through which employees and managers log positive or corrective workplace observations that feed site-level action plans.

Sustainable Development Goals (SDGs) – Seventeen global goals adopted by the United Nations to address social, environmental, and economic challenges by 2030.

Sustainable Procurement – Procurement approach integrating ESG criteria alongside quality, cost, and delivery considerations.

Take 5 – A structured pre-task risk-assessment pause prompting employees to identify and control hazards before starting a task.

tCO₂e (tonnes of CO₂ equivalent) – Standard unit expressing the climate impact of different greenhouse gases on a common basis relative to carbon dioxide.

Value chain – The full range of activities involved in creating, producing, delivering, using, and disposing of products and services, including upstream and downstream activities.

Waste Electrical and Electronic Equipment (WEEE) – Category of electrical and electronic waste subject to specific EU collection, treatment, and recycling obligations.

Waste valorization rate (waste recovery rate) – Percentage of total waste diverted from disposal through reuse, recycling, recovery, or other valorization processes. Adopted as the single standard term across the report for what was previously also called the ‘re-use ratio’ or ‘scrap valorization rate’.

B. Methodological Notes

B.1 Reporting period and frequency

This Sustainability Statement has been prepared with reference to the Corporate Sustainability Reporting Directive (CSRD – Directive (EU) 2022/2464) and the European Sustainability Reporting Standards (ESRS – Delegated Regulation (EU) 2023/2772). It is Aginode's first voluntary report

of this kind and is published annually. Unless stated otherwise, social, workforce, health & safety, training, and governance indicators cover the financial year from 1 January to 31 December 2025, with 2024 as the comparative year.

B.2 Reporting boundary and reference years by topic

Because Group-level ESG consolidation was established progressively, the reference year differs by topic. To avoid ambiguity, the reference year is stated explicitly throughout the report and summarized here:

Social, workforce, diversity, health & safety, and training indicators: financial year 2025, compared with 2024.

Climate, energy, water, pollution, and circular-economy indicators: the most recent fully consolidated inventory year, 2024, compared with the 2023 SBTi baseline. The full-year 2025 environmental inventory – the first to reflect the closure of the Frameries site across a complete year – will be published in the next reporting cycle.

Where a figure or section combines reference years, the applicable year is indicated next to the data.

B.3 Consolidation scope and structural changes

The reporting perimeter covers the entities under the operational control of Aginode Group. The Frameries (Belgium) manufacturing site ceased activity during the period. Because this closure is a structural change to the organizational boundary, environmental trends are presented on a continuing-sites (like-for-like) basis

alongside absolute Group totals, in line with GHG Protocol guidance on significant changes to the consolidation perimeter. Several apparent year-on-year improvements (notably in water and energy) are structural consequences of this closure rather than operational efficiency gains, and are identified as such in the relevant sections.

B.4 Reporting frameworks and standards

Disclosures are structured primarily around the ESRS. The following frameworks are applied, proportionately to Aginode's size, data availability, and operational maturity:

ESRS (EFRAG) – primary structuring framework for material topics, governance disclosures, and ESG indicators.

GHG Protocol – Corporate Accounting and Reporting Standard (Revised 2015), Scope 2 Guidance (2015), and Corporate Value Chain (Scope 3) Standard – for greenhouse gas accounting.

ISO 14001:2015, ISO 45001:2018, and ISO 37001:2016 – environmental, occupational health & safety, and anti-bribery management systems.

OECD Guidelines for Multinational Enterprises (2023) and ILO core conventions – references for responsible business conduct and labor rights, embedded in the Code of Ethics and Supplier CSR Charter.

PEP Ecopassport® / ISO 14025 / EN 50693 – for product environmental declarations and Life Cycle Assessment; declarations are independently verified under the applicable PCR and PSR rules.

B.5 Greenhouse gas emissions methodology

Scope 1 covers direct emissions from owned or controlled sources. Scope 2 covers purchased electricity and is reported using the location-based method and, where supplier-specific data is available, the market-based method. Scope 3 covers all fifteen GHG Protocol categories; categories 8, 10, and 13 return zero emissions in both years as they fall outside Aginode's

current operational and commercial model.

The 2023 inventory was conducted with the support of Bureau Veritas and serves as the official SBTi baseline year. The 2024 inventory was conducted in-house by Aginode using the same GHG Protocol framework, emission-factor sources, and allocation principles, ensuring methodological continuity.

Two category-specific qualifications apply: the reduction in Category 4 (Upstream Transport and Logistics, -3,330 tCO₂e / -72.7%) reflects genuine freight consolidation but is partly attributable to a shift from spend-based to activity-based data; and the increase in Category 1 services (+985 tCO₂e / +73.4%) reflects a broadening of the captured scope rather than a real increase in activity. The 2024 methodology serves as the

reference framework for subsequent periods.

Recalculation policy: material methodological changes, or structural changes to the consolidation perimeter, trigger a restatement of the baseline in accordance with Aginode's recalculation policy. A restated 2023 figure will be published where a full retrospective adjustment becomes available and materially affects the baseline.

B.6 Electricity data coverage notes (2023–2024)

Four sites require specific notes. Buizingen (Belgium) shows an apparent increase that is attributable to improved data collection (full metered data in 2024 versus a partial figure in 2023) and should not be read as an operational trend. Singapore shows a sharp apparent decrease reflecting a change in the allocation methodology for shared-building costs rather than a genuine reduction;

this will be reviewed for consistency in the 2025 assessment. Shanghai's increase reflects expanded production combined with a billing-period change, with 2024 capturing a full twelve-month cycle. Riyadh's large percentage increase arises from a very low base (3 MWh to 15 MWh) and reflects more complete data collection at a small office rather than a material operational change.

B.7 Social, safety, and governance data

Unless otherwise specified, workforce indicators are based on the permanent employee population (530 employees at year-end 2025). For per-capita metrics, the headcount basis is stated explicitly: stock metrics use year-end headcount, while training-intensity metrics are calculated on the average headcount over the period to

reflect the mid-year change in perimeter. Safety data is consolidated through Aginode's internal QSE network and reviewed in monthly Safety Team Meetings. Social and governance data is sourced from internal HR systems, operational reporting tools, and the Code of Ethics and Business Conduct framework (GMP-AGI-01).

B.8 Estimates, assumptions, and limitations

Certain data – particularly Scope 3 (purchased goods and services, upstream and downstream transport) – remains subject to progressive consolidation given the complexity of value-chain data collection. Where primary data was not fully available, prudent estimates were applied based on GHG Protocol and life-cycle methodologies. Minor

methodological refinements introduced to improve accuracy and coverage do not materially affect overall results. Where disclosures are omitted due to sensitivity or disproportionate effort, Aginode applies the provisions allowed under CSRD and ESRS, with justification provided in the relevant note.

B.9 Data quality, controls, and assurance

Sustainability data is collected using standardized templates, validated at local level, and consolidated centrally. Data ownership is defined across functions and supported by regular reviews, internal controls, and periodic audits, with quarterly reviews and escalation to the Sustainability Committee and Executive Management where required. Selected ESG indicators are subject to limited third-party

verification, with the objective of progressively achieving reasonable assurance in line with future CSRD requirements. Continuous improvement is supported through system enhancements, contributor training, and benchmarking. No CSRD group exemptions or relief measures have been applied in the preparation of this Statement.

B.10 SBTi Climate trajectory modelling

In addition to the historical greenhouse gas inventories, Aginode has developed an internal long-term decarbonisation model to support strategic planning and monitor progress toward its SBTi-validated objectives. The model is based on the greenhouse gas accounting methodology established during the 2023 Bureau Veritas assessment and incorporates internal business assumptions, including projected revenue growth of

approximately 3% per year. The resulting emissions trajectories and reduction pathways are intended as management and planning tools only. While they are aligned with the principles underlying Aginode's SBTi-validated target, these forward-looking projections have not been independently verified, assured, or validated by the Science Based Targets initiative or any third party.

C. Cross-reference Tables

C.1 ESRS

ESRS requirement

ESRS 2 BP-1 / BP-2 (general basis for preparation)
 ESRS 2 GOV-1 / GOV-2 / GOV-3 / GOV-5
 ESRS 2 SBM-1 / SBM-2 / SBM-3
 ESRS 2 IRO-1 / IRO-2
 ESRS E1 – Climate change
 ESRS E2 – Pollution
 ESRS E3 – Water and marine resources
 ESRS E4 – Biodiversity and ecosystems
 ESRS E5 – Resource use and circular economy
 ESRS S1 – Own workforce
 ESRS S2 – Workers in the value chain
 ESRS S3 – Affected communities
 ESRS S4 – Consumers and end-users
 ESRS G1 – Business conduct

Section

4.5 Basis for preparation
 5.1 Governance and integration
 4. About Aginode; 5.3 Double materiality
 5.3 Double materiality assessment
 6.1, 6.2
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 6.3.3
 6.4, 9.1
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C.2 UN Sustainable Development Goals (alignment)

Aginode's material topics contribute to several UN Sustainable Development Goals (SDGs). Based on its sustainability strategy and materiality assessment, Aginode has identified SDG 5

(Gender Equality) and SDG 12 (Responsible Consumption and Production) as its priority SDGs, while continuing to support other relevant SDGs through its operations and value chain.

SDG

SDG 3 – Good health and well-being
 SDG 5 – Gender equality
 SDG 6 – Clean water and sanitation
 SDG 7 – Affordable and clean energy
 SDG 8 – Decent work and economic growth
 SDG 9 – Industry, innovation and infrastructure
 SDG 12 – Responsible consumption and production
 SDG 13 – Climate action
 SDG 16 – Peace, justice and strong institutions
 SDG 17 – Partnerships for the goals

Where addressed

7.3 Health, safety & wellbeing
 7.2 Diversity, equity & inclusion
 6.3.2 Water management
 6.1, 6.2 Climate
 7.1, 7.3, 7.4
 9. Innovation & responsible solutions
 6.4 Circular economy; 9.1 Eco-design
 6.1, 6.2 SBTi trajectory
 8. Governance & anti-corruption
 7.5 Engaging our value chain

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