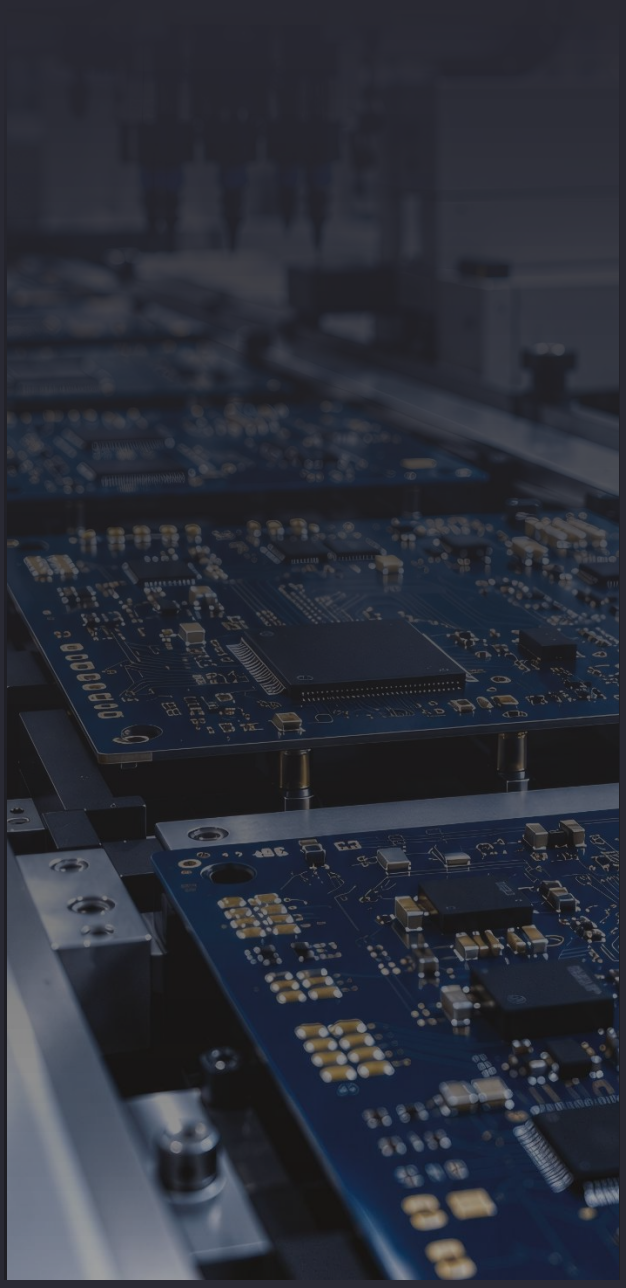
MobiWire



# CSR REPORT

2025

October 2026

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# Editorial

For nearly 30 years, MobiWire has been an extraordinary human adventure. Our ambition is to act as an exemplary industrial company in social and environmental terms.

The personal and professional development of our employees is at the heart of our actions. Every day, we work with our teams to help them contribute to achieving the company's objectives, while preserving the work-life balance that is essential to their fulfilment.

In addition, the MobiWire Group has been actively committed to sustainable development since 2014, enabling it to continually seek new opportunities to reduce its environmental impact.

Our aim is to design products ethically and sustainably for our planet and ecosystems, while incorporating tomorrow's changes into our value proposition. In our view, this approach is a genuine long-term differentiating factor, supporting both the acquisition of new customers and their loyalty.

We optimise our value chain at every level, from design and development through to the end of the product's life, including sourcing, manufacturing, distribution and marketing. Effective supply chain management is essential to reducing the environmental impact of an organisation as complex as ours.

Our approach focuses on life-cycle management, with the new project to manufacture in Europe from 2027 onwards. This new industrial model will enable us to continue reducing our CO2 emissions and will facilitate recycling. We are continuing our efforts to extend the lifetime of our products by improving their robustness, ensuring their maintenance and facilitating their repair.

Our CSR approach can only deliver results if it is fully embraced by our employees and considers the interests of all our stakeholders. People, ethics and social responsibility must therefore guide each and every one of our decisions and actions.



# About MobiWire

MobiWire is a French company operating in the mobile telecommunications sector, designing and manufacturing products for its customers, which are sold under their own brands. The company operates internationally.

Through its global expertise and its dedicated subsidiary MobiloT, the company can support its customers from the initial idea to industrial production, helping them address the challenges they may face.

MobiWire offers total industrial flexibility tailored to customer requirements:

- **EMS:** Small, medium – and large-scale PCBA production.
- **JDM & ODM:** Co-development, development and design of customized products.
- **White-Label:** Supply of off-the-shelf products ready to be marketed under partners' brands, helping optimize time to market.

MobiWire's subsidiary, MobiloT, specialises in industrial IoT and provides services ranging from electronic manufacturing (EMS) to the manufacture of private-label connected devices (ODM) or products under its own brand (OEM).

The Paris office, comprising around thirty employees, handles sales, project management and marketing functions and operates across four continents, in compliance with applicable regulations.

MobiWire relies on Research & Development facilities and a manufacturing plant located in China, with a total workforce of more than 4,500 people.

Over the years, MobiWire has earned the trust of long-term global partners because:

- Its qualified and experienced teams have been serving customers for more than 30 years
- Sustainability is at the heart of its corporate strategy
- The company maintains close relationships with its partners
- It places strong emphasis on quality and reliability at every stage of product creation and delivery
- It serves many vertical markets through its industrial expertise in mobile telecommunications and IoT
- It is a fully integrated company

# The team responsible for CSR activities

### Management team





Pierre DUPIC and David CHARLOT, General Directors

### CSR Steering Committee



Thomas CREPIN
Project manager CSR



Anne-Sophie BENSAADA
Management Controller



Matthieu COURTOIS
Director of Operations



Alain PEZDIR
Product line manager

# Ambition and values

MobiWire manufactures the mobile telecommunications and connected-device solutions of tomorrow, making them more secure, integrated and sustainable.

The company builds long-term relationships of trust with its customers, partners and team members through its simple yet powerful core values:

**Communicate honestly, act with integrity and honour our commitments.**

MobiWire's ambition is to be a company where employees are proud to work and one with which customers and suppliers choose to do business.

## Key commitments and highlights

MobiWire is committed to complying with all French and European regulations applicable to its sector and the products it markets:

- Energy labelling for smartphones (EU Directive 2023/1669)
- Ecodesign requirements for phones and smartphones (EU Directive 2023/1670)
- Reporting and recycling of hazardous waste as required by the WEEE regulations
- Compliance with the European General Data Protection Regulation (GDPR), which came into force on 25 May 2018

MobiWire has received EcoVadis medals since 2014. In 2025, the company received a Bronze medal for its CSR performance, with a score of 69/100.

Since 2021, MobiWire has supported the Eco Rating initiative as a manufacturer by providing product data.

Eco Rating measures the environmental impact of mobile phones over their entire life cycle (production, transport, use and end of life) in order to provide a harmonized environmental score for mobile phones.

Since 2024, MobiWire has also been a signatory to the Responsible Digital Institute Charter.

## The policy

CSR commitments are shared throughout the company internationally and are embedded in the company's value proposition:

### Measures

MobiWire addresses Corporate Social Responsibility issues at the Executive Committee (CODIR) every quarter, to ensure that management remains aligned with the objectives and action plan, and through regular CSR Steering Committees with representatives from different areas of the business to ensure continuity in the actions undertaken.



# Ethics and transparency

A lack of ethics and transparency would run counter to MobiWire's ambition: to be a company where employees are proud to work and one with which customers and suppliers choose to do business.

Another of MobiWire's ambitions concerns its independent distribution network in various countries (Africa, South America, Europe, Oceania, etc.). MobiWire works with independent agents and expects them, like the company's employees, to comply with the Ethics Charter and Anti-Corruption Policy.

### The policy

MobiWire is committed to being an ethical company and embedding this commitment at every level of its organization and throughout its value chain.

The company is committed to strictly complying with, and ensuring compliance with, all legal obligations to which it is subject.

In keeping with its commitment to lead by example, MobiWire implements its strategy based on values shared by all its employees. MobiWire's management therefore ensures that all activities are conducted in accordance with high ethical standards combining integrity, transparency and respect for all stakeholders.

These values underpin sustainable growth based on the trust placed in MobiWire by customers, employees and other stakeholders.

### Measures

MobiWire has drawn up several documents, which are shared with all employees. They must be complied with by everyone, including the independent agents with whom the company works.

These are the reference documents on ethics and transparency and are available in the main languages used within the company: French, English and Mandarin.

- **Ethics Charter**: provides all employees, partners and suppliers with guidelines on the conduct expected throughout their professional activities.
- **Anti-Corruption Policy**: defined in accordance with the OECD Convention on Combating Bribery of 1997 and the United Nations Convention against Corruption of 2003. It meets the requirements of French Law No. 2016-1691 of 9 December 2016 on transparency, combating corruption and modernizing economic life, known as the "Sapin II Law".

- **Conflict of Interest Prevention and Management Policy**: ensures the protection and primacy of customers' interests and complies with French Law No. 2016-1691 of 9 December 2016 on transparency, combating corruption and modernizing economic life, known as the Sapin II Law. All gifts and benefits for customers must be approved by the direct manager and, whenever their value exceeds €50, they must be systematically declared.

Appropriate training has been provided and completed by the employees concerned to ensure a satisfactory understanding of their responsibilities and obligations in this area.

The conflict-of-interest risk map is regularly updated and approved by the Executive Committee.

Regarding independent agents, a member of the France team visits them several times a year to ensure that their working practices comply with the Ethics Charter and Anti-Corruption Policy.

Since 2024, MobiWire has incorporated environmental, ethical and anti-corruption commitments into all new contracts with its distribution network worldwide.

Since 2014, MobiWire has implemented a CSR Supplier Charter that must be signed by all suppliers working with the France-based office.

They undertake to allow MobiWire to verify compliance with these requirements, through a third-party auditor if necessary.

This charter sets requirements relating to social and environmental matters, fair business practices, risk management and consumer protection.

The teams monitor the signing of this Charter.

# Social

Within the MobiWire teams in France

Unsatisfactory working conditions could have a negative impact on productivity, growth, talent retention and the Group's employer brand.

### The policy

From recruitment to professional development, and from gender balance to diversity and inclusion, the company places employee satisfaction at the forefront. Employees are MobiWire's first ambassadors.

Health and well-being at work are among HR priorities to protect and develop approximately thirty employees working at MobiWire.

MobiWire has drawn up several documents relating to employee social protection, which are shared internally with everyone: a copy of each is available in the company's document repository, displayed on site and provided to every new employee joining the MobiWire teams.

- Internal Regulations
- Prevention of Psychosocial Risks
- Prevention of Bullying and Sexual and Gender-Based Violence
- Safety Advice relating to Occupational Risks
- Right to Disconnect
- IT Charter

Because they intend to organise life within the company in everyone's interest, these guidelines apply to everyone in the company, wherever they may be; workplace, common areas, car park, customer premises, etc.

They must be read and complied with, without exception. MobiWire is uncompromising when it comes to compliance with these guidelines.

### Measures

*Diversity and inclusion*

All employees and stakeholders expect a strong commitment to inclusion and diversity within the company.

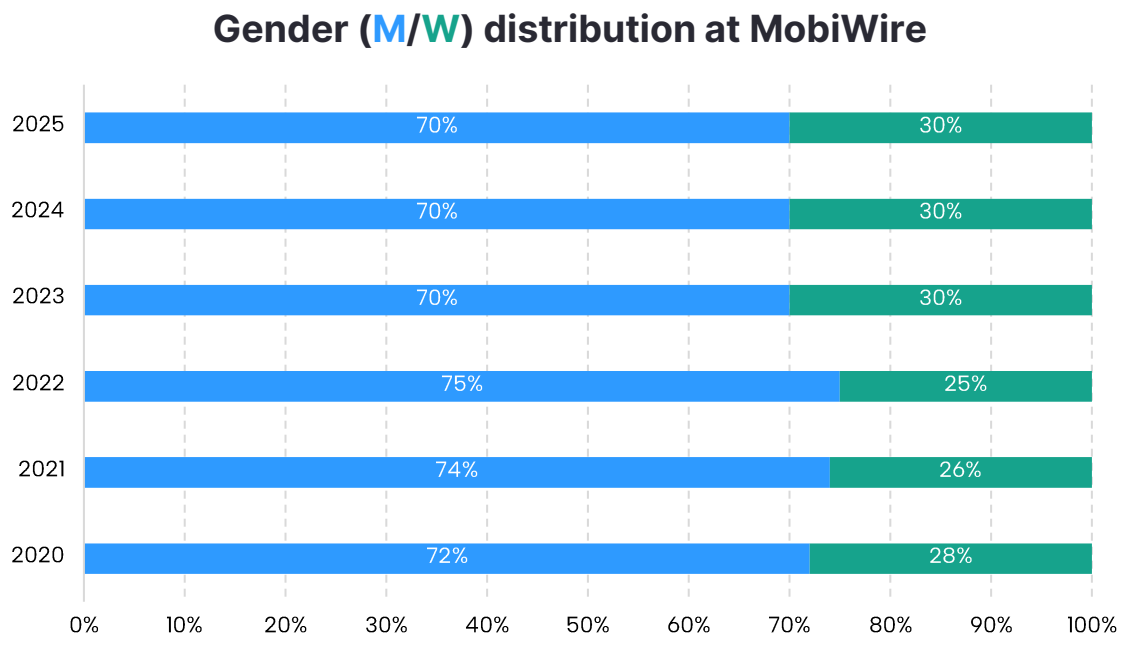
In its internal operations, recruitment, and professional activities, the company does not tolerate any infringement of people's dignity or equality based on ethnic origin, nationality, gender, age, sexual orientation or religion.

MobiWire works to welcome and integrate people with disabilities and people who are distant from the labor market into its teams as effectively as possible.

As the industry is still predominantly male, MobiWire observes a significant gender imbalance among candidates applying for job vacancies. However, MobiWire works to promote gender equality, encourage women's participation in the digital industry and foster diversity across all sectors and levels of the company.

Women represent 30% of the workforce, while men represent 70%.

Given its international operations, MobiWire is committed to facilitating the work of foreign employees and stakeholders by systematically using English whenever necessary.



# Health and well-being at work

MobiWire ensures that screens, furniture and chairs provide a satisfactory level of working comfort. All office chairs were replaced in January 2025 to help employees adopt the posture and positioning recommended in the INRS document “Better Living with Your Screen”.

MobiWire’s headquarters in Courbevoie provides an open space where employees can take a genuine break during the day, connect with one another and relax. A kitchen enables employees to bring food from home (greater flexibility for specific dietary requirements, budget control, healthier choices, etc.), as well as a fully equipped terrace where employees can eat outdoors whenever they wish.

A €700/year mobility allowance is provided to encourage employees to use modes of transport that emit fewer greenhouse gases than private cars. Financial assistance is also available for bicycles, scooters and electric vehicle charging for employees who commute to the office using an electric vehicle.

Employees have a right to disconnect and may not be contacted outside their working hours, whether through professional equipment provided by the employer or their personal equipment. This right is detailed in MobiWire’s “Right to Disconnect Charter”.

Remote working is a benefit offered at MobiWire. The “Remote Working Code of Conduct” helps employees organize themselves to ensure the best possible working conditions at home.

Psychosocial risks are taken very seriously at MobiWire. A Psychosocial Risk Prevention notice has been drafted and shared with all employees.

### Prevention of Bullying and Sexual and Gender-Based Violence

Bullying and violence in the workplace are not, and will never be, tolerated.

MobiWire pays particular attention to protecting all employees against any form of bullying and sexual and gender-based violence.

The company undertakes to receive complaints and act without delay to take appropriate measures in cases of bullying and violence.

The guidelines for preventing bullying and violence are clearly set out in the notice “Prevention of Bullying and Sexual and Gender-Based Violence”, drafted by MobiWire and provided to all employees.

To date, no incidents of bullying or violence have been reported within the Paris office teams.

### Safety and security

Information relating to employee safety and security is detailed in the document “Safety Advice relating to Occupational Risks”, prepared by MobiWire.

Nothing can justify an employee failing to strictly comply with all health and safety rules and instructions, as everyone’s safety is at stake. MobiWire does not tolerate any deviation from these rules by its team members.

MobiWire provides a first-aid kit in its offices.

Two employees at the Paris site are trained in first aid and are qualified as workplace first-aiders (Sauveteurs-Secouristes du Travail).

### Professional development

Poor implementation of employee performance evaluation, development and skills recognition policies by managers and Human Resources may lead to employee demotivation, lower productivity and increased turnover.

The training policy encourages employees to express their training needs and wishes throughout the year, whenever the need arises.

0.7% of payroll is allocated to employee training.

In 2025, 87.5% of MobiWire employees completed at least one training course provided by the company.

### Value sharing

To share the value created by the company, MobiWire has implemented a profit-sharing scheme for employees.

For the third year in a row, one of the targets was achieved. In 2025, 5% of payroll was paid to employees under the profit-sharing scheme.

# Environment

CO2 emissions associated with digital technology and the environmental and biodiversity impacts of digital activities may undermine the growth of the digital sector. Indeed, the increasing use of digital technology is driving the sector's environmental impact (manufacturing of IT devices, energy consumption through cloud services and IT equipment, electronic waste, etc.). This is an area of concern for MobiWire's stakeholders, who expect visible and sustainable action.

MobiWire must take action to anticipate developments and propose solutions to limit the sector's impact on climate change and biodiversity loss.

In addition, the production of digital devices is highly dependent on water consumption, and particular attention must be paid in the coming years to the impact of production on freshwater consumption.

Failure by MobiWire to take action to reduce its environmental impact could result in:

- A societal and existential risk by failing to meet the objectives of the Paris Agreement and respect the planetary boundaries required for the sustainable development of human society;
- An economic risk by failing to meet the expectations of customers and all stakeholders regarding CSR criteria;
- A legal risk by failing to comply with increasingly stringent French and European environmental regulations on ecodesign, repairability (warranties, availability of spare parts, etc.), planned obsolescence, electronic waste, etc.;
- Reduced attractiveness to new talent, who are increasingly attentive to companies' commitments.

### The policy

MobiWire is committed to measuring and reducing its carbon footprint, extending the lifetime of its products, offering less energy-intensive digital services, developing sustainable customer offerings, and sharing and promoting these approaches with its partners.

This means considering the durability, repairability and recyclability of devices, while reducing the company's overall carbon footprint per employee.

In the coming years, work must be undertaken on the circular economy, including the sorting and recovery of waste from MobiWire products in cooperation with the eco-organizations in the electrical and electronic equipment sector.

In addition, MobiWire reaffirms its role as a responsible digital player by being a signatory to the Responsible Digital Institute Charter.

### Measures

Greenhouse gas emissions assessment and activity decarbonization strategy.

To reduce GHG emissions, it is essential to measure them first. For this reason, MobiWire conducted its 2025 Carbon Footprint assessment using an expanded scope covering Scopes 1, 2 and 3 in full.

In 2025, the company's Carbon Footprint amounted to 23,217 tCO2e, broken down as follows:

| | |
|---|---|
| **Inputs** | 95.9% |
| **Freight** | 1% |
| **Use** | 2% |
| **Travel** | 1% |
| **Non-energy** | 0.04% |
| **Energy** | 0.01% |
| **Direct waste** | <0.01% |
| **End of life** | <0.01% |
| **Capital goods** | <0.01% |

*MobiWire's action plan for the coming years*

⇨ **ACTION 1 Reducing energy consumption and decarbonation targets**

The factory in China has had solar panels since 2023 and generates approximately 6% of its electricity from solar energy. Unused energy is sold back to the national grid. MobiWire aims to continue supporting the factory in increasing the share of self-generated or low-carbon energy.

At the Paris site, employees are regularly reminded to use electricity responsibly. Motion sensors and automatic lighting shut-off systems are installed in corridors to switch off the lights whenever no movement is detected in the relevant area. In our office, 100% of the electricity is decarbonized: wind (33.7%), solar (27.5%), hydro (27.3 %), biomass (11.5%).

⇨ **ACTION 2 Promoting low-carbon mobility within the company**

All employees are eligible for the €700/year mobility allowance, provided to encourage greater use of public transport, which generates fewer greenhouse gas emissions than private cars.

In 2025, 76.5% of employees benefited from this mobility allowance.

Management also regularly raises awareness internally to:

- Reduce air travel for short trips when a reasonable alternative is available.
- Optimize unavoidable long-distance air travel and avoid return trips.

⇨ **ACTION 3 Raising awareness among employees and stakeholders**

MobiWire shares best practices for reducing the environmental impact of employees through the "Sustainable Practices and Eco-actions in the Workplace" notice.

Members of management and the CSR Committee were trained in 2024 on energy and climate issues as part of the Carbon Footprint assessment.

### Reducing the carbon impact of freight

MobiWire favors sea freight over other, potentially more polluting modes of transport, despite the challenges associated with this choice, such as longer transit times, more complex logistics planning, inventory management and geopolitical issues.

| Year | Sea freight | Air freight |
|---|---|---|
| **2020** | 59% | 51% |
| **2021** | 81% | 19% |
| **2022** | 72% | 28% |
| **2023** | 92% | 8% |
| **2024** | 47% | 53% |
| **2025** | 64% | 36% |

Evolution of the share of product shipments transported by sea since 2020

To continuously improve its carbon footprint, MobiWire gives priority to sea freight whenever contractual delivery-time constraints allow.

### The environmental program for MobiWire products

Devices account for 55% of the digital sector's overall carbon footprint.

In 2019, MobiWire worked with an operator to manufacture a phone model with a reduced environmental impact.

This environmental program, which has remained in place since then, includes several concrete commitments and actions:

MobiWire complies with French and European regulations concerning hazardous substances in electronic devices.

MobiWire devices comply with the following:

- **European RoHS Directive (2011/65/EU)**, which aims to restrict the use of certain hazardous substances in electrical and electronic equipment (EEE) to protect human health and the environment.
- **European REACH Regulation (1907/2006)**, which aims to ensure a high level of protection for human health and the environment, as well as the free movement of chemical substances within the EU internal market, while improving the competitiveness and innovation of the European chemical industry.

The batteries used by MobiWire also comply with **European Directive (2013/56/EU)**.

MobiWire's environmental program goes further by setting a concentration below the permitted limit in batteries.

*Ecodesign and eco-design*

MobiWire's product ecodesign approach helps reduce pressure on natural resources (extraction of new resources) and waste generation.

- **Raw materials**

All materials used in the manufacture of devices must be reassessed and evaluated before decisions are made.

The approach to the raw materials used in digital devices is based on long-term durability testing and continuous improvement.

At the core of our ecodesign strategy, our Design, Pre-Study, and R&D teams have successfully qualified a new recycled plastic blend. Meeting our strict quality and durability standards, this material allows us to incorporate up to 100% PCR (Post-Consumer Recycled) plastic whenever technical and economic conditions permit.

The rare materials used by MobiWire are clearly identified: gold, silver, tin, tantalum, indium and cobalt. The R&D team is currently working to collect the quantity (mg) and recyclability percentage of these listed rare materials.

Work is also being carried out with suppliers to trace the proportion of recycled metals in purchased materials.

- **Accessories**

For models sold by certain operators, the length of USB Type-C cables has been reduced to 50 cm, and earphones and the wall charger are not provided as standard, reducing waste and encouraging the reuse of old chargers that are still functional.

*Life-cycle assessment*

When launching new products, MobiWire provides information on its various products in order to obtain an Eco Rating environmental score, which measures the impact of mobile phones over their entire life cycle: production, transport, use and end of life.

*The circular economy*

To improve device repairability, MobiWire designs the architecture of its devices with the aim of achieving the highest possible level of repairability.

Today, some MobiWire products are designed with:

- Removable battery
- Replaceable LCD module
- Single type of screw to facilitate disassembly, with only one standard tool required

In the French market, the repairability index was introduced on 1 January 2021 for five product categories, including smartphones. This tool is intended to provide consumers with better information about how repairable their purchases are.

MobiWire calculates the Repairability Index for all its products distributed on the French market, as required by law (Article 16-I of Law No. 2020-105 of 10 February 2020 on the prevention of waste and the circular economy, for electrical and electronic products).

The Repairability Index is provided to the operators that market these products.

### Waste management

*Within the production chain*

French WEEE regulations aim to address the health and environmental issues associated with hazardous waste and to promote the recycling potential of the materials making up electrical and electronic equipment. As part of this framework, MobiWire is required to declare the

electrical and electronic equipment it places on the market each year (devices, batteries and accessories).

In 2025, MobiWire declared 23,329 kg of mobile phones in France and 7,140 kg of batteries and accessories in France. MobiWire also reports packaging waste to the Citéo eco-organization.

The company has implemented a clearly defined waste-management policy depending on whether waste is discarded within MobiWire (after testing) or by its customers.

*At MobiWire offices*

According to ADEME, each office employee generates an average of 120 to 140 kg of waste per year in the workplace.

MobiWire raises employee awareness about waste reduction because "The best waste is the waste we do not produce." Guidelines are included in the Environmental Impact Reduction Guide provided to all employees.

Actions have been implemented to:

- **Recover and valorize waste**

  In January 2025, all office chairs were replaced. 100% of the replaced equipment was recovered and given to charities, schools and employees.

  Furniture that could not be reused was collected for recycling.

- **Reduce the amount of waste**

  Numerous initiatives have been introduced in the offices to reduce waste:

  - ✓ Bamboo, BPA-free water bottles have been distributed to all employees since 2021.
  - ✓ A water fountain has been available in the workplace since August 2022 and has saved 28,000 plastic bottles.
  - ✓ Digitisation of most documents (invoices, contracts, specifications) has reduced paper consumption by 42% since 2022.

- **Promote waste collection and recycling**

  MobiWire introduced waste sorting in its offices in 2018. This enables teams to sort the following waste:

  - ✓ Paper/cardboard
  - ✓ Plastic/metal
  - ✓ Batteries / accumulators
  - ✓ Electrical equipment

## Responsible purchasing

Since 2024, MobiWire has also evaluated its suppliers against environmental criteria and applies environmental criteria when selecting freight forwarders.

As of today, some of the company's suppliers hold Eco Vadis certification and demonstrate ambitious environmental commitments.

For example, the two freight forwarders have Eco Vadis Gold status for OVRSEA and Eco Vadis Bronze status for FAUVEDER.

Cordon Group, MobiWire's main maintenance, repair and refurbishment provider, holds an Eco Vadis Gold medal, is certified Service France Garanti and holds the RECQ label, the first European label dedicated to refurbished products.

A Responsible Purchasing Charter was drafted and sent to the relevant teams in early 2024.

Failure to meet these criteria may result in suppliers being excluded.

## Community engagement

MobiWire has been working with several Social and Solidarity Economy organizations for many years:

- **ESAT AVENIR** of the L'Espoir Association since 2018, which employs people with disabilities to handle order shipments, storage of products awaiting delivery and bulk mailings as part of information and/or recall campaigns.
- **Les Ateliers du Bocage** since 2017, a social and environmental utility cooperative employing people undergoing reintegration and people who are distant from employment. We work with this organization to recycle all our electronic equipment.
- **L'atelier Le Chêne**, an approved "adapted company" employing workers with disabilities. Since 2020, MobiWire has purchased PEFC-certified paper from this organization.
- **MisterBean** since 2021, which supplies responsibly sourced coffee roasted in the Île-de-France region by workers with disabilities. Since 2022, MobiWire has sourced its coffee from this company.

In the past, MobiWire has made several equipment donations to support and assist populations and organizations, such as "Journalistes sans frontières" in need internationally and in France.

The company intends to make this type of donation again in the coming years.

When all the chairs at the company headquarters were replaced in January 2025, all replaced chairs were offered to employees. The chairs remaining after allocation were donated free of charge to a company in Val-d'Oise.

100% of IT equipment that has been fully depreciated for more than 12 months and is being replaced is offered free of charge to employees. For example, in 2025, three computers were transferred free of charge to employees.

## About MobiWire

MobiWire is a leading global ODM with over 30 years of expertise in connected devices. Spun off from Sagem, the company has ranked among the world's top 5 ODMs since 2023.

We combine French design quality with Chinese industrial efficiency to deliver high-performance solutions. Our expanded portfolio covers EMS, JDM/ODM, and White-Label services across diverse sectors, including mobility, medical devices and payment terminals.

With manufacturing facilities in China – and soon in Europe – alongside sales and project teams in Paris and key international markets, we deliver fully integrated, end-to-end solutions—from design to mass production.

## Contact us

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