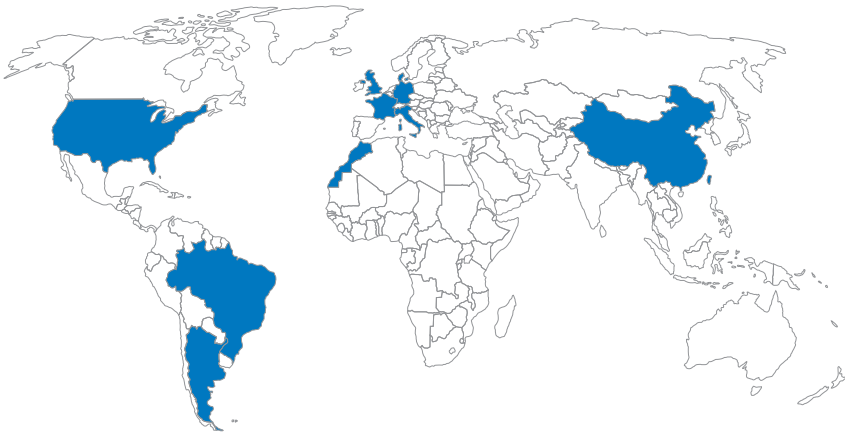


CSR

Our commitments,
our approach,
our actions



ACOME Group worldwide



+1 600
employees



15
production
sites



10
countries



3
Research &
Development
centers

The transition to sustainable development, a collective journey

Placing our development on a sustainable trajectory is more than an ambition: it is a commitment to the future. After strengthening our CSR resources at the end of 2024, we defined **our new strategy in 2025 with a 2030 horizon**. Driven by bold objectives and six transformation pillars, this corporate project commits each of us, together with our partners, to building a future where industrial performance goes hand in hand with respect for the planet.

1. **Energise our CSR governance**
2. **Embed sustainability at the heart of our procurement strategy**
3. **Accelerate decarbonisation and improve our environmental performance**
4. **Support our customers in their carbon transition by reducing the carbon footprint of our cables**
5. **Ensure the well-being and quality of life of our teams and act in line with our ethical values**
6. **Align our CSR approach with recognised international standards**



**OUR
VISION**

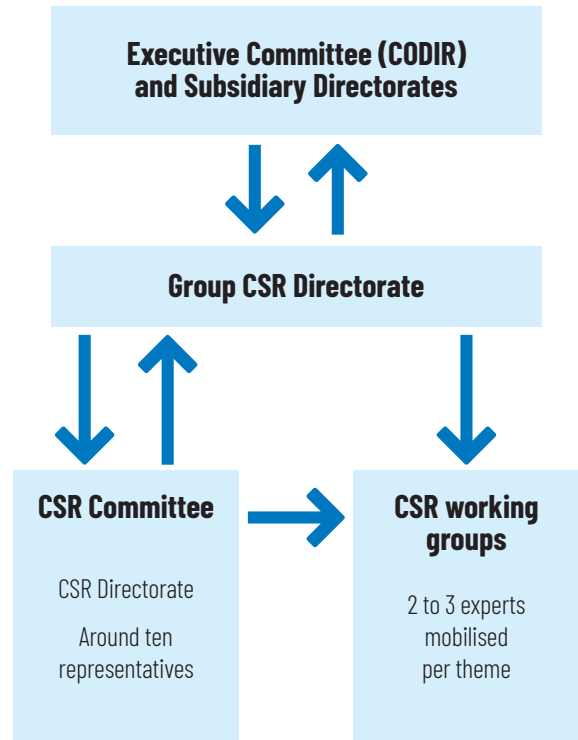
To be a
sustainable
industrial group
recognised
as such both
internally and
externally

1. Energise our CSR governance

True to its values (commitment, excellence, respect, solidarity), ACOME has, for many years, placed social, ethical and environmental issues at the heart of its strategy, notably by creating an Environmental Manager position as early as 1992.

Our CSR approach is strengthened by the mobilisation of dedicated resources, which support a collective momentum aimed at achieving ambitious objectives for the group. Previously overseen by the Quality and CSR Department, our sustainability approach is now led by the **Group CSR Directorate**, created in 2024.

The CSR governance in place is based on three bodies: the **Group CSR Directorate**, whose director is a member of the Executive Committee, a **CSR committee** made up of functional and subsidiary representatives, and **working groups** dedicated to targeted action plans.



The CSR Directorate
(left to right):
Clavel KANA,
Célia RAYNAL,
Jean-Marc PARET,
Nathalie GROSSE.

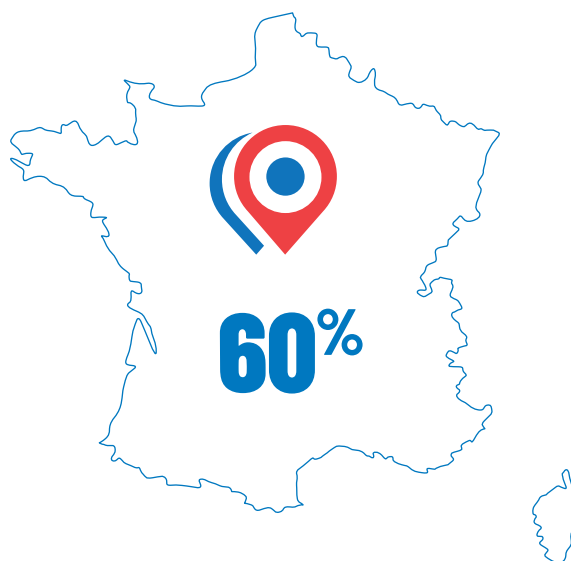
2. Embed sustainability at the heart of our procurement strategy

Mobilise and support our suppliers in a shared CSR commitment

ACOME raises awareness among and assesses its suppliers regarding sustainable development issues and its CSR policy, encouraging them to respect the ten principles of the United Nations Global Compact and to implement an environmental management system compliant with ISO 14001.

The Procurement Department, in close collaboration with the CSR Directorate, is leading a targeted awareness campaign among our suppliers to promote decarbonisation actions related to the raw materials supplied to ACOME. It also ensures the supply chain is aligned with ethical and social commitments. This campaign prioritises suppliers that account for 80% of the carbon footprint of our procurement.

The objective is to co-create a sustainable value chain by acting directly on the carbon footprint of our products.



The majority of our strategic suppliers have made CSR commitments via:

- A code of conduct.
- Adherence to the 10 principles of the United Nations Global Compact.



- An EcoVadis assessment.

ecovadis

ACOME is committed to local purchasing.

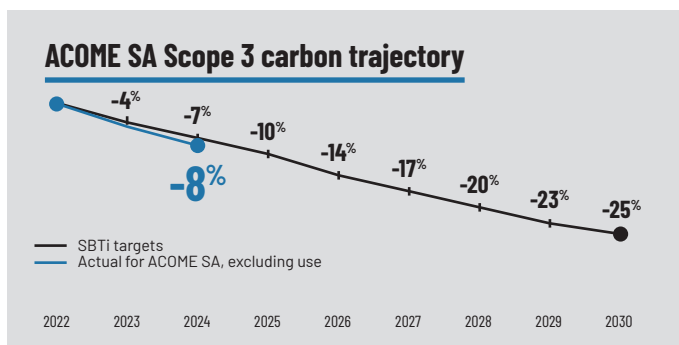
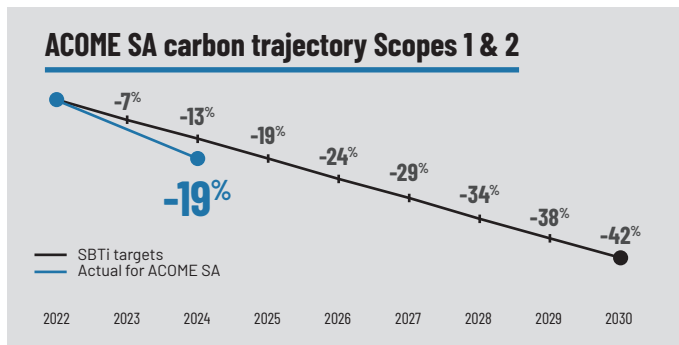
60%

of ACOME SA's procurement is carried out in France, reflecting our desire to strengthen the national economy and reduce our environmental impact.

3. Accelerate decarbonisation and improve our environmental performance



Continue and intensify our priority actions to remain aligned with the climate trajectory validated by the SBTi



Information

Scope 1 - Emissions directly produced by the company (vehicles, boilers, industrial processes).

Scope 2 - Indirect emissions related to energy consumption: the electricity, heat or steam that the company purchases.

Scope 3 - Other indirect emissions: all emissions from the company's upstream and downstream activities.

*Excluding category 11 of the GHG Protocol (use of sold products).

Scopes 1 & 2

-19% emissions
(2024 vs. 2022)



Scopes 1 & 2 target validated by the SBTi

-42% GHG emissions Scopes 1 & 2 at the Romagny-Fontenay site by 2030 compared with 2022.



Our concrete actions

- Installation of heat pumps.
- Deployment of Centralised Technical Management (GTC).
- Gradual replacement of internal-combustion forklifts with electric models.
- Use of more energy-efficient machinery.
- Replacement of traditional lighting with LED lighting.

Scope 3

-8% emissions
(2024 vs. 2022)



Scope 3 target validated by the SBTi

-25% GHG emissions scope 3 at the Romagny-Fontenay site by 2030 compared with 2022.



Our concrete actions

- 20% recycled copper purchased in 2024.
- 5% reduction in downstream transport emissions through the FRET21 programme.
- 100% of procurement teams have completed training on sustainable procurement and CSR to accelerate our decarbonisation efforts.

4. Ensure quality of life at work and act in accordance with ethical values

As France's first industrial cooperative and participatory company, ACOME continues to evolve while remaining true to its values of solidarity and respect. Our participatory governance model enables employees to actively contribute to defining a shared strategic vision.

ACOME fosters a collective spirit, believing that a healthy, fulfilling and respectful working environment is essential to employees' well-being and to the company's sustainable performance.



These indicators for ACOME SA reflect employees' loyalty and the attractiveness of the working environment offered.



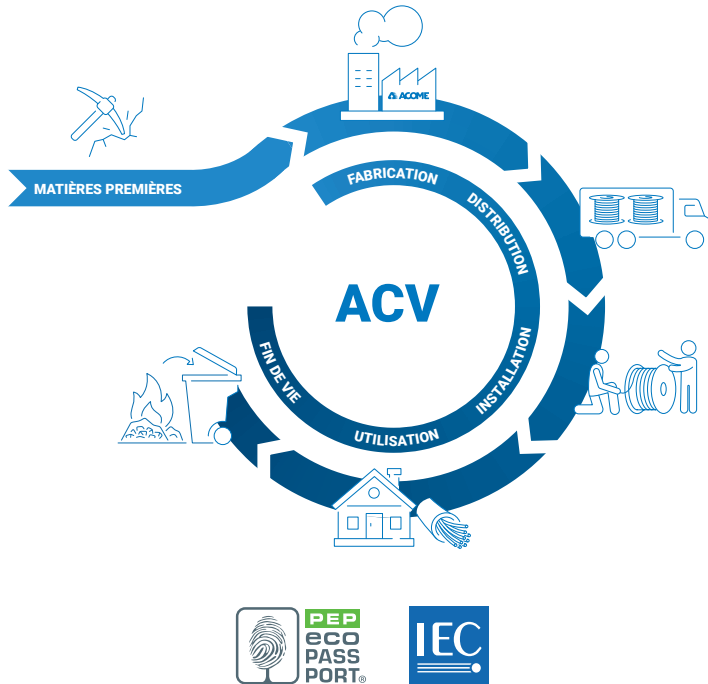
Developing our employees' skills ensures our collective success. At ACOME SA, 97% of employees undertook at least one training course during the year, covering both technical know-how and behavioural skills.

Committed to **diversity and inclusion**, ACOME promotes gender balance on the shop floor and ensures balanced representation on the board of directors. We raise our teams' awareness of the issues of discrimination, harassment, disability, addiction and professional equality.

Through a dedicated programme, ACOME SA fosters a culture of solidarity by offering employees the opportunity to support colleagues whose child has a serious illness or is living with a disability.

5. Support our customers in their carbon transition

Strengthen ecodesign to reduce the carbon footprint of our cables



Life Cycle Assessment (LCA)

ACOME uses Life Cycle Assessment (LCA) in its approach of ecodesign in order to guide its choices towards solutions that reduce the environmental impact of its products at every stage of their life cycle.

To this end, our analysis framework is PCR Ed.4 (Product Category Rules) and PSR-0001 (Specific Rules for wires, cables and connecting equipment) of PEP Ecopassport®.

In accordance with ISO 14040/441, the PEP Ecopassport analysis framework® is the reference recognised by the IEC (International Electrotechnical Commission) for environmental product declarations of electrical and electronic products, via the PSR cable IEC TR 62839-1 Ed.2 published in 2025.

Provide our customers with reliable data

As part of a continuous improvement approach, ACOME publishes each year the carbon footprint of its products through Ecobilans. These assessments are based on recognised methodologies, notably the PEP Ecopassport® framework and the IEC.

The Product Environmental Profile (PEP) is a Type III multi-criteria environmental declaration (covering several environmental impacts), compliant with ISO 14025 (certified by an independent third party) and valid for 5 years.

The ecobilan is a single-criterion Type II environmental declaration (carbon footprint), compliant with ISO 14021 (self-declared).



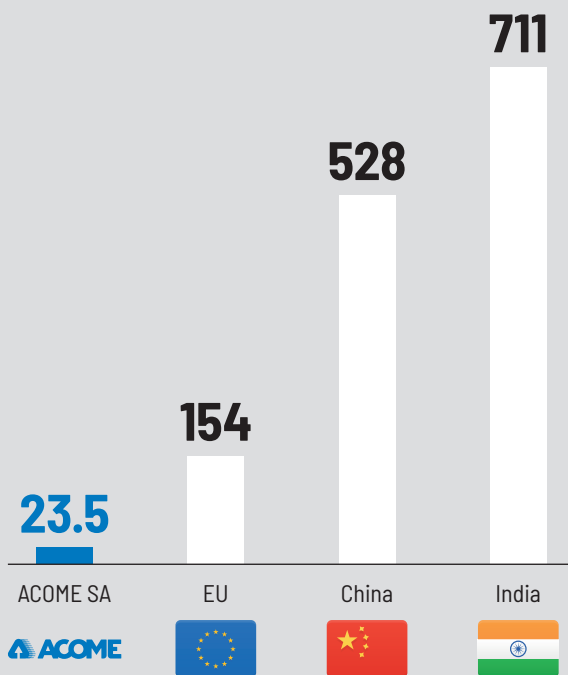


ACOME provides its customers with the overall carbon footprint of their cable purchases.

84%

of the turnover from sales of telecommunications, data and control-command cables in 2024 comes from cables whose carbon footprint is assessed in accordance with the rules of the PEP Ecopassport® programme (via a PEP or an ecobilan).

Carbon intensity of the electricity mix gCO2eq/kWh



Sources: International Energy Agency (IEA), Electricity 2025 ; ACOME, Fournisseur électricité.

Our solutions designed to limit the environmental footprint

We act where the impact is greatest

Over the entire life cycle, three quarters of the cable's carbon footprint come from its production phase, mainly from the extraction of materials and the energy used to process them.

By anchoring our telecom cable factories in France, we notably benefit from sovereign, highly decarbonised electricity.

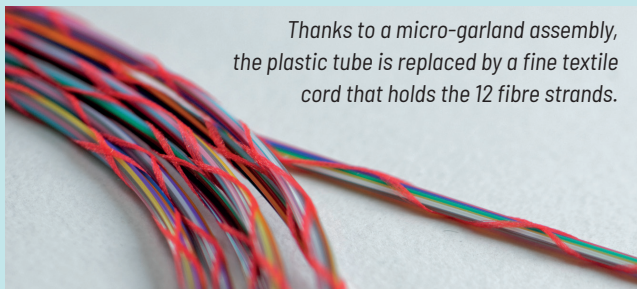
But we go further by rethinking the design of our cables. This radical, bold ecodesign approach enables us to achieve significant reductions—up to several tens of percent on certain product ranges—while maintaining the standards of excellence that have made us renowned.

Nanomodule

10-30% lower carbon footprint than a cable of equivalent performance

A technological innovation patented by ACOME

The nanomodule technology is an innovation developed by ACOME, designed to accelerate fibre-optic deployment while ensuring the sustainability of communication and data networks. This technology is based on an optimised design that removes the PE micro-tube, facilitates installation, optimises logistics and thereby reduces the product's environmental footprint throughout its life cycle.



Thanks to a micro-garland assembly, the plastic tube is replaced by a fine textile cord that holds the 12 fibre strands.

-80%

reduction in the carbon footprint of these consumables during implementation of your projects.

Every action counts:
fewer consumables during installation
= lower carbon emissions



Paper roll



Degreaser



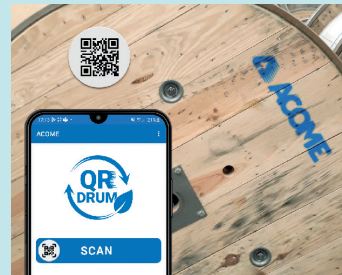
-35 % fewer splice protectors used

FIND OUT MORE



QR-Drum

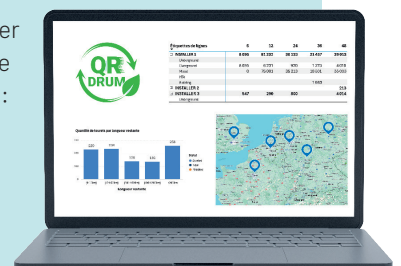
Optimise the deployment of your cables and reduce the carbon footprint of your projects



The QR-Drum is a digital solution, available on mobile or desktop, providing access to the cable reels' usage history, their geolocation and the remaining cable lengths.

Logistics optimisation, inventory and procurement

- Reduction in cable waste thanks to better management and use of remaining lengths: less material consumed.
- Optimisation of transport between different sites through geolocation of the cable reels to reduce transport-related emissions.
- Reduced time spent on inventory and administrative tasks related to cable tracking.



Reduced project costs

- At least 5% savings on your purchases.

-50%

of cable waste:
less waste
= less impact.

FIND OUT MORE



FTTH subscriber connection cable

Act on the last, most carbon-intensive metres of the network

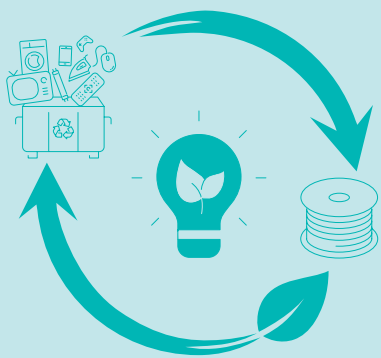
The final connection is the segment the most critical part of the passive network architecture: it alone accounts for one third of the carbon footprint per subscriber.

To meet this challenge, ACOME has reinvented its offering by optimising cable engineering to reduce the use of raw materials and by developing a new recycled and recyclable plastic cable reel sourced from the WEEE electronic-waste stream.

An ecodesign approach that reduced the overall carbon footprint by a quarter, with no compromise on product performance.

-25%

on the carbon footprint of the FTTH subscriber connection cable



FIND OUT MORE



F/UTP LAN cable Cat. 6 and 6a

Offer a low-impact alternative without compromising performance

We offer our customers ranges of LAN cables more economical, with a lower carbon footprint, while offering the same performance as our traditional solutions.

Our **F/UTP category 6 and 6a high-speed (10 Gigabit) LAN** cable range for local area networks delivers up to a 22% reduction in carbon footprint compared with the F/FTP LAN cable range.

-22%

in terms of carbon footprint compared with the F/FTP LAN cable range.



FIND OUT MORE



6. Align our CSR approach with international standards

A CSR approach that aligns with international best practices

ACOME is recognised by CDP for its environmental performance.

In 2025, the ACOME Group received an A score in the Supplier Engagement Assessment – which measures how effectively a company engages its suppliers on climate-related issues – as well as a B score for Climate Change and Water Security. These results highlight the strength of our environmental strategy and the relevance of the actions already implemented.



Supplier Engagement Assessment	A
Climate change Water management	B

ACOME receives an EcoVadis Gold rating.

In 2025, the ACOME Group received a CSR score of **79/100**, earning it a Gold medal and placing it among the top 5% of the highest-rated companies. This distinction highlights the quality of our approach and the effectiveness of our actions on environmental, social and ethical issues.



79/100



ACOME has been a signatory to the United Nations Global Compact since 2005.

The ACOME Group implements a CSR strategy aligned with the United Nations' ten principles on human rights, social practices, the environment and ethics. This long-standing commitment demonstrates our active contribution to more sustainable and responsible development.



NOUS SOUTENONS LE PACTE MONDIAL



France
ACOME SA
Romagny-Fontenay
★★★★★
Paris Headquarters
★★★



France
IDEA OPTICAL
Lannion
★★★★
Voisins-le-Bretonneux
★★★



Danemark
Ribe
★★★★



Maroc
Tanger
★★★★



Brésil
Irati
★★★★



Chine
Wuhan
★★★★★

★ Quality management

ISO 9001 version 2015, IATF 16949 version 2016
ISO 13485 version 2016



★ Environmental management

ISO 14001 version 2015



★ Occupational health and safety management

Safety standard (China)
ISO 45001 (Romagny, Paris, Tangier, Wuhan)



★ Cofrac accreditation : fire testing laboratory

ISO IEC 17025 2017 version
Accreditation no. 1-1114, scope available at www.cofrac.fr



★ Authorized Economic Operator (AEO)



★ CNAS - China National Accreditation Service for Conformity Assessment

Registration No. CNAS L23413





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