

CSR chart



Our commitment to OUR EMPLOYEES

Fight against all forms of discrimination

- We respect **human rights**,
- Our employees involved in recruiting and career management are aware non-discrimination, diversity and equality issues,
- **We offer disabled employees the necessary accommodations** to enable them to carry out their missions in the best possible conditions,
- We have a **harassment representative** in the company.

Promoting well-being at work

- We adapt the **ergonomics** and **comfort** of workstations in collaboration with occupational medicine,
- We have set up a **teleworking agreement**,
- We are gradually replacing office lighting with circadian lighting tiles that are regulated to match the **biological rhythm of our employees**.

Valuing our employees

- We offer our voluntary employees **opportunities for professional development** within the company,
- We promote training by welcoming **students of all levels** and in all our departments for **long or short internships and apprenticeships**. It's a real stepping stone to employment: 35% of employees are under 30.
- We offer progression plans to new arrivals.

Encouraging social dialogue

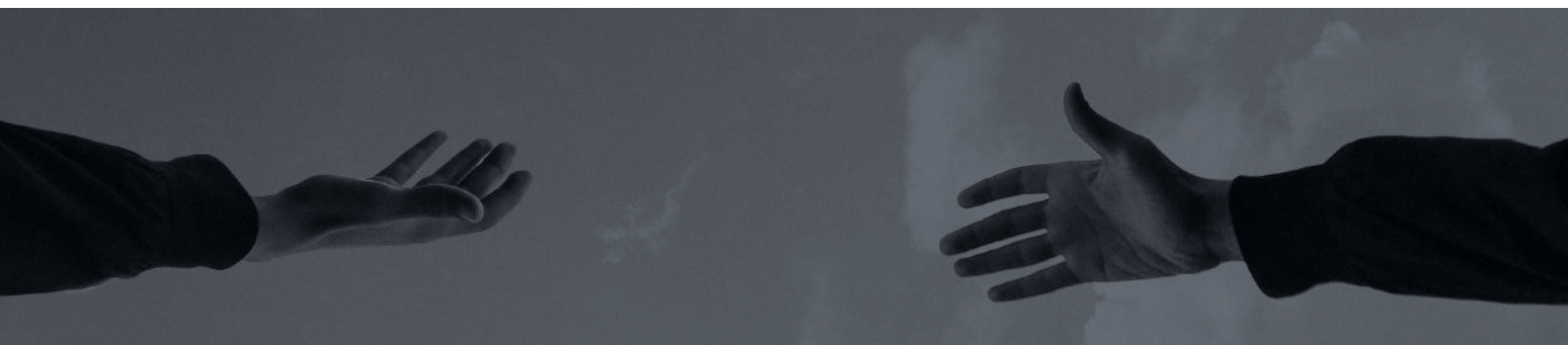
- We encourage exchanges with our **staff representatives (CSE)**, a major partner in social dialogue,
- We organize meetings with the CSE on a regular basis and on request.

Promoting good management practices

- We encourage **caring and ethical management**,
- We ensure that our managers use **humane and responsible leadership techniques**.

As a result: strong employee loyalty and commitment

- 55% of employees have been with the company for **more than 10 years**
- Nearly **90% of employees** would recommend WorldCast Systems



Our commitment to THE ENVIRONMENT

Respect for the environment is part of the company's DNA. WorldCast Systems calculated its first carbon footprint in 2007, long before any regulatory requirements were in place, and the most recent one was for year 2024. Today and every day, we continue to strive to reduce our impact.

Worldcast Systems is ISO 14001 certified.

Eco-design of our products

We are committed to:

- **Increasing reliability and service life:** Marketed worldwide, the transportation of our products generates air pollution. We are working to offer highly reliable products and to avoid transportation as much as possible.
- **Increase reparability:** Every product is designed to be easily disassembled. From the design stage, a list of replacement parts is compiled, and their availability is guaranteed even after the product's end of life. Authorized repair shops around the world can handle repairs.
- **Reducing energy consumption:** Our products, and in particular our transmitters, are in operation 24 hours a day, 7 days a week for an average operating life of 8 years. Reducing their power consumption reduces the impact of our activity in the long term and also allows our customers to reduce their environmental impact.
- **Reducing the amount of hardware:** By incorporating as many software features as possible into our transmitters, we reduce the number of devices needed, and thus improve/lessen:
 - Transport, because products volume and weight are substantially reduced,
 - Reliability, because there are less electronic components,
 - Lifespan, because beyond the reliability of the hardware, our products feature the latest functions and remain cutting-edge for a long time thanks to regular software updates.
- **Choosing components and materials for greater recyclability.**

Internal operations

- We seek to **reduce our waste on a daily basis**, by eliminating single-use products and reducing our consumables:
 - We have eliminated plastic cups from coffee machines, eliminated water fountains and distributed reusable water bottles to employees.
 - Our printers and photocopiers are set up by default to guarantee black and white and automatic double-sided printing.
- We are committed to **recycling our waste**, which must be sorted and assigned to the right recycling channel:
 - We have signed a partnership with external service providers for the recovery of all waste related to our activity and our operation: electrical and electronic, batteries and accumulators, packaging, metal, wood ...
- Our premises are designed with the environment in mind:
 - Low energy consumption plant, designed to optimize thermal behavior and with recovery of natural resources and energy,
 - Offices equipped with circadian lighting tiles that generate an average of 60% energy savings.
- We favor **local partners** for our main suppliers and subcontractors in order to reduce transportation.
- We ask for a strong commitment from our employees. All our employees sign our **Environmental Charter** which encourages them to:
 - Carry out selective sorting,
 - Reduce their consumption of disposable products,
 - Not to waste water and energy,
 - Be actively involved by sharing their ideas.

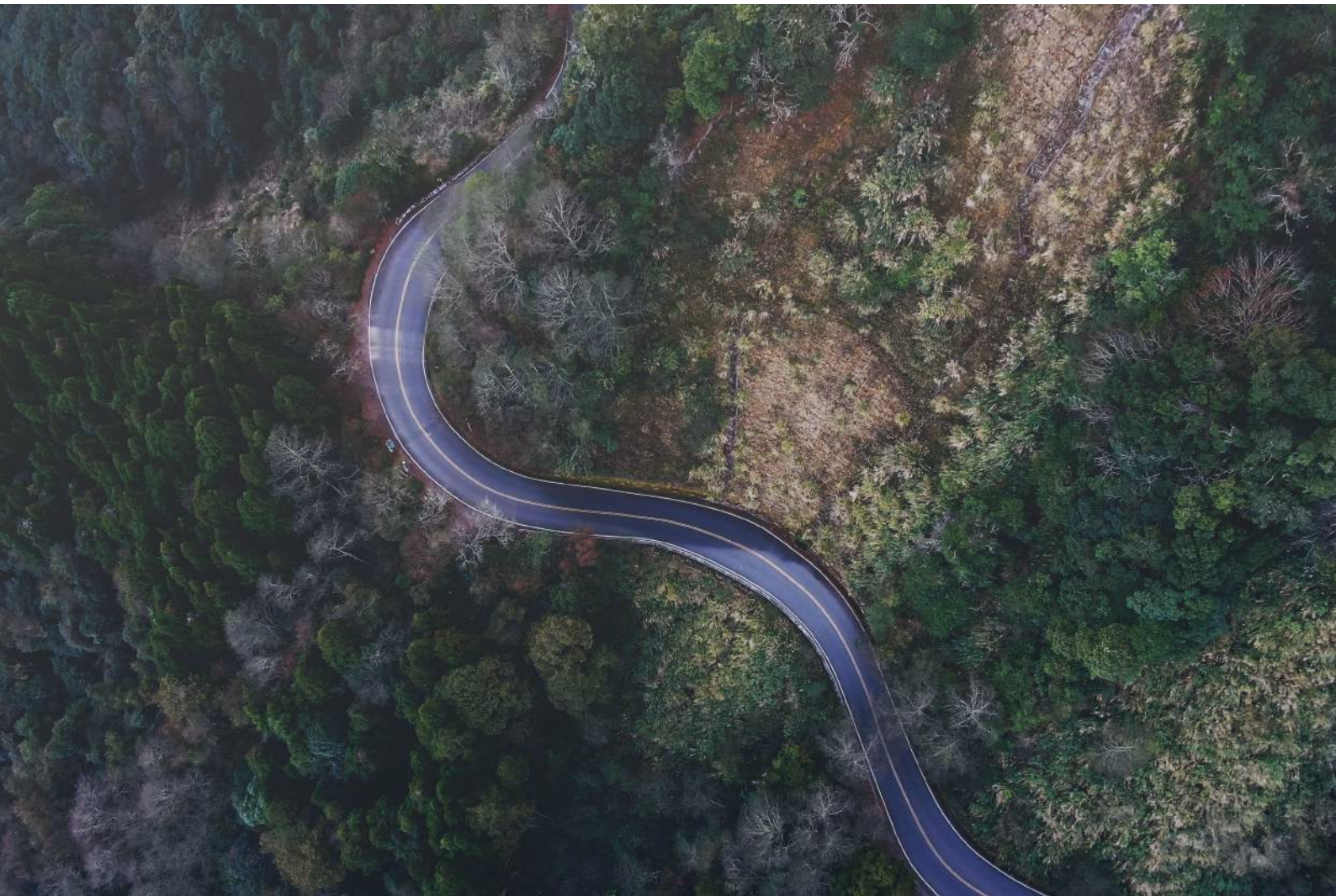
Our commitment to THE ENVIRONMENT

Ecosystem

- We are partners of the **Proximité Carbone et Biodiversité** Endowment Fund (proximiecarbone.com) which plants forest hedges in Gironde. WorldCast Systems is committed to planting 500 trees a year.
- We participate in awareness-raising actions for employees and local companies in the Nouvelle-Aquitaine region.

As a result: a visible difference in the way we operate

- **Over 80%** of our waste is recycled.
- Our electrical consumption has dropped by more than **10%** between 2024 and 2025.
- With Proximité Carbone et Biodiversité, we contribute to **restoring the Gironde forest**, devastated by massive fires in the summer of 2026.



Our ethical COMMITMENT

- Our **code of ethics** is incorporated into our internal policies and procedures. Written by the direction in collaboration with staff representatives, it applies to all employees within the company.
- We encourage free competition and apply a principle of equal treatment to suppliers.
- We respect the confidentiality of information provided by our suppliers
- We are committed to fight against any form of corruption:
 - We do not accept any direct or indirect payment, benefit or financial advantage,
 - We conduct our business with integrity, honesty and fairness,
 - We follow applicable competition and anti-bribery regulations in our business transactions,
 - We ensure that teams involved in buying or selling transactions are sensitive to the issue of corruption.
- We are committed to taking **concrete action** to build a more just and inclusive society:
 - By supporting **GALA** (www.assogala33.fr), an association that works to promote the inclusion of people with intellectual disabilities.
 - By participating every year in the **Pink Ribbon Challenge** for breast cancer screening.



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