



MobiWire Group

CSR REPORT 2023

Contents

Editorial	3
01 The company	4
02 Its history	6
03 Its team	7
04 The strong commitments and the significant actions	8
05 Governance	9
06 Ethics and transparency	10
Risks	10
Policy	10
Measures	10

07 Social	12
Within the MobiWire teams in France	
Risks	12
Policy	12
Measures	12
↳ Diversity and inclusion	12
↳ Health and well-being at work	13
↳ Prevention of harassment and gender-based and sexual violence	13
↳ Safety and security	13
↳ Professional development	14
Within the MobiWire teams in China	
Risks	15
Policy	15
Measures	15

08 Environment	16
Risks	16
Policy	16
Measures	17
↳ Carbon footprint and decarbonization strategy	17
↳ Environmental program for MobiWire products	20
Use of dangerous and restricted substances in electronic devices	
Eco-design	
Life Cycle Assessment	
Circular economy	
↳ Waste management	23
Within the production chain	
In MobiWire offices	
↳ Responsible purchases	25
09 Commitments and actions for the community	26





Together, we will successfully overcome the current and coming challenges.

A profitable business is a sustainable business. Our ambition is to act as an exemplary industrial company on a social and environmental level in order to facilitate the energy transition and to influence measures to adapt and reduce the effects of climate change.

The MobiWire group has been actively engaged in a sustainable development approach since 2014, which allows it to continually listen to new opportunities to reduce its impact.

Our goal is to design products in an ethical and sustainable way for our planet and our ecosystems while being able to integrate tomorrow's changes into our value proposition. We are confident that this will provide a long-term competitive advantage and help attract and retain customers.

We maximize our value chain at all levels, from development to product end-of-life, including sourcing, manufacturing, distribution and marketing. Effective supply chain management is essential to reducing the environmental impact of an organization as complex as ours.

Our approach is centered on life cycle management with the ambition to ultimately manufacture in Europe. We are

editorial



considering a new industrial model to reduce CO2 emissions by complying with circular economy regulations and increasing the lifespan of our products by making them easier to repair.

This CSR approach can only be done with the full support of our employees and taking into account the interests of all our stakeholders. It is therefore essential to place people, ethics and social issues at the heart of our decisions and actions.

Pascal DUBREUCQ
President of MobiWire

The company

MobiWire is a French company in the mobile-phones industry, which designs and manufactures products for its clients, sold under their own brand.

MobiWire's subsidiary, MobiloT, is specialized in industrial IoT and provides Electronic Manufacturing Services (EMS), Original Design Manufacturer (ODM), Joint Development Manufacturer (JDM), and Original Equipment Manufacturer (OEM) services.

The Paris office, made up of 30 people, ensures the functions of sales, marketing and management projects and developed the activity on 4 continents, while working in compliance with current regulations.

The Research & Development facilities and manufacturing plant are located in China, with a total workforce of 3,500 people.



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

- It is a fully **integrated** company
- Qualified and experienced wireless industry teams have been serving customers for nearly **30 years**
- **Sustainability** is placed at the center of the business strategy
- The company is **agile and close to its partners**
- It emphasizes **quality and reliability** at all stages of creation and delivery of its products
- It covers many verticals thanks to its **industrial expertise** in mobile telephony and IoT

The company MobiWire is present internationally.

● <i>Headquarter</i>	● <i>Sales</i>	● <i>Factory</i>
● <i>Research & Development</i>	● <i>Marketing and development</i>	



Ambition and values

MobiWire is shaping tomorrow's mobile-phone solutions to make them more **secure, integrated and sustainable**.

The company builds a long-term **relationship of trust** with its customers, partners and team members thanks to the simple but powerful core values of the company:

Communicate with **honesty**, act with integrity and respect **commitments** made.

The ambition is stated: To be a company in which employees are **proud to work** and a company with which customers and suppliers choose to **cooperate**.

Its history

1995

Sagem launches mobile phones division



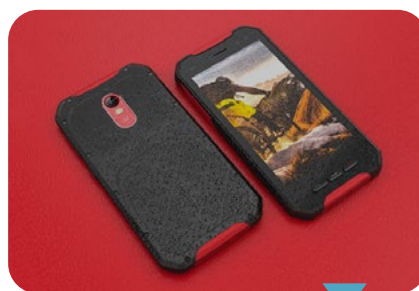
2003

Sagem and Ningbo Bird found Ningbo Sagem Bird Electronic Co.Ltd.



2009

Hong Kong SMC Mobiles Co.Ltd. acquires Sagem Mobiles Ningbo, which becomes Sagetel Mobiles Ningbo



2005

Merger of Sagem with Safran Group, creating Sagem Mobiles



2011

MobiWire Mobiles (Ningbo) Co.Ltd. Hong-Kong SMC becomes 100% shareholder of Mobiwire SAS. Sagetel Mobiles Ningbo changes its name to MobiWire Mobiles Ningbo



2018

MobiWire creates a dedicated entity Mobillot, to address the IoT market.



Its team

03

Members of management



Pascal DUBREUCQ

President



Pierre DUPIC

CEO



David CHARLOT

CEO

CSR committee

The desire to anchor CSR within MobiWire is reflected in the involvement of a team to deploy the company's sustainability strategy. Alongside the administrators, four qualified people are working on its deployment.



Matthieu COURTOIS

Director of Operations



Sara KOURDALI

Sales and digital marketing coordinator



Thomas CREPIN

CSR project manager



Anne-Sophie BENZAADA

Management Controller

Strong commitments and significant actions



MobiWire undertakes to comply with all French and European **regulations regarding its sector and the products it markets:**

- Energy labeling for smartphones (EU Directive 2023/1669)
- Eco-design of phones and smartphones (EU Directive 2023/1670)
- Transparency and recycling of hazardous waste required by WEEE regulations
- Compliance with the European General Data Protection Regulation (GDPR)



MobiWire has been distinguished by Ecovadis medals since 2014.

In 2023, the company received the Silver medal for its CSR performance with a score of 60/100.



ISO certifications:

- The MobiWire factory has been certified **ISO 14001:2015** since 2022 for the performance of its Environmental Management System (EMS).
- MobiWire has been certified **ISO 9001:2015** since 2013, demonstrating its commitment to provide high quality solutions, ensuring customer satisfaction and continuous improvement.
- MobiWire has been certified **ISO 45001:2018** since 2022, ensuring a safe working environment for its employees



MobiWire has supported the Eco Rating initiative since 2021 as a manufacturer, by providing data for its products. Eco Rating measures **the environmental impact** over the complete life cycle of mobile phones (production, transport, use and end of life) in order to display a harmonized **environmental score** for mobile phones.



In 2024, MobiWire signed the **Sustainable IT Charter**, from the Institute for Sustainable IT.



Governance

Risks

A divergence on the company's CSR strategy within the group in the different countries, as well as a CSR strategy that is not structured enough and does not offer a vision of sustainable transformation, could challenge the development and attractiveness of the company.

Politics

CSR commitments are shared within the company at the international level and are included in the company's value proposition:



Measures

MobiWire addresses Corporate Social Responsibility topics during the Management Committee (CODIR) every quarter, in order to ensure that management is well aligned with the objectives and the action plan, and that the information is shared with all.

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

The objectives targeted for 2022 were achieved: 10% of the payroll was paid to employees as profit-sharing.

Ethics and transparency

06

Risks

A lack of ethics and transparency goes against MobiWire's ambition: **To be a company in which employees are proud to work and a company with which customers and suppliers choose to cooperate.**

Another risk is identified on the independent distribution network in nearly 10 African countries. MobiWire works with independent agents and wants that they, like employees, respect the Ethics Charter and the Anti-Corruption Policy.

Politics

The MobiWire company aims to be an **ethical player with integrity** at all levels of its organization and throughout its value chain.

The company undertakes to strictly respect and ensure compliance with all legal obligations to which it is subject.

In the interest of setting an example, MobiWire deploys its strategy on the basis of values shared by all of its employees. MobiWire management ensures that that all of its activities are conducted in accordance with **high ethical standards** combining **integrity, transparency and respect** for stakeholders.

These values guarantee sustainable growth based on the trust granted by the customers, employees and other stakeholders of MobiWire.

Measures

MobiWire has written several documents, shared with all employees. They must be respected by everyone, including the independent agents with whom the company works.

They are the reference documents in terms of ethics and transparency and they are available in the main languages used in the company: French, English and Mandarin.

- **The Ethics Charter** which aims to give all employees, partners and suppliers, guidelines in the conduct to adopt during all professional activities.
- **The Anti-Corruption Policy**, which is defined in accordance with the OECD Convention on Preventing Corruption of 1997 and with the United Nations Convention against Corruption of 2003. It meets the requirements of French law no. °2016-1691 of December 9, 2016 relating to transparency, the fight against corruption and the modernization of economic life, known as the "Sapin II law".
- **The Policy for the prevention and management of conflicts of interest**, which ensures the protection and primacy of clients' interests and which complies with Law No. 2016-1691 of December 9, 2016 relating to transparency, the fight against corruption and the modernization of economic life, known as the "Sapin II law".

All gifts and benefits for customers are subject to validation by the direct manager, and as soon as they are of a value greater than €50, they must be systematically declared.

Appropriate training for the employees involved is put in place to ensure satisfactory knowledge of their responsibilities and obligations in this context.

The conflict of interest map is updated regularly and validated by the Management Committee.

Ethics policy KPI

Topics	Number of alerts for corruption	Number of alerts for IT security
2020	0	0
2021	0	1
2022	0	0
2023	0	0



Regarding independent agents, a manager from the French team travels several times a year to visit them and ensure that the working methods used comply with the Ethics Charter and the anti-corruption policy.

From 2024, MobiWire will systematically integrate environmental, ethical and anti-corruption commitments into all new contracts with its distribution network around the world.

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


They ensure that MobiWire is able to verify compliance with these requirements, by a third-party auditor if necessary.

This charter imposes **requirements in social, environmental, trustfulness, risk management and consumer protection.**


The team monitor the signing of this Charter.

The entity in China has also written out a **CSR Supplier Charter** adapted to its market.

The team monitor the signing of this Charter.



In 2024,
95%
of MobiWire suppliers
have signed the CSR
Supplier Charter in France.



In 2024,
100%
of MobiWire suppliers
have signed the CSR
Supplier Charter in China.

↘ Within the MobiWire teams in France

Risks

Unsatisfactory working conditions for employees could have a negative impact on the group's productivity, growth, talent retention, image and reputation.

Politics

From recruitment to professional development, from parity to diversity and inclusion, the company places the **satisfaction of its employees** at the forefront. They are the first ambassadors of MobiWire.

Health and well-being at work are part of HR priorities in order to protect and develop the 30 people working at MobiWire.

MobiWire has drafted several documents related to the social protection of employees, which are shared with everyone internally: a copy of each is available in the common computer sharing directories, is displayed and is communicated to each new employee.

- Internal regulations
- Prevention of psychosocial risks
- Fight against harassment and sexual and gender-based violence
- Safety advices related to professional risks

Because they are intended to organize life in the company in the interest of all, these directives apply to everyone in the company, wherever they are: workplace, common areas, parking, customers' office, etc.

They must be read and respected, without exceptions. MobiWire is uncompromising in respecting these guidelines.

Measures

↘ Diversity and inclusion

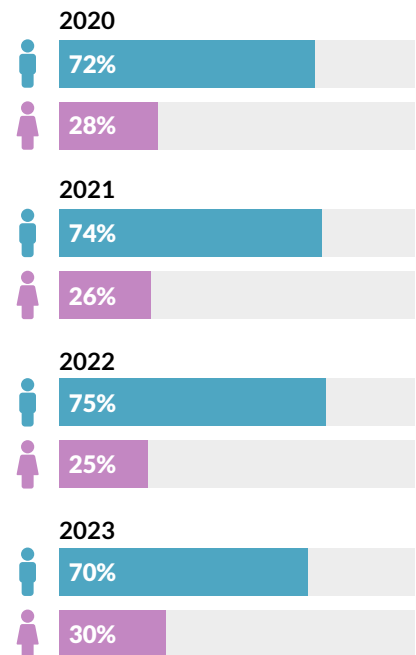
All employees and stakeholders expect a strong commitment to inclusion and diversity within the company.

In its internal organization, its recruitment and as in its professional activities, **the company does not admit any attack on the dignity and equality of people based on their ethnic origins, their nationality, their gender, their age, their sexual orientation and their religion.**

MobiWire works to welcome and integrate people with disabilities and populations far from employment into teams as best as possible.

Due to the IT industry which is still predominantly male today, MobiWire notes a significant gender inequality in the profiles applying for job offers. However, MobiWire works to **promote professional equality**, encourage the presence of women in the industry and diversity in all services and positions within the company.

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



Given its international activity, MobiWire is committed to facilitating the work of foreign collaborators and stakeholders by systematically using the English language when necessary.



The objective by the end of 2024 is to achieve gender parity within the workforce.

↘ Health and well-being at work

The company offers a total of **7 weeks of vacation per year** while the French Labor Code imposes a minimum of 25 days. Apart from 5 days, employees can choose when they wish to use them, which contributes to their working comfort during the year.

MobiWire ensures that **screens, furniture and chairs provide** a satisfactory level of working comfort. The company shares the INRS document entitled **“Living better with your screen” with all its employees** in order to raise awareness about postures and the positioning of screens.

MobiWire’s headquarters in Courbevoie offers an open space allowing employees to take a real **break** from the day, **connect** with each other and **relax**. A kitchen allows employees to bring food from home (more flexibility on specific diets, budget control, healthier, etc.).

A **“Mobility bonus” of €50/month** is offered to help employees make greater use of public transport which emits less Greenhouse Gas than private cars. Furthermore, active mobility such as walking, cycling or even scooters are beneficial for reducing stress and good for the employees’ health and well-being.

Employees have the **right to disconnect** and cannot be contacted outside of their working hours, whether using professional equipment from the company or personal equipment. This right is detailed in the **“Charter on the right to disconnect”** written out by MobiWire.

Working from home is a benefit offered at MobiWire. The **“Home office Code of Conduct”** helps employees organize themselves to have the best working conditions at home.

Psychosocial risks are taken very seriously within MobiWire. A prevention note for these risks was written and shared with all employees.

↘ Prevention and fight against harassment and sexual and gender-based violence

Harassment and sexual and gender-based violence in the workplace are not, and will never be, tolerated.

MobiWire pays particular attention to **protecting all of its employees** against all forms of harassment and violence.

The company commits to collect complaints and act without delay to take appropriate measures in the event of harassment and violence.

The guidelines for fighting harassment and violence are clearly explained in the note **“Prevention and fight against harassment and sexual and gender-based violence”**, written by MobiWire and sent to all employees.

↘ Safety and security

Information relating to the safety and security of employees is detailed in the document **“Safety advice related to professional risks”**, written by MobiWire.

Nothing can allow an employee not to strictly comply with all the health and safety rules and instructions issued by the building, because everyone’s safety is at stake. MobiWire does not tolerate any deviation from its team members.

MobiWire provides access to a first aid kit within the offices.

Number of workplace accidents

Subject	Number of work accidents
2018	0
2019	0
2020	0
2021	0
2022	0
2023	0



Professional development

Poor implementation of skills assessment, development and enhancement policies by managers and human resources is likely to lead to employee demotivation, a drop in productivity and an increase in turnover.

The training policy encourages employees to express their wishes in terms of training, throughout the year, when needs arise.

0.7% of the payroll is dedicated to financing employee training.



In 2023,

80%

of employees have received training.



The objective for 2024 is for all employees who wish to do so to follow the training requested during the year.



↘ Within the MobiWire teams in China

Risks

The main risk lies in the value chain. The products sold are manufactured in China, which implies less demanding and less regulated working rights and conditions than in Europe.

Politics

The Chinese entity, MobiWire Mobiles Ningbo, owns the factory and all the products that MobiWire sells are manufactured in this factory.

The factory does not use any subcontractors, in order to control the entire production and assembly chain.

MobiWire is committed to making the factory “open”, which allows audits by external stakeholders to verify respect for human rights and the working conditions of employees whenever they ask for.

Measures

The latest audits of the Chinese factory carried out by European operators

Kind	Date	Month	Customer	Days	Status
CSR and factory audit	2023/2/20				
CSR and factory audit	2023/2/21	Feb	Client 1	4	Finish
CSR and factory audit	2023/2/22				
CSR and factory audit	2023/2/23				
Production audit (new plant)	2023/3/13	Mar	Client 1	1	Finish
Production audit (new plant)	2023/3/14				
Factory audit	2023/4/26	Apr	Client 2	1	Finish
Factory process audit	2023/4/28	Apr	Client 3	1	Finish
Factory audit	2023/6/26	June	Client 3	1	Finish
CSR audit	2023/6/27	June	Client 3	1	Finish
Factory audit	2023/6/28	June	Client 4	1	Finish
Production web audit	2023/12/13	Dec	Client 5	1	Finish

Rare minerals and materials can have disastrous social impacts in the countries where they are extracted. As an example, the extraction of one of these materials is the main cause of conflict in the Democratic Republic of Congo. Children also work in the mines, without any rights or respected working conditions.



The Research & Development teams ask the suppliers to complete the international standard document “**Conflict Mineral Reporting Template (CMRT)**”, in order to ensure the origin of the materials used.

100 %

of suppliers completed the “**Conflict Mineral Reporting Template (CMRT)**”.

From 2024, filling out the document “**Conflict Mineral Reporting Template (CMRT)**” is mandatory for any new product launched.



Risks

CO2 emissions linked to IT industry and technologies and the impacts of digital activities on the environment and biodiversity can challenge the growth of the IT sector. Indeed, the increase in digital uses leads to an increase of the sector environmental impact (manufacturing of IT devices, energy consumption via the cloud or IT equipment, electronic waste, etc.). This is a subject of attention for MobiWire stakeholders who expect visible and sustainable actions.

MobiWire must act to **anticipate market evolutions and offer solutions to limit the industry's consequences on climate change and the collapse of biodiversity.**

In addition, the production of devices induces a strong dependence on water consumption and particular attention must be paid in the years to come to the impact of production on fresh water consumption.

A disengagement by MobiWire from actions to reduce its environmental impact could result in :

- A societal and vital risk by not responding to the Paris agreements and by not respecting the planetary limits necessary for the sustainable development of human society
- An economic risk by not meeting the expectations of customers and all stakeholders on CSR criteria
- A legal risk by not responding to increasingly demanding French and European environmental regulations on the subjects of eco-design, reparability (guarantees, availability of spare parts, etc.), planned obsolescence, electronic waste, etc.
- A decline in attractiveness for new talents who are increasingly attentive to the commitments taken by companies

Politics

MobiWire is committed to measuring and reducing its carbon footprint, extending the lifespan of its products, offering less energy-intensive digital services, developing sustainable customer offers, as well as raising awareness and promoting these approaches among its partners.

This means taking into account **the durability, reparability and recyclability of devices**, while reducing the overall carbon footprint per company employee.

In the years to come, work must be focused on **the circular economy** with the sorting and recovery of waste from MobiWire products in conjunction with eco-organizations in the electrical and electronic equipment sector.

In addition, MobiWire reaffirms its place as a **player of a more sustainable IT industry** by being signing the **Sustainable IT Charter from the Sustainable IT Institute.**

Measures

↘ The greenhouse gas (GHG) footprint and the decarbonization strategy

In order to **reduce GHG emissions**, it is essential to measure them beforehand. This is why MobiWire measured its 2023 Carbon Footprint with an expanded scope taking into account direct and indirect emissions.



From 2024, MobiWire commits to update its GHG Report every 2 years and publish it on the Ademe website (bilans-ges.ademe.fr). The objective is to set a reduction trajectory aligned with the Paris Agreement and the national low-carbon strategy and to monitor quantified KPIs.

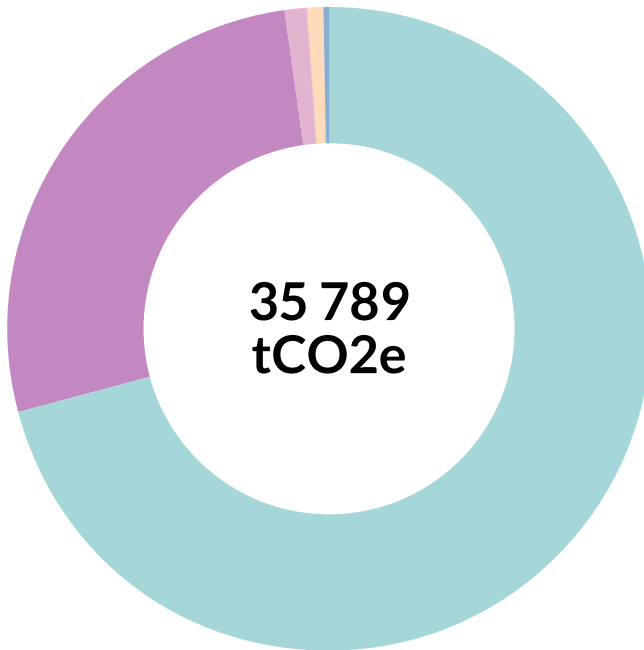


MobiWire's carbon footprint in 2023

MobiWire's activities emitted a total of

35 789

tons of CO₂e, which represents **0,8 tons of CO₂e per K€ of annual revenue**.



Energy	0,01%
Excluding energy	0,03%
Purchases	71%
Freight	27%
Travel	1%
Direct waste	<0,01%
Fixed assets	<0,01%
Products use	1%
Products end of life	<0,01%



→ ACTION 1

Reduction of energy consumption

The factory in China has had solar panels since 2023 and produces around 10% of its electricity using solar energy. Unconsumed energy is sold back to the national grid.



→ ACTION 2

Encourage low-carbon mobility within the company

All employees have the possibility of receiving the "Mobility bonus" of €50/month, in order to help them make greater use of public transport that emits less greenhouse gases than the individual car.

Today, 53% of employees use this "Mobility bonus".

Awareness is being raised internally to reduce air travel on short trips, when there is an alternative, and to promote the optimization of mandatory long journeys by plane, avoiding detours and trips back and forth.



→ ACTION 3

Raising awareness among employees and stakeholders

MobiWire shares good practices for reducing the environmental impact of its employees in the note *Sustainable practices and actions in the company*.



The members of management and the CSR committee were trained in 2024 on energy and climate issues as part of the Carbone Footprint project.

→ ACTION 4

Resource management during production

The Chinese factory has an ambitious environmental management program and measures its electricity, water and waste consumption per worker.

Quantified objectives are set each month, and they have all been achieved in 2023.

Environmental Management System (EMS) of the factory in China

Record					Record											
KPI & PER Result					KPI & PER Result											
Dept	Environment				KPI Color Definition:											
Pilots	Huang bo				Green: The target is reached.	Red: The target is not reached.	Orange: The target is not reached but the results increase each month or the actual action plan will allow to do it in 1 or 2 months. *The indicator is under control.									
Indicator	Calculate Formula	Measure Items	Data Collector	Yearly Target	Jan/23	Feb/23	Mar/23	Apr/23	May/23	Jun/23	Jul/23	Aug/23	Sep/23	Oct/23	Nov/23	Dec/23
单机电费 Single device electricity fee	年度累计平均值 Annual cumulative average	发货量数据 Using the company unified calculation	汪审琦	0.19元/台 0.19RMB/Device	Target	0.20	/	/	/	/	/	/	/	/	/	/
					Result	0.26	0.23	0.20	0.20	0.20	0.20	0.21	0.21	0.21	0.20	0.19
工时耗水量 (KG) Man-hour water consumption	月度总耗水量/总工时 Total monthly water consumption/working hours	按12小时工时统计 Based on 12 hours of work	方福德	70KG/hour	Target	70.00	/	/	/	/	/	/	/	/	/	/
					Result	69.00	69.00	68.70	68.90	58.50	69.00	69.00	69.00	69.00	69.00	69.00
环境事故 environmental accident	弃箱污染、化学品泄漏、废气、噪音、废水污染、化学 Waste water, waste gas, noise, waste pollution, chemical	/	吕君	0	Target	0	0	0	0	0	0	0	0	0	0	0
					Result	0	0	0	0	0	0	0	0	0	0	0
(g) Amount of hazardous waste	年度累计重量 Cumulative handling weight/cumulative production of	发货量数据 Using the company unified calculation	方福德	0.40	Target	0.40	/	/	/	/	/	/	/	/	/	/
					Result	0.21	0.27	0.27	0.28	0.21	0.19	0.17	0.26	0.22	0.22	0.19
(g) The amount of general waste per	Carton \ plastic \ other subcategories Cumulative	发货量数据 Using the company unified calculation	方福德	30,00	Target	35.00	/	/	/	/	/	/	/	/	/	/
					Result	26.04	20.66	21.51	32.30	29.90	25.50	25.40	21.30	28.20	28.17	25.31

→ ACTION 5

Reducing the carbon footprint of freight

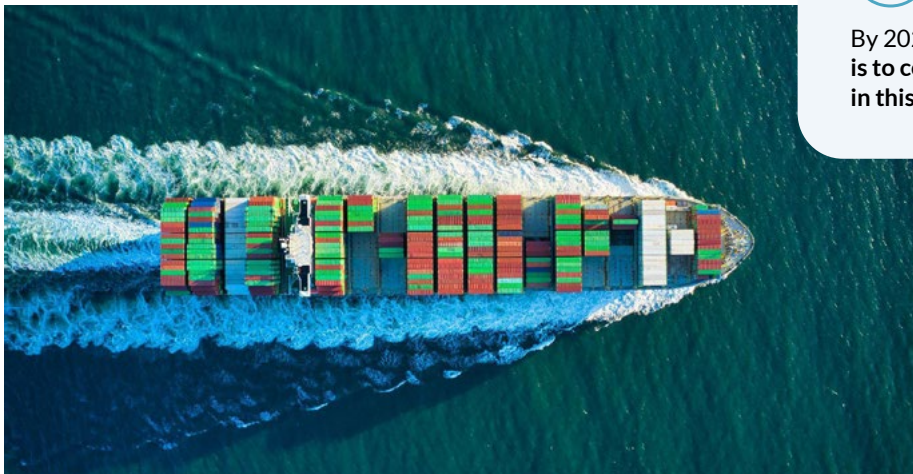
MobiWire favors sea transportation over other modes, which may be more polluting, despite the challenges associated with this transportation means, such as longer transit times, more complex logistics planning, inventory management and geopolitical issues.

Evolution of product shipments by sea transportation since 2020

	Sea transportation	Air transportation
2020	59%	41%
2021	81%	19%
2022	72%	28%
2023	92%	8%



By 2025, the objective is to continue in this direction.



↳ The environmental program for MobiWire products

The impact of devices represents 55% of the overall IT carbon footprint.

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

This environmental program, still applied since, regroups several **concrete commitments and actions**:

The level of use of hazardous and restricted substances in electronic devices

MobiWire complies with French and European regulations regarding dangerous substances in electronic devices.

- **European RoHS Directive** (2011/65/EU), which aims to restrict the use of certain hazardous substances in electrical and electronic equipment (EEE) in order to protect human health and the environment

- **European Directive REACH** (1907/2006), which aims to ensure a high level of protection of human health and the environment, as well as the free movement of chemical substances within the EU internal market, while improving competitiveness and innovation in the European chemical industry



In the products covered by this environmental program, MobiWire's guideline is to have a concentration of substances at least **20% lower than the authorized concentration**.



Requirements

Substances	RoHS limits	Mobiwire limits
Cadmium (Cd)	0,01%	0,008%
Lead (Pb)	0,01%	0,008%
Mercury (Hg)	0,01%	0,008%
Hexavalent Chromium (Cr VI)	0,01%	0,008%
Polybrominated Biphenyls (PBB)	0,01%	0,008%
Polybrominated Diphenyl Ethers (PBDE)	0,01%	0,008%
Bis(2-Ethylhexyl) phthalate (DEHP)	0,01%	0,008%
Benzyl butyl phthalate (BBP)	0,01%	0,008%
Dibutyl phthalate (DBP)	0,01%	0,008%
Diisobutyl phthalate (DIBP)	0,01%	0,008%

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

MobiWire's environmental program is even more ambitious by setting a concentration lower than the **concentration authorized** in batteries:

Requirements

Substances	2013/56/EU limits	Mobiwire limits
Cadmium (Cd)	0,002%	0,0001%
Mercury (Hg)	0,0005%	0,0001%

Eco-design

Eco-design approach for products allows MobiWire to **reduce pressure on natural resources** (extraction of new resources) and on the generation of waste.

• Raw materials

All materials used in the devices manufacturing must be questioned and evaluated before final decisions are made.

The work on the raw materials which compose digital devices is focused on testing durability and continuous improvement over the long term.



MobiWire has a goal of using 100% recycled and recyclable materials by 2025 for a number of selected products.

The Research & Development teams have a crucial role in the eco-design approach. They identified a new type of plastic mixture: PC + 15% PCR (Recycled Plastic) developed by the raw material supplier Kumho Sunny.

This **more sustainable plastic** must be applied to all plastic parts of selected products by 2025.

Evolution of the rate of recycled plastic in products (European market)

	% recycled plastic
2021	20%
2022	50%
2023	75%
Objective 2025	100%

Packaging requirements

Item	Recyclability	Biodegradability
Gift Box	FSC Mix	
Carton Box	FSC Mix	
Carton box sealing tape one roll	FSC Mix	
QSG	FSC Mix	
LL	FSC Mix	
GB sealing label	FSC Mix	
Binding rope for accessories	FSC Mix	
Handset bag		EN 13432
Damp proof bag (SKD)		EN 13432
Battery/cradle bag		EN 13432
Bubble bag (SKD)		EN 13432
LCD window protective film		EN 13432

In addition, the **cardboards are printed with vegetable oils ink-made.**

• Finishes

All device casings must be made of raw material, **without the application of paint.**

• Packaging

MobiWire has implemented requirements for its product packaging materials to reduce waste and plastic pollution.

• Accessories

For models sold by certain operators, the length of the USB-type C cables has been reduced to 50cm and the headphones and the wall charger are not automatically supplied, which reduces **waste and encourages the reuse** of old chargers still functional.



Life Cycle Analysis

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

All scores out of 100 are publicly available on [the Eco Rating website](#).



The ambition is to improve these scores over the years and for each new manufactured product.

For example, the Eco-rating score of 4 products

Model	Eco-rating score	Sustainability	Repairability	Recyclability	Climate change	Resource preservation
MobiWire Sora	81/100	49	71	52	66	85
Orange Neva sparkle 8GB	80/100	62	87	66	67	83
Orange Neva sparkle 16 GB	80/100	62	87	66	67	83
Smart P24	83/100	54	71	55	62	91

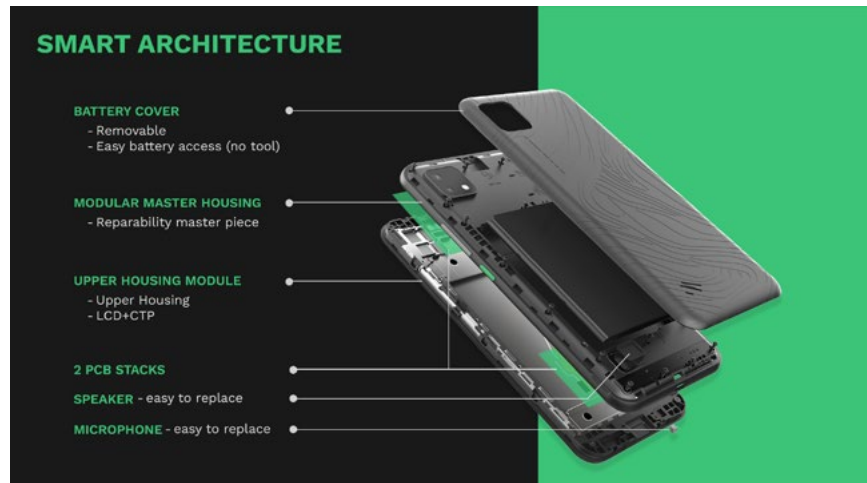
Circular economy

In order to improve the durability of devices, MobiWire develops the architecture of these devices with the aim of achieving the highest level of repairability.

Today, some MobiWire products are designed with:

- a removable battery
- a replaceable LCD module
- only one type of screw to facilitate disassembly and only one standard tool required

Ecodesign criterias



On the French market, the repairability index was deployed on January 1, 2021 on five product categories including smartphones. This tool aims to better inform consumers about the more or less repairable nature of their device.

MobiWire measures the Repairability Index for all of its products distributed on the French market, as required by law (article 16-I of law no. 2020-105 of February 10, 2020 to combat waste and to the circular economy, for electrical and electronic products).

The Repairability Index is provided to operators who market these products.

Waste Management

Within the production chain

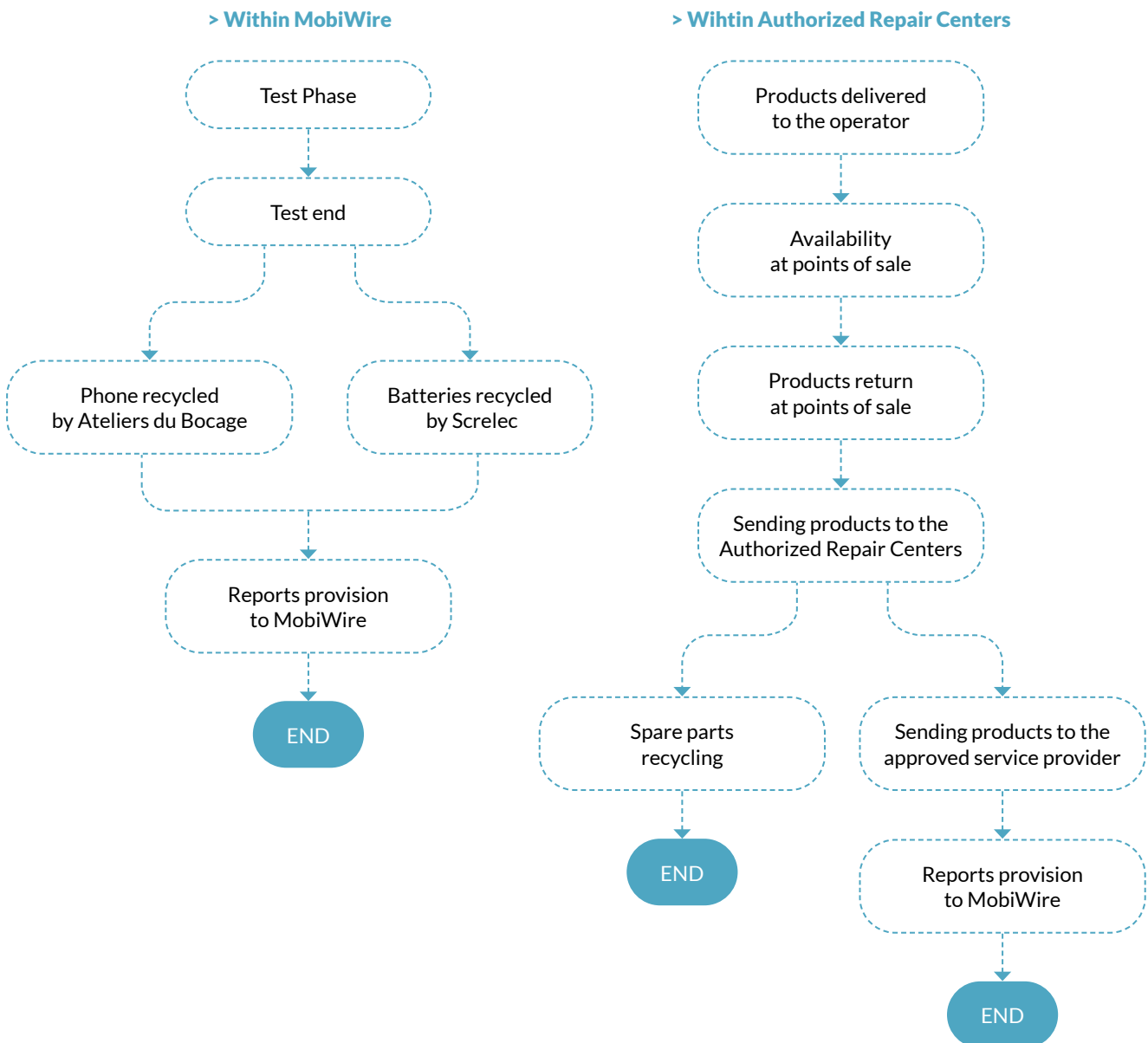
The French WEEE regulations aim to respond to health and environmental issues linked to hazardous waste, and also to promote the recycling potential of the materials which compose electrical and electronic equipment. In this context, MobiWire is obliged to declare the electrical and electronic equipment that it places on the market each year (devices, batteries, accessories).

In 2023, MobiWire reported 22 703 kg of mobile phones in France, Spain and UK and 7 759 kg of batteries and accessories in France and Spain.



MobiWire also declares packaging waste to the French eco-organism Citéo.

The company has implemented a well-defined product waste management policy depending on whether they are thrown away within MobiWire (after testing) or by their customers.



In the MobiWire offices

According to Ademe (French Environmental and Energy Management Agency), each office worker produces on average between 120 and 140kg of waste per year in their workplace.

MobiWire raises awareness among its employees about reducing waste, because *"The best waste is that which is not produced."*

> Reduce the amount of waste

During the last move in August 2022, all of the furniture was renewed. 100% of the old furniture in good condition has been recycled through donations to associations, schools and employees.

Furniture that could not be reused was collected for recycling with the help of the company in charge of the move.

In the offices, numerous initiatives help reduce waste:

- Bamboo water bottles were distributed to all employees in 2021

Guidelines are included in the Environmental Impact Reduction Guide received by all employees.

Actions have been put in place to:

- A water fountain has been available since August 2022 in the workplace and has enabled a saving of 11 211 plastic bottles
- Two microwaves and reusable tableware are available to everyone in the kitchen, in order to limit waste from take-out catering
- Since 2021, coffee is free and bought in beans, to avoid single-use capsules.
- Stopping systematic printing for accounting documents since January 2024 through investment in a version of the accounting management tool that is more optimized on this aspect.



> Promote the collection and recycling of waste

MobiWire has implemented waste sorting in offices since 2018. This allows teams to sort the following waste:

- Cardboard
- Plastic/metal
- Batteries / batteries
- Electrical appliances

↳ Responsible purchasing policy

Since 2024, **MobiWire has also evaluated its suppliers on environmental criteria.**

A significant number of the company's suppliers have Ecovadis certification and display ambitious environmental commitments.

For example, the two freight forwarders have an Ecovadis Gold medal for OVRSEA and an Ecovadis Bronze medal for FAUVEDER.

Cordon groupe, the main provider of MobiWire products maintenance, repair and renovation has an Ecovadis Gold medal, is certified with the label "Service France Garantie" and has the RECQ label, the leading European label for used products.

A Responsible Purchasing Charter was written out and sent to the dedicated teams at the beginning of 2024.

Failure to comply with these criteria may exclude suppliers in the future.



The objective for 2024 is to train purchasing departments about environmental criteria so that they are taken into account when choosing new suppliers.



Commitment to the community

MobiWire has been working with several **actors in the Social and Solidarity Economy** for many years:

- > [L'ESAT AVENIR](#) of [the Association L'Espoir](#) since 2018, which employs people with disabilities
- > [Les Ateliers du Bocage](#) since 2017, a social and environmental utility cooperative, which employs people undergoing reintegration and far from employment
- > [Le Chêne](#) workshop which employs disabled workers. Since 2020, MobiWire has purchased PEFC certified paper there.
- > [MisterBean](#) since 2021, which provides sustainable and fair-trade coffee, roasted in Île-de-France by workers with disabilities.

In the past, MobiWire has made several **material donations** to support and help populations and organizations in need internationally and in France.

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

- > In November 2021, during a phone clearance operation, around 2,000 mobile phones were donated to a charity welcoming Afghan migrant.
- > During the last move in August 2022, all of the furniture was renewed. The old furniture was donated to:
 - APED Espoir (Persan, 95) for their new office: 15 desks, 15 office chairs and 10 racks coats
 - A school in Val d'Oise: 4 low metal cabinets, 2 whiteboards and 12 meeting chairs
 - Half of the remaining furniture (especially cabinets) was given free of charge to employees upon request.
- > 100% of IT equipment depreciated for more than 12 months and being replaced will be offered free of charge to employees.

For example, since January 2023: 6 computers have been transferred free of charge.







MobiWire Group

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