

Altice International S.à r.l.

NON FINANCIAL
PERFORMANCE STATEMENT 2022

INDEX

2022 CONTEXT 3

SUSTAINABILITY STRATEGY 4

2.1. Codes, charters, and principles	7
2.2. Human Rights	9

ENVIRONMENTAL PERFORMANCE 11

3.1. Energy	13
3.1.1. Energy consumption	13
3.1.2. Reduction of energy consumption	14
3.1.3. Renewable energy	16
3.2. Emissions	17
3.2.1. Direct (Scope 1) GHG emissions	17
3.2.2. Energy indirect (Scope 2) GHG emissions	18
3.2.3. Other indirect (Scope 3) GHG emissions	18
3.2.4. Reduction of GHG emissions	19
3.3. Materials	20
3.4. Waste	23
3.5. Water and Effluents	25
3.6. Biodiversity	26

SOCIAL PERFORMANCE 27

4.1. Workforce	27
4.2. Employment and labour management relations	28
4.2.1. New employee hires and employee turnover	32
4.2.2. Protection of maternity and paternity	36

4.3. Occupational health and safety	39
4.4. Training and skills development	42
4.5. Diversity, inclusion, and non-discrimination	48
4.5.1. Promoting the employment of young people	54
4.5.2. Promoting the employment of people with disabilities	55
4.6. Customer health and safety	56
4.7. Digital security and customer privacy	57

PROXIMITY TO THE COMMUNITY 65

5.1. Community communications access	65
5.2. Community involvement	67

PROCUREMENT AND SUPPLIERS 74

6.1. Supply chain	74
6.2. Procurement practices	76
6.3. Supplier Assessment	79

PARTNERSHIPS 81



2022 CONTEXT

2022 was a year characterised by strong global events that impacted the lives of every person and every organisation. The year began with a post-pandemic recovery period, in which all economic signs seemed positive. The war in Ukraine started in Europe, which triggered changes to the geopolitical and macroeconomic environment: an increase in the inflation rate, mainly driven by an increase in energy costs and the increase in interest rates by central banks. In addition, other effects such as the increase in cost of raw materials and the disruption between production and consumption continued to be visible. Beyond these macro issues, extreme weather events occurred in a frequent manner. All these events have significant short, medium, and long-term impacts on the Subsidiaries' sustainability.

The Subsidiaries of Altice International S.à r.l. (the "Subsidiaries") have demonstrated their resilience and strength by continuing to improve their business model and their capability to create value for all their stakeholders. They have provided high quality fixed services, mobile telephony, media, and advertising services to residential and business customers in all locations in which they operate - Portugal, Israel, and the Dominican Republic - and offer a variety of wholesale and other services across their footprint. The Subsidiaries also invest in specific areas to supplement and enrich their service offers.

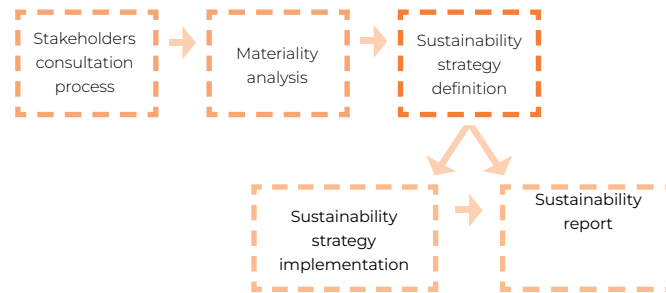
As a global media platform, Teads unites and empowers the best publishers in the world to connect advertisers to an audience of over 2 million people every month. Teads' made-for-mobile ad experiences deliver attention and guaranteed outcomes across the marketing funnel. Through its end-to-end platform, it provides demand-side, sell-side, and creative technology to deliver better media effectiveness for brands, better monetization solutions for publishers, and better experiences for consumers.



SUSTAINABILITY STRATEGY

Management and monitoring of risks and Subsidiaries' performance in each of the ESG (environmental, social, and governance) dimensions is essential.

In 2022, Altice Portugal carried out a stakeholders (e.g. investors, regulators, suppliers, employees and clients) consultation process, in which they were asked to evaluate a range of ESG themes, taking into account Altice's Portugal impact. The same topics were also evaluated by Altice's Portugal top management, this time considering their impact on the Subsidiary value creation potential. Altice's Portugal materiality matrix results from the cross between these two assessments and identifies the priority sustainability topics for Altice Portugal. These topics will serve as a basis for defining the Subsidiaries' strategic approach to sustainability issues. It is also on them that Altice Portugal's standalone sustainability report should focus.



The governance of these issues, at Altice Portugal, is ensured by the Sustainability Committee, which is made up of members of the Executive Committee and other directors of the Company, from different management areas and reports directly to the CEO.

With the ambition of reducing the negative impact of its operations and contributing to a sustainable economic, social, and environmental development, through sustainability policies, plans and effective programmes, Altice Dominicana also formed its own Sustainability Committee, made up of staff from the Subsidiary's most relevant areas.

HOT manages these matters on an ongoing basis by the relevant departments. In this way, each department of each Subsidiary defines its goals on an annual basis.

Teads has built a platform that puts the respect of the user at the centre and offers brands a respectful and sustainable way to communicate, by addressing several pillars for responsible advertising. The first one is supporting quality content producers and not giving any reach to fake news or hateful content. The second pillar is about engaging with consumers in a responsible way with the least intrusive formats that can be skipped or by minimising the use of personal data. Finally, Teads also aims to have a positive contribution to society through diversity and inclusion, supporting charities and of course reducing the environmental impacts of its activities (detailed further in the Environmental Performance section).

Managing Teads' approach to sustainability is based on an iterative process based around three important steps:

1. Measuring impact and how it is distributed along the value chain

To identify where it should focus its efforts, considering the several providers (Cloud providers, SaaS providers) from which its advertising services relies on, publisher and other tech partners, the network infrastructure outside its platform and, ultimately, end-user devices that will display its advertising campaigns.











2. Prioritising the reduction of the largest emission sources

Use best-in-class architectures and solutions to optimize the impact of Teads' cloud platform and advertising delivery, by developing with its providers the best-in-class architectures and solutions to optimise the impact of cloud platform and advertising delivery.

3. Contributing to neutrality

Development of initiatives that are removing carbon from the atmosphere on top of working with its value chain to decrease its overall impact.

The Subsidiaries are contributing to the achievement of several SDGs through their actions and expertise.

SDG	Goal 2030	Actions	2022 Results/KPI's	SDG	Goal 2030	Actions	2022 Results/KPI's
	Ensure healthy lives and promote well-being for all at all ages	4.3 Occupational health and safety 4.6 Customer health and safety	-12 accidents at work registered		Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation	5.1 Community communications and access	+ than 90% of the population in the geographical areas where the Subsidiaries operate, covered by mobile infrastructures
	Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all	4.4 Training and skills development 5.2 Community involvement	30 hours of training per employee, on average		Reduce inequality within and among countries	4.5 Diversity, inclusion, and non-discrimination 5.1 Community communications and access 5.2 Community involvement	2% of the Subsidiaries employees are people with disabilities
	Achieve gender equality and empower all women and girls	4.2 Employment and labour management relations 4.5 Diversity, inclusion, and non-discrimination 5.2 Community involvement	40% of employees are woman		Make cities and human settlements inclusive, safe, resilient and sustainable	5.1 Community communications and access 5.2 Community involvement	485,027 beneficiaries of Subsidiaries' social intervention
	Promote sustained, inclusive, and sustainable economic growth, full and productive employment and decent work for all	4.1 Workforce 4.2 Employment and labour management relations 4.4 Training and skills development 5.1 Community communications and access 6.1 Supply chain 6.2 Procurement practices 6.3 Supplier Assessment	+ 77 employees 315, 347 training hours		Ensure sustainable consumption and production patterns	3.3 Materials 3.4 Waste 6.1 Supply chain 6.2 Procurement practices 6.3 Supplier Assessment	- 679.97 t of produced waste
					Take urgent action to combat climate change and its impacts	3.1 Energy 3.2 Emissions	+ 725 GJ of renewable energy produced
					Strengthen the means of implementation and revitalize the global partnership for sustainable development	5.2 Community involvement 7 Partnerships	~50 strategic partners for sustainable development



2.1. Codes, charters, and principles

The strength of the relationships between the Subsidiaries and their stakeholders is a fundamental asset in the conduct of its business. Without it, it is impossible for the Subsidiaries to achieve their goals and strategic ambitions and, ultimately, to create long-term value. Building these relationships requires a permanent commitment, based on ethical and responsible business principles.

The Subsidiaries' business principles are formalised on their guides, codes of conduct, and policies and are reinforced by the public subscription of different charters and principles.

	Altice Portugal	Altice Dominicana	HOT	Teads
Guides and Codes of Conduct				
Code of Ethics	X	X	X	
Employee Manual		X		
Employee Handbook				X
Code of Good Conduct for Prevention and Combating Harassment at Work	X			
Sexual Harassment Procedure			X	
Suppliers Social Responsibility Code	X			
Ethic code for sales brand & communications, purchasing and Telco & IT		X		
Institutional Induction		X		
Commercial Induction		X		
Procedure of contractual transactions with interested parties			X	
Anti-corruption code			X	
Policies				
Anti-corruption policy	X	X		
Information security Policy	X	X		
Privacy Policy	X			X
Recruitment Policy		X		
Integrated Management Policy	X			
Brand Safety Policy				X
Occupational Health and Safety Policy		X		
Disciplinary process		X		
Ad Policies			X	X

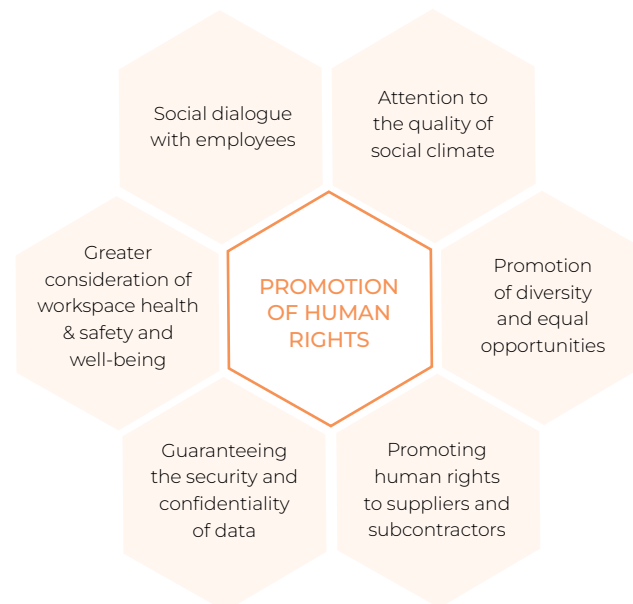
	Altice Portugal	Altice Dominicana	HOT	Teads
Subscribed Charters and Principles				
10 Principles of United Nations Global Compact	X		X	
Business Ambition for 1.5°C	X			
Act4nature Portugal	X			
Rumo à COP26	X			
Microsoft Partner Alliance	X			
National Target for Gender Equality	X			
Diversity Charter	X			X
ETNO-UNI Europe Join Declaration on Gender Equality	X			
ETNO-UNI Europe Join declaration on future skills needs	X			
Joint Declaration on Telework	X			
BCSD Portugal Charter of Principles	X			
ICT Principles for Children Online	X			
PCI Certification	X	X		
Joint Statement of the UNI Europa ICTS and the Telecom Industry Representatives - Attacks against telecom	X			
Joint Declaration on Artificial Intelligence	X			



2.2. Human Rights

The Subsidiaries seek to act in each of their activities and operations according to a range of fundamental ethical values, one of which being the respect for human rights including the objection to forced and childhood labour, slavery or personal freedom limitation, and discriminatory practices.

This assumption is formalised on the Subsidiaries' fundamental commitments which are stated in their guides, codes of conduct, policies, and subscribed charters and principles, as the Code of Conduct and Anticorruption policy (more information at [2.1.Codes, charters, and principles](#)).



The Subsidiaries' effort to respect human rights is also evidenced in their membership of the United Nations Global Compact, and in the commitment to their 10 principles in the areas of human rights, labour practices, anticorruption, and environmental protection.

Altice Portugal Human Rights, Sustainability, and Inclusion Office is responsible for ensuring

that its projects and strategy are aligned with its commitments for a responsible and well-supervised conduct, in accordance with the best national and international governance practices, including on human rights matters.

«We do not forget Human Rights»

MEO, a subsidiary of Altice Portugal, launched the campaign “We do not forget Human Rights” in partnership with Amnesty International at the time of the Football World Cup Qatar 2022. In this way, it continues the movement initiated by MEO in 2018 to "humanise" society.

Using its media space and investment in communication, MEO aimed to highlight the context of human rights violation so that the championship could be held, mobilising and raising awareness of the Portuguese population for a common cause, greater than any brand, any country or sport.

To reinforce the same message among Altice Portugal employees, MEO developed a “Humanize yourself” Christmas Advent Calendar which, in addition to the usual chocolates, reminded them of the 24 articles of Universal Declaration of Human Rights.

Altice Portugal's employees are committed to the respect for human rights under its Code of Ethics and Conduct, which includes principles of relationship with people; employees, suppliers, or partners, and customers; career value and

professional merit, safety and well-being in the workplace, privacy, social responsibility, ethical and responsible communication, and publicity. It also mentions the existence of mechanisms for the promotion of human rights, namely whistleblowing channels. To ensure the employees engagement on this issue, Altice Portugal provides Human Rights training.

18.6% of Altice's Portugal employees had a reinforcement in human rights training

In addition, Altice Dominicana has developed several strengthening efforts to address human rights issues in specific areas of activity. Going beyond legal obligations, it has created a responsible employer environment which protects its employee's basic rights according to the business strategy, demonstrated in its digital and human employer promise.

Available to all staff, Altice Dominicana has courses on human rights in its e-learning platform COURSEARA such as "Wellness", "Equity and human rights", "Children's human rights", "Human rights for open societies", "Understanding violence", "Drug use policy and health", and "Confronting gender-based violence", among others. Based on its supplier assessments determined by the 2022 spend report, 27 of its 85 vendors meet at least one human rights principle.

More than 30% of Altice's Dominicana vendors meet at least one human rights principle

HOT and its employees act in accordance with its Code of Ethics, which includes human rights principles, such as:

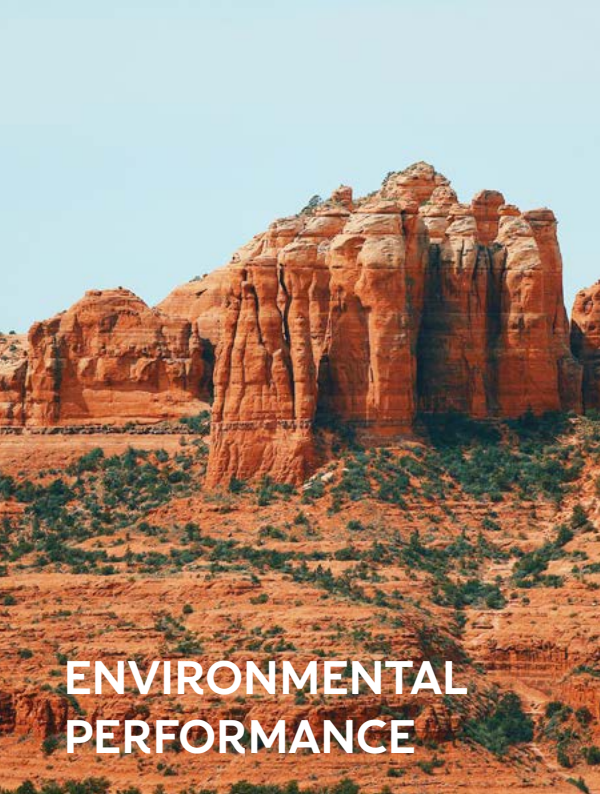
Integrity – acting fairly and honestly towards ourselves and towards co-workers.

Act for equal opportunities – promote employees on abilities and skills basis, and avoid discrimination upon ethnic, sectorial, sexual or other background.

Promote a safe place to work – provide a safe, pleasant and respectful work environment and keep the privacy while keeping the company's resources.

Every new employee recruited by HOT receives and completes a course on the Code of Ethics. Also, from time to time, all employees undergo a refreshment course on the subject. Regularly, HOT refreshes and updates the abovementioned policy and its principles.

100% of HOT's employees receive a course on the Code of Ethics



ENVIRONMENTAL PERFORMANCE

For the Subsidiaries, environment cannot be sacrificed in favour of business success. The sector in which they operate plays an important role on the mitigation of environmental impacts, namely climate change. Enhancing their contribution, the Subsidiaries develop a set of actions and initiatives with the aim of reducing their environmental footprint as much as possible.

Altice Dominicana collaborates with the Ministry of Environment and Natural Resources (MIMARENA, the country's environmental and natural resources protection entity, through the development of initiatives that reduce the negative impact of its operations on the planet. Altice Dominicana promotes awareness campaigns about responsible use and consumption of natural resources, carries out reforestation and coastal cleaning days in alliance with specialised institutions and with the participation of collaborators, as volunteers, and takes other actions that are addressed in the next chapters of the report (more information at [3.1 Energy](#); [3.2 Emissions](#); [3.3 Materials](#); [3.4 Waste](#); [3.5 Water and Effluents](#); and [3.6 Biodiversity](#)).

As a tech company, Teads environmental footprint goes beyond GHG emissions. That is why it is engaged in measuring and reducing the environmental impact of its digital advertising platform.

Life Cycle Analysis of Teads Digital Advertising Service

A Life Cycle Analysis of Teads Digital Advertising Service has been performed via the NegaOctet research program funded by the French Agency for Ecological Transition (ADEME). Teads was one of the pilot projects and thanks to this study, key areas of improvement to reduce the footprint of the platform were identified.

In addition to engineering efforts to optimise the use of computing resources, Teads is implementing solutions in its products to report the GHG emissions associated with its advertising service.

The telecommunications sector is also susceptible to environmental risks, such as extreme weather events, which can significantly impact the continuity of the Subsidiaries' operations, causing damage to the network infrastructure, leading to interruption in the provision of communications services. The Subsidiaries are prepared to manage and mitigate these risks.

Altice Portugal seeks to ensure the mitigation of risks related to climate change to which it is subject, through the establishment of contingency/restoration plans, carrying out exercises in collaboration with external entities, having alternative means of emergency (VOIR, SAT telephones, GES, etc.), and automatic restoration solutions, carrying out an intensive programme to upgrade the energy component of the mobile network (FUDOKA) and through continuous optimisation of the resilience of transport networks (namely in reviewing the existence of disjoint paths to support assets).

Altice Dominicana can be subject to possible floods caused by storms and hurricanes on critical sites or other extreme weather events. Likewise, administrative and technical buildings may also be at risk which is why it is crucial to have and to follow a plan to protect building structure throughout extreme weather events.

In order to guarantee business continuity and minimize the impact of identified risks, Altice Dominicana, has implemented the following:



- Annual risk assessments



- Corporate policies with the guidelines that must be executed according to the risk scenario: Hurricane Management; Crisis management plan; Business Continuity management policy; Crisis communication plan; Pandemic plan

Management levels are aware of the risk assessments and reference policies in case of incidents.



3.1. Energy

Operations in the telecommunications sector entail high energy consumption associated with their buildings, technical infrastructure, and fleet. Properly managing energy consumption is vital to ensure a low-carbon future.

3.1.1. Energy consumption

Total energy consumption (GJ)		2022	2021
Electricity consumption	Portugal	1,011,467	1,021,385 ¹
	Israel	129,023	147,899
	Dominican Republic	278,541	271,337
	Teads	1,825 ²	1,529
TOTAL		1,420,856	1,442,150
Fuel consumption (petrol)	Portugal	778	474 ¹
	Israel	52,557	51,682
	Dominican Republic	0	0
	Teads	89 ²	0
TOTAL		53,424	52,156
Fuel consumption (diesel)	Portugal	109,567	114,928 ¹
	Israel	4,339	4,264
	Dominican Republic	217,744	197,389
	Teads	273 ²	129
TOTAL		331,923	316,710
Natural gas consumption	Portugal	1,278	1,116
	Israel	-	0
	Dominican Republic	-	-
	Teads	141 ²	78
TOTAL		1,419	1,194
Steam consumption	Portugal	-	-
	Israel	-	-
	Dominican Republic	-	-
	Teads	484 ²	478
TOTAL		484	478

¹ Updated value. Methodological review.

² Partial Teads data as of 03/02/2023, covering the consumption from offices in France, Singapore, Japan, Morocco, Romania, UAE, Spain, Brazil, UK, USA-NYC.

Altice's Dominicana 2022 fuel consumption increased because of the occurrence of Hurricane Fiona, which had an energetic impact in the eastern part of the country, which forced the use of generators, for 6-8 weeks, in September.

3.1.2. Reduction of energy consumption

The Subsidiaries seek to reduce their energy consumption. To do this, they are committed to energy efficiency projects and renewable energies.

Altice Portugal has been designing a series of changes to its buildings and spaces, with the main purpose of improving their energy efficiency. There are several interventions, some still in the planning and adjudication phase and others in progress or concluded. According to the needs of each space and to the solutions proposed in energy audits reports, actions such as the replacement of lighting systems for LED lighting, the replacement of fresh air equipment, HVAC, and air conditioning are undertaken.

Operação D'Alicate

Operação D'Alicate is a project that guarantees the disconnection of energy from old equipment and the removal of waste.

-35,032 GJ of consumed energy

In addition to this, Altice Portugal developed the FUDOKA Project - Sites with a Future, which includes the integration of 553 new Huawei MTS cabinets in MEO sites, equipped with lithium batteries, to improve the resilience and energy efficiency of the operation. With the same purpose, Altice Portugal concentrated mobile and fixed network infrastructure and equipment in the same room and promoted awareness actions.

As part of its infrastructure renovation, Altice Dominicana has planned some energy consumption reduction measures that may have impact on GHG emissions. The first one is a solution to be implemented in 109 sites, based on lithium battery back-up that reduces up to 64% the generator usage – Power Cube. The second one – ESCO - is a solution based on solar power as primary backup with lithium battery banks that reduces the generator usage up to 33%. This solution will be used on 35 sites.

HOT managed to save energy in its HQ offices by migrating to the use of one system monitoring the entire building which enables a more cost-effective use of energy resources. HOT also teleworks a few days a week.

Most of Teads' direct energy consumption is related to its offices (running electrical appliances, heating & cooling). Most of its indirect energy consumption is estimated to be linked to its digital operations as its Advertising Platform.

Teads' infrastructure is outsourced via Amazon Web Services (AWS) and the infrastructure team optimises the server use based on revenues and inventory estimates. It also uses machine learning to stop auction processes as soon as possible to avoid unnecessary traffic and processing, which results in lower costs and electricity consumption reduction. It also analyses and detects heavy ads to optimise them, resulting in a more significant reduction impact on the footprint of a campaign outside Teads' platform (network and when played by the user).

New optimisation techniques are deployed regularly to further improve the overall efficiency of its cloud platform such as using state-of-the-art data compression algorithms and automated data retention strategies, automatically detecting and shutting down idle resources, etc. Its advertising service also indirectly generates electricity consumption outside Teads' infrastructure on the network and on user devices it run ads on.

Consumption reduction due implemented efficiency measures (GJ)		2022	2021
Energy Efficiency Measures	Portugal	35,032	34,889
	Israel	18,876	2,210
	Dominican Republic	0,03	0,04
	Teads	0	255
TOTAL		53,908	37,354

3.1.3. Renewable energy

The switch to electricity produced essentially from renewable sources is the key to reducing the Subsidiaries' carbon footprint.

Renewable energy used(GJ)		2022	2021
Energy produced from renewable sources ³	Portugal	5,596	3,747 ⁴
	Israel	-	-
	Dominican Republic	1,124	2,248
TOTAL		6,720	5,995
Electricity supplied from renewable sources	Portugal	614,209	905,892 ⁴
	TOTAL	614,209	905,892

Due to the energy market context, in 2022 Altice Portugal was unable to buy the same amount of renewable energy as it had purchased in 2021.

Despite Teads not producing any renewable energy, it uses the renewable/low-carbon energy that is available on the electricity grid for its offices and for its digital platform, and it relies on its infrastructure providers (Amazon Web Services and Google Cloud Platform).

Amazon Web Services (AWS)⁵ plans to reach **“100% renewable energy by 2025”** with power purchase agreements and purchase of environmental attributes, like Renewable Energy Certificates and Guarantees of Origin.

Google Cloud Platform (GCP)⁶ plans to reach **100% carbon-free energy** in all their data centers by 2030. By carbon-free, they consider energy sources that do not emit carbon when used (Nuclear, Wind, Solar, Hydro).

³ In the NON-FINANCIAL PERFORMANCE STATEMENT 2021, the amount of renewable energy produced internally by Altice Portugal and Altice Dominicana was mistakenly mentioned as the total amount of renewable energy consumed.

⁴ Updated value. Methodological review.

⁵ The AWS data centres where Teads infrastructure is hosted are primarily based in the US (Virginia), Japan (Tokyo) and in Ireland.

⁶ In 2022, the GCP data centres where Teads infrastructure is hosted are primarily based in the US.



3.2. Emissions

Aware of the greenhouse gas emissions resulting from its activities, directly related to energy consumption, and the impacts that arise from them, namely in terms of climate change, the Subsidiaries monitor and seek to minimize their emissions.

In September 2022, Teads selected a specialized GHG reporting solution (Sweep) in order to report 2022 emissions occurring in its value chain and has plans to set reduction targets after its first complete carbon reporting.

3.2.1. Direct (Scope 1) GHG emissions

Scope 1 - CO2 Emissions (t)		2022	2021
Emissions due to petrol combustion	Portugal	56	34 ⁷
	Israel	3,648	3,587
	Dominican Republic	1,793	2,256
	Teads	6 ⁸	-
TOTAL		5,503	5,877
Emissions due to diesel combustion	Portugal	7,798	8,635 ⁷
	Israel	307	302
	Dominican Republic	10,933	13,982
	Teads	19 ⁸	11
TOTAL		19,057	22,930
Emissions due to gas combustion	Portugal	72	63
	Teads	8 ⁸	5
TOTAL		80	68

⁷ Updated value. Methodological review.

⁸ Partial Teads data as of 03/02/2023, covering the consumption from offices in France, Singapore, Japan, Morocco, Romania, UAE, Spain, Brazil, UK, USA-NYC.

3.2.2. Energy indirect (Scope 2) GHG emissions

Scope 2 - CO ₂ Emissions (t)		2022	2021
Emissions due to electricity	Portugal	32,531	11,750 ⁷
	Israel	4,613	5,287
	Dominican Republic	25,004	31,950
	Teads	178 ⁸	85
TOTAL		62,326	49,072
Emissions due to other energies (steam)	Teads	31	12
	TOTAL	31	12

The growth of Altice Portugal's emissions in scope 2 is justified by the purchase of energy from non-renewable sources.

3.2.3. Other indirect (Scope 3) GHG emissions

Scope 3 - CO ₂ Emissions (t)		2022	2021
Business travel	Portugal	411	208
	Israel	143	146
	Dominican Republic	107	49
	Teads	1,843 ⁹	275
TOTAL		2,504	678

The growth of Altice Dominica's scope 3 emissions is justified by the increase of international business travel undertaken in 2022: from 12 in 2021 to 34 in 2022.

⁷ Updated value. Methodological review.

⁸ Partial Teads data as of 03/02/2023, covering the consumption from offices in France, Singapore, Japan, Morocco, Romania, UAE, Spain, Brazil, UK, USA-NYC.

⁹ Partial Teads data as of 03/02/2023, covering the consumption from offices in France, Singapore, Japan, Morocco, Romania, UAE, Spain, Brazil, UK, USA-NYC.

3.2.4. Reduction of GHG emissions

Through its subsidiary MEO, Altice Portugal committed to the Science Based Targets Initiative (SBTi), establishing a set of targets to reduce its emissions by 2030, with 2019 as the base year.

-  MEO commits to reduce absolute scope 1 and 2 GHG emissions 47% by 2030.
-  MEO commits that 67% of its suppliers by spend covering purchased goods and services, will have science-based targets by 2030.

In addition to this commitment, Altice Portugal seeks to promote internal action by raising awareness and engagement of its employees on the subject. To this end, Altice Portugal has been monitoring the fuel consumption of its vehicles and associated CO2 emissions and promoting the employees' use of bicycles and scooters by increasing the number of places available for these means of transport within its buildings.

As mentioned before, Altice Dominicana is developing some energy efficiency measures that may impact GHG emissions.

To reduce its emissions, HOT has made efforts to electrify its fleet, providing its employees with hybrid and electric cars.

Teads is contributing to open-source initiatives like Cloud Carbon Footprint (US) to help raise awareness and help estimate the environmental impact of software platforms.

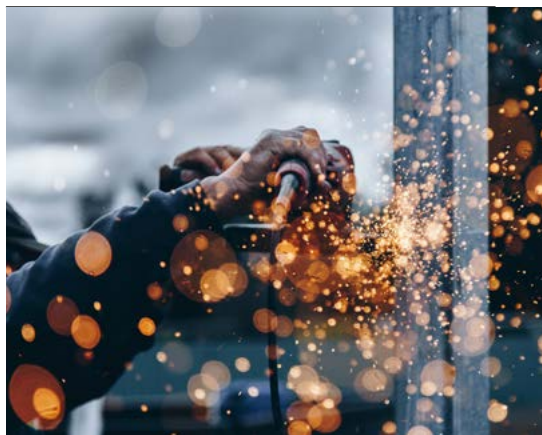
In 2022, Teads received the result from the life cycle analysis of its advertising service from the NegaOctet research programme, funded by the French Agency for Ecological Transition (ADEME). The results of this study helped confirm and identify new key levers and best practices for eco-designing an advertising campaign and reducing its footprint.

IMPACT +

Teads globally deployed the IMPACT+ calculation service that calculates GHG emissions for advertising campaign delivery (available in 40 countries). There is no standard to date on GHG measurement for digital advertising, but Teads is contributing to the methodology efforts through involvement in dedicated workforces at the industry level (IAB France, IAB Europe and AdNetZero).

Leveraging this solution, it can test how advertising campaigns can be optimised for lower electricity consumption while maintaining good performance for Advertisers.

Teads also strongly recommends that its business travellers book train tickets when possible, especially for European business travel. Regarding flight tickets, Teads recommends that its travellers book direct flights and avoid stopovers. Also, when its employees are choosing and booking their flight tickets, they can view the GHG emissions per ticket per airline.



3.3. Materials

In a sector characterised by permanent technological updates, the Subsidiaries seek to ensure the packaging and management of their equipment is undertaken according to principles of circularity.

To reduce the consumption of upstream materials and, consequently, avoid the production of waste along its value chain, the Subsidiaries promote the redesign of processes, with a focus on digitization and dematerialisation.

Materials used - semi-manufactured goods or parts (t)		2022	2021
Batteries (distribution network)	Portugal	11	12
	Israel	11	14
	Dominican Republic	309	210
	Teads	N/A	N/A
TOTAL		331	236
Electrical and electronic equipment (distribution network)	Portugal	547	575 ¹⁰
	Israel	268	321
	Dominican Republic	396	393
	Teads	N/A	N/A
TOTAL		1,211	1,289

The increase in the Altice Dominicana use of batteries (distribution network) is related to discarding/replacing batteries and the HFC Network project.

Materials used - semi- associated process materials (t)		2022	2021
Paper/Paperboard	Portugal	388	317
	Israel	28	27
	Dominican Republic	22	24
	Teads	N/A	N/A
TOTAL		438	368

¹⁰ Updated value. Methodological Review

Materials for packaging purposes (t)		2022	2021
Paper/Paperboard	Portugal	227	273
	Israel	216	256
	Dominican Republic	93	84
	Teads	N/A	N/A
TOTAL		536	613
Plastics	Portugal	26	9
	Israel	23	26
	Dominican Republic	7	9
	Teads	N/A	N/A
TOTAL		56	44
Wood	Portugal	41	60
	Israel	39	44
	Dominican Republic	31	27
	Teads	N/A	N/A
TOTAL		111	131

Altice Dominicana promotes actions to reduce or eliminate the use of plastic at corporate level (replacement of covers, glasses, straws and foam).

With the objective of reducing the consumption of paper related to its activity, HOT has a reduction policy in printing.

As a tech company, Teads' use of materials is limited. Office managers are looking for local products with environmental criteria (depends on countries) or local and organic products for food.

Whenever possible, the Subsidiaries prioritise the circularity of resources and equipment through their reuse and resale, extending their useful life to the maximum and extracting their maximum potential.

Altice Portugal promotes the reconditioning of electrical and electronic equipment. This process includes the evaluation, recovery, and reuse of equipment returned by customers within the scope of the television offer which enables the extension of the useful life of thousands of CPEs.

426,403 CPEs reconditioned by Altice Portugal

Altice Portugal has also invested in expanding Safebox to all its stores, an initiative that promotes the replacement of cardboard boxes with reusable plastic boxes.

In terms of electronic equipment, HOT collects all the equipment from the customers and returns it to its warehouses. There, a repair and repackaging process is carried out so the next customer may use the product. Consumable equipment such as bubble wrap, cartons, and pallets, among others, are used circularly until they wear out.

80% of the equipment reconditioned by HOT and reused.

All end-of-life products go to recycling processes supervised by the Ministry of Environment according to Israel regulatory obligation. Most of the equipment that is returned by the clients goes through a repair process at the HOT's laboratory. All the equipments that are not at the end-of-life are renovated and repaired according to the commercial needs.



3.4. Waste

When it is not viable to reuse or resell the equipment or resources, the Subsidiaries' concerns are centred on this waste management and, whenever possible, on its recovery, ensuring a responsible end-of-life management, with lower environmental impacts compared to those that would be associated with their deposition in landfill.

Through random audits of cleaning services, Altice Portugal analyses the process of segregating administrative waste in buildings on a regular basis in order to identify improvements. In addition, Altice Portugal develops environmental awareness actions to improve waste management.

Altice Dominicana develops and disseminates awareness campaigns that promote responsible use and consumption of natural resources, and the conscious management of solid waste. It is also currently running a programme for recycling paper and paperboards used in corporate buildings.

As part of HOT's decision to become a greener company, it was decided to stop using disposable dinnerware and cups and switch to reusable dinnerware and cups.

Production of hazardous waste (t)		2022	2021
Waste Batteries	Portugal	120	128
	Israel	4	3
	Dominican Republic	299	50
	Teads	N/A	N/A
TOTAL		423	181
WEEE	Portugal	579 ¹¹	589
	Israel	393	454
	Dominican Republic	0.06	0.03
	Teads	N/A	N/A
TOTAL		972	1,043

¹¹ Most of Portugal WEEE are not dangerous.

The increase of waste batteries at Altice Dominicana is related to discarding/replacing batteries and the HFC Network project. The increase of WEEE in Dominican Republic is justified by some EXCOM and Commercial stores renovations.

Production of non-hazardous waste (t)		2022	2021
Paper/Paperboard waste	Portugal	58	95
	Israel	22	19
	Dominican Republic	3	3
	Teads	N/A	N/A
TOTAL		83	117
Plastic waste	Portugal	15	23
	Israel	50	84
	Dominican Republic	7	9
	Teads	N/A	N/A
TOTAL		72	116
Activity support infrastructure waste	Portugal	1048	1,745
	Israel	-	-
	Dominican Republic	-	-
	Teads	N/A	N/A
TOTAL		111	131
Wood waste	Portugal	50	117
	Israel	9	22
	Dominican Republic	31	27
	Teads	N/A	N/A
TOTAL		90	166

Teads mainly has office waste including IT Hardware (laptop, screens, etc.) and follows local product end of life management schemes and in some offices, like Paris. Teads works with a third party (*les joyeux recycleurs*) to recycle its waste and is also looking for a global partner for recycling or giving a second life to its equipment.



3.5. Water and Effluents

Although the activities carried out by the Subsidiaries do not involve significant consumption of water, as it is a vital and scarce natural resource, they monitor and seek to responsibly manage consumption in their buildings.

¹² Updated value

¹³ Partial Teads data as of 03/02/2023, covering the consumption from offices in France, Singapore, Japan, Morocco, Romania, UAE, Spain, Brazil, UK, USA-NYC.

¹⁴ In 2021, Altice Dominicana only considered the payments made to the main governmental aqueduct and sewerage institution that provides drinking water services CAASD. In 2022, other aqueducts that receive payments outside the initial corporation referred (CAASD) were identified in the cities of Santiago, Puerto Plata, Moca, as well as payments made to the National Institute of Drinking Water and Sewerage INAPA, who direct and monitor the provision of a water supply service/ drinking water in general.

Water consumption (m ³)		2022	2021
Water consumption	Portugal	187,870	154,234 ¹²
	Israel	16,775	15,668
	Dominican Republic	233,381	125,218
	Teads	1,808 ¹³	2,515
TOTAL		439.834	297.635

Despite its efforts, Altice Portugal increased its water consumption in 2022. This was essentially due to employees returning to work.

Altice Dominicana's water consumption is higher than in 2021 because it includes the consumption of four locations previously not reported in the scope of the report¹⁴.

At Teads, the direct water consumption is office related. To raise awareness of water consumption and wastage, a workshop on good practices on water savings was hosted in its main office in Montpellier along with the local agency for the climate in October 2022.

Through the Life Cycle Assessment study that was performed, the indirect water consumption related to Teads digital advertising service was estimated. Reducing this indirect consumption is directly linked to its efforts to optimise the computing resources required to run the service.



3.6. Biodiversity

The Subsidiaries' activities and operations, namely the installation of mobile network telecommunications stations outside urban areas, can cause multiple impacts both in terms of landscape and in terms of biodiversity. These impacts are managed for their mitigation, through the Subsidiaries' planning processes, which in some geographies are defined in accordance with national laws.

In Portugal, in 2022, there were 23 mobile network installations on sites adjacent to protected areas and on fixed network, there was a reduction of 6 EFHs compared to 2021 (1,140 m²), so the accumulated area is 4,333.68 m² (21% less than in 2021).

4,333.68 m² with Altice's Portugal operational sites adjacent to protected areas

"For an agreement for nature at COP15"

The COP15 on Biodiversity took place in December 2022. Its main objective was to adopt a Global Strategy for Biodiversity, aiming to stop the global loss of biodiversity by 2030 and promote the recovery of natural ecosystems. Altice Portugal joined more than 60 member companies of BCSD Portugal, in a manifesto entitled "For an agreement for nature".

By signing this manifesto, Altice Portugal is contributing to collective awareness of the importance of biodiversity, through sharing good practices and building positive partnerships, while establishing objective action plans and adopting reporting systems of risks, in line with the valuation of natural capital.

Collaboration with ICNF

Project of removal and replacement of wooden poles that supported old telecommunication lines of the MEO/Altice Portugal network, in a collaboration between the Altice Foundation, Geodesia and the ICNF. Using these poles, the objective is to support the setting up of cages in order to create conditions, in the Lower Alentejo interior, similar to natural ones, for migratory birds to return to the places where they were born, to feed, or breed.

Altice Dominicana ensures that its operations do not affect Dominican biodiversity. The Ministry of Environment and Natural Resources (MIMARENA) oversees regulation and control of this topic by enforcing the correspondent laws. The Subsidiary follows the process established by the MIMARENA, to request environmental authorisations to build towers and fibre optics routes. Those authorisations are granted by the Minister. Therefore, no construction can be carried out in any area that could impact the biodiversity.



**SOCIAL
PERFORMANCE**

4.1. Workforce

The ability of an organisation to continue to create value depends on the performance and commitment of its employees. It is in them that the resilience and audacity to face unprecedented challenges and future adversities are concentrated. For this reason, the Subsidiaries' value the attraction and retention of the best talents, promoting their confidence and involvement.

Workforce by gender and age (number of employees)		Men		Women	
		2022	2021	2022	2021
< 30 years old	Portugal ¹⁵	100	77	63	46
30 - 50 years old		2,216	2,434	1,373	1,525
> 50 years old		1,583	1,436	791	668
TOTAL		3,899	3,947	2,227	2,239
< 30 years old	Israel	78	64	55	72
30 - 50 years old		496	508	453	442
> 50 years old		179	161	103	99
TOTAL		753	733	611	613
< 30 years old	Dominican Republic	286	334	281	296
30 - 50 years old		702	665	603	565
> 50 years old		54	52	48	42
TOTAL		1,042	1,052	932	903
< 30 years old	Teads	141	154	161	157
30 - 50 years old		434	379	334	285
> 50 years old		46	37	21	26
TOTAL		621	570	516	468
< 30 years old		605	629	560	571
30 - 50 years old		3,848	3,986	2,763	2,817
> 50 years old		1,862	1,686	963	835
TOTAL		6,315	6,301	4,286	4,223

¹⁵ 2021 values updated



4.2. Employment and labour management relations

The establishment of close relationships and the conditions offered to employees - remuneration and benefits - play an important role in their satisfaction. For this reason, the Subsidiaries ensure permanent dialogue with workers and provide them with a range of benefits.

Altice Portugal promotes freedom of association of its employees and promotes permanent dialogue with them. For this purpose, it provides channels of communication between the Subsidiary's management and its employees, through the Consultative Council for Labour Relations, and holds regular meetings between the Executive Committee, the employees' representative bodies, and trade union organisations.

98.4% of Altice's Portugal employees covered by collective bargaining agreements

Furthermore, the Subsidiary provides to its employees a range of benefits:

	Full-time active employees	Non-active employees
Health system	✓	✓
Benefits in MEO products and services	✓	✓
Discounts on partner products and services	✓	X
Social responsibility actions	✓	X
Dining spaces in its buildings	✓	X
Reading Spaces	✓	X
Sports club	✓	X
Program to grow, support and live	✓	X
Hybrid work model	✓	X
Dismiss days - birthdays, last day before Christmas, plus 1 day of vacation (if there are no unjustified absences), seniority celebration day(s) at the company, among others	✓	X
Pilot Summer Platform - free Friday afternoon activities	✓	X

Organizational Climate Survey

Seeking to understand the perception of employees on various areas of relevance to Altice Portugal and their expectations to its future, in 2022 Altice Portugal developed an Organisational Climate Survey, through which it confidentially consulted its employees.


100% of Altice's Dominicana employees covered by collective bargaining agreements

Altice Dominicana was distinguished by Mercado Magazine as one of the "Best Companies to Work For" in the Dominican Republic, 2022 edition. Altice Dominicana firmly believes that maintaining a transparent and social dialogue with its employees is crucial to have a healthy work environment that promotes productivity and innovation. That is why it maintains a permanent social dialogue programme with its employees, through several programmes/initiatives during the year, such as:


- **Employee's focus groups** – reaching 20% of population every year.
- **A Coffee with the CEO.**
- **Top 40 meetings** – every month involving all directors.
- **Top 200 meetings** – every quarter involving all directors, managers, and supervisors.
- **Departmental Kick Offs** (twice per year involving all staff).
- **Mothers/ Fathers Fair** - payroll discounts and programmed payments to acquire products and services from different local vendors.
- **Open doors policy.**

There are other tools through which Altice Dominicana's employees can express themselves guaranteeing their confidentiality:


Buzz Box

-  Short engagement & satisfaction survey every quarter, addressed to all customer fronting population

People Survey

-  Large engagement & satisfaction survey every year, addressed to all staff

Suggestion Box and whistleblowing

-  For ethics and fraud denouncements

Altice Dominicana also promotes permanent dialogue with union representatives through several meetings.

86.6% of HOT's employees are covered by collective bargaining agreements arising from the relationship with the Histadrut Leumit union and the New Histadrut union, that grants the following benefits:

	Beneficiaries	Details
Retirement grant	-	According to criteria agreed upon with the employees' union.
Seniority gift	All employees who have completed 36 months of work at the company.	-
Holiday Gifts	All employees who have completed one year of work or more.	-
Voucher for the purchase of a cell phone	-	-
Dental Care insurance	-	-
Wage increases	-	Once a year, according to the criteria agreed upon with the employees' union.
Seniority bonus	All employees who have completed a full year of work.	Once a year, according to seniority levels.
Health insurance	All employees with a seniority of 5 years or more who are entitled to a basic insurance policy.	Extended layer of the policy, insured by the company.
Food and beverage	-	-
Summer camps	All employees with a seniority of one year or more and who have children between the ages of 3-11 years.	Participation in the payment of summer camps in the amount of NIS400 gross for each child.
Kindergartens	All employees with a seniority of one year or more who have children between the ages of 6 months and 5 years.	Monthly participation for the kindergartens.

The benefits for employees are understood by the Subsidiaries as a factor that contributes significantly to the retention of their workers.

Altice Portugal provides its employees with a remuneration policy that ensures fair and appropriate treatment for the individual development of the employee and of the Subsidiary itself. The compensation system includes a fixed component, which reflects the employee's experience and responsibilities, and a variable component, which rewards the individual contribution and the achievement of established objectives.

Altice Dominicana has a remuneration policy whose purpose is to define the compensation guidelines that will be used in the Subsidiary to establish the rules, regulations, and procedures to be followed for the administration and control of compensation to employees. It provides guidelines on performance evaluation (merit review), salary, commissions, incentives, and promotions that apply to all permanent employees regardless of their status (permanent, local, or internationally mobile) or their hierarchical level. Depending on the nature of their work or type of contract, temporary workers and consultants are also bound to comply with it. The remuneration policy is validated and approved by the CEO. Human Resources define, monitor, and periodically review it by defining the compensation guidelines, developing the related procedures, and ensuring their strict application with the Vice Presidents of each department.

HOT has a clear remuneration policy which includes benefits such as number of holiday days, provision of vehicle, and advanced study fund among others. These benefits are defined by seniority, years of experience, hierarchy, essence of the position and field of occupation.

Teads has no relationship with unions and no employee is unionized and nor is there a collective bargaining agreement. However, the relationship between management and employee representatives is an important communication aspect for the Subsidiary. In France, employees are represented by the CSE (*Comité Social et Économique*) and the CHSCT (*Committee d'Hygiène, de Sécurité et des Conditions de Travail*) and meetings are organized on a regular basis (monthly/quarterly). There is also a feedback culture and the regularity of surveys is enforced with the deployment of a People & Culture Platform.

Teads' remuneration policy includes, in most cases, a bonus and a share of target revenue and/or non-revenue targets on a quarterly basis, with the baseline and target resetting each quarter depending on the business target. The criteria regarding bonus structure varies depending on the department and markets.

4.2.1. New employee hires and employee turnover



In their recruitment processes, the Subsidiaries seek to attract the best talent in the market, focusing on diversity, excellence, commitment, determination, a spirit of sharing, and innovation.

Altice Portugal seeks to recruit diverse and inspiring people who are committed to achieving amazing things and leading the future with the Subsidiary. Its recruitment opportunities are available on its website and on other appropriate channels for this purpose. It organises an annual professional internship programme: DarWin, and a summer internship programme: Students@Altice (more information at: [4.5.1 Promoting the employment of young people](#)) and is committed to recruiting

people with disabilities through the Be Brave program (more information at: [4.5.2 Promoting the employment of people with disabilities](#)).

Altice Dominicana participates in several job and employment fairs in which it recruits following its DNA principles: Diversity/ Inclusion, Excellence, Disruption, Innovation, Audacity.

Teads sponsors events to attract talents each year and in 2022, for example, it sponsored the Women in Tech Global Conference "Heroes Shaping Tomorrow".

Rate of Entries (%) – by gender and age ¹⁶		Men		Women	
		2022	2021	2022	2021
< 30 years old		59%	30%	59%	33%
30 - 50 years old	Portugal	2%	2%	2%	1%
> 50 years old		0.3%	1%	0.1%	1%
TOTAL		3%	2%	3%	1%
< 30 years old		85%	80%	89%	54%
30 - 50 years old	Israel	15%	11%	13%	9%
> 50 years old		3%	3%	1%	2%
TOTAL		19%	15%	18%	13%
< 30 years old		48%	37%	51%	41%
30 - 50 years old	Dominican Republic	17%	15%	14%	12%
> 50 years old		4%	10%	9%	7%
TOTAL		24%	22%	25%	21%
< 30 years old		33%	50%	37%	61%
30 - 50 years old	Teads	26%	27%	33%	31%
> 50 years old		26%	32%	28%	50%
TOTAL		28%	34%	34%	42%
< 30 years old		51%	44%	52%	47%
30 - 50 years old		9%	8%	10%	7%
> 50 years old		1%	2%	1%	3%
TOTAL		11%	10%	14%	12%

¹⁶ (Total Entries in the period under review)/(Total Employees at the end of the period under review).

To preserve these talents, Altice Dominicana also has other programs that promote the employee's commitment and satisfaction. This includes a performance assessment - through a detailed evaluation of the employee's performance and potential professional competencies gaps, to define training and development programmes that will lead them to better perform in their functions and at the same time prepare them to assume roles of greater responsibility - and training programmes that provide them with the opportunity to enrol on courses, achieve certifications and take part in seminars on relevant professional topics at no cost (more information at: [4.4 Training and skills development](#)).

Teads is working to ensure that its workers have the skills and resources they need to deliver on its strategy and overall ambitions. Its global workforce is key to the successful execution of its strategy and Teads aims to increase the value of the workforce by developing, managing, engaging, and empowering people.

Employee experience

- Team performance review, including a peer and upward feedback to ensure the manager has more information.
- Develop plan, including the implementation of a module for Goals/OKR.
- Progress track.

Learning and Development

- People perception of learning and growing at Teads

Reward Strategy

- Definition of a salary range for each country, function and level, based on drive transparency, fairness and equity.
- Benefits philosophy (under review).

Rate of Turnover (%) – by gender and age ¹⁷		Men		Women	
		2022	2021	2022	2021
< 30 years old	Portugal	17%	25%	24%	20%
30 - 50 years old		5%	8%	4%	8%
> 50 years old		2%	48%	2%	77%
TOTAL		4%	23%	4%	29%
< 30 years old	Israel	55%	81%	93%	67%
30 - 50 years old		15%	11%	12%	11%
> 50 years old		3%	6%	5%	1%
TOTAL		16%	16%	18%	16%
< 30 years old	Dominican Republic	36%	27%	27%	27%
30 - 50 years old		25%	18%	20%	17%
> 50 years old		17%	8%	15%	5%
TOTAL		28%	20%	22%	20%
< 30 years old	Teads	39%	25%	42%	41%
30 - 50 years old		25%	16%	22%	15%
> 50 years old		35%	16%	95%	35%
TOTAL		29%	19%	31%	25%
< 30 years old		36%	32%	37%	35%
30 - 50 years old		12%	11%	11%	11%
> 50 years old		3%	42%	5%	63%
TOTAL		12%	21%	13%	25%

¹⁷ (Total exits in the period under review)/(Total Employees at the end of the period under review).

4.2.2. Protection of maternity and paternity



The protection of maternity and paternity and the right to family assistance are essential conditions to promote a balanced relationship between professional and family life. Time sharing and monitoring the dimensions of paid and unpaid work promote the harmonisation of time use by men and women, generate greater well-being, and increase individual and collective productivity. In addition to what is legally established, it is important to ensure that the organisational culture incorporates values that do not prevent the use of these rights and that the Subsidiaries' policies include several incentives aimed at parents, as well as those who have family members to care for.

Reconciling professional and personal/family life is always a challenge. This challenge increased during the pandemic and during the state of emergency. Carrying out professional functions

from home has become the new standard for thousands of Subsidiaries' employees, requiring adaptation, responsibility, rigor, and discipline.

Altice Portugal created the "+ Perto" programme, which promotes involvement and proximity, to help its employees find a better balance between professional and personal life. This measure, essentially of labour flexibility, includes initiatives such as "work@home" (occasional teleworking, e.g. a few days a week, or extended teleworking, e.g. a month or more), "HOTDesk" (a rotating workstation) or working from a building closer to the employee's area of residence.

In addition to these, Altice Portugal has also developed a set of initiatives aimed at employees' children, who are highly valued. Examples of these initiatives are the offer of a Baby Kit after a birth, the attribution of study support and subsidies for children with special educational needs, and the attribution of excellence awards to high achieving students.

In order to reconcile work and parental life, Altice Dominicana promotes responsible fatherhood and positive masculinity, increasing paternity leave to 10 working days before the birth of a child. It also made breastfeeding rooms available to provide breastfeeding mothers with a private space to pump or nurse and gave all employees the option of requesting a leave of up to four hours per month, that may be used for any personal matter, such as medical appointments or family matters, without this being considered as absence or part of their holiday days.

Teads follows global hybrid work guidelines and an internal mobility programme that lets its employees collaborate with other teams and apply for internal moves. Hybrid work policy helps the team manage the balance between their personal and professional lives. People are able to work from home two or three days a week depending on their country or team organisation. The Subsidiary also provides a lot of wellness options and mental health support.

In the US and the Latam region, Teads has implemented one mental health day per quarter to ensure employees are taking a day off.

Furthermore, in France, in 2022, Teads offered a dedicated webinar hosted by a third-party training firm on work-life balance. It also has a set of work-life balanced measures in place as below (these may change depending on the country):

- Flexibility of working conditions such as remote work and part time.
- Corporate support in the different stage of maternity and paternity (information, departure and return etc.).
- Funding for childcare services.
- Supplementary days off (sick child days).
- Newborn gifts.
- Christmas gifts.
- Coverage of extracurricular cultural and sports subscriptions for children.

- Good healthcare coverage for maternity and children.
- 100% coverage of paternity leave.
- 24/7 chat on demand with medical practitioners (medical generalist, gynecologist, therapist).

Survey on maternity and paternity protection measures

In 2022, Teads' French employees participated in a survey covering the measures in place by the Subsidiary that are in favour of parenthood. It considered 77 participants and overall, had a positive response. Teads' employees gave a rating of more than 7 out of 10 which is a good indicator that the majority of its working parents are satisfied.

Rates of Return and Retention after parental leave		Men		Women	
		2022	2021	2022	2021
Number of employees entitled to parental leave	Portugal	139	154	46	63
	Israel	31	42	50	67
	Dominican Republic	47	47	47	100
	Teads	25	25	19	29
TOTAL		242	268	162	259
Number of employees who used parental leave	Portugal	139	154	46	63
	Israel	1	1	50	67
	Dominican Republic	47	47	47	100
	Teads	10	24	13	27
TOTAL		197	226	156	257
Return rate	Portugal	100%	99%	100%	98%
	Israel	100%	100%	86%	100%
	Dominican Republic	100%	98%	100%	99%
	Teads	80%	100%	54%	85%
Retention Rate	Portugal	98%	96%	98%	94%
	Israel	100%	0%	55%	44%
	Dominican Republic	100%	96%	100%	79%
	Teads	30%	92%	23%	56%



4.3. Occupational health and safety

The Subsidiaries make every effort to ensure that their employees and service providers carry out their activities in a safe and balanced work environment capable of preventing professional illnesses and the occurrence of incidents, and that favours physical and mental well-being.

Altice's Portugal employees are represented by a Health & Safety at Work Committee and by a Workers Committee, which is also responsible for matters of safety and health at work. The Committee for Safety and Health at Work is made up of representatives of workers and representatives of MEO, who meet monthly. The Workers' Committee, made up of workers' representatives, meets monthly with representatives of the Subsidiary's Management.

Based on knowledge about activities and workplaces, Altice Portugal identifies hazards and analyses the risks of activities and facilities. This exercise, which constitutes one of the cornerstones of any occupational safety and health management system - Altice's Portugal Subsidiaries are certified by ISO 45001 - allows the definition of adequate prevention and control measures, ranging from the elimination of risks and the definition of technical specifications to the selection and allocation of individual protection equipment, via the replacement of dangerous elements by less dangerous or non-dangerous ones, and by engineering and work organisation measures.

Altice Dominicana is focused on actively preventing occupational risks and preserving the health of its collaborators. This is achieved with full compliance with all national standards, outstanding the regulation 522-06 on Safety and Health at Work of the Ministry of Labour. Among the guidelines of this regulation is the certification of the Subsidiary regarding the 20 elements of safety and health at work. In 2022, Altice Dominicana carried out the recertification process. This process establishes all

protocols and procedures to guarantee effective management of risk prevention at work.

Within the same programme, the presence and operation of EHS mixed committees is also established in each of the locations. The application of the programme, together with ensured compliance with the Subsidiary's safety and health policy, is the responsibility of the Health & Safety Advisor, and ensures the physical and mental integrity of workers.

All these risk prevention activities and legal requirements are demanded and supervised for compliance by Altice Dominicana's business associates and contractors, ensuring that all internal and external operations are kept within the national safety standards.

All new HOT employees undergo face-to-face training by the Subsidiary's safety supervisor as part of an orientation day for new employees that takes place every month. Every year, all employees complete a refresher course on work safety.

Workers also receive refinements and safety emphasis on a regular basis for activities such as driving in winter, what to do in the case of an earthquake, and others. Once a year, safety drills are performed at the Subsidiary, although in 2022 they were not performed due to the COVID epidemic restrictions (the next drill is planned to take place in 2023).

To ensure safety, site visits are made regularly by the safety officer to identify hazards. These visits raise issues which are dealt with appropriately by the Safety Committee members.

Teads' approach to health and safety issues is linked with the local legislation. In France it is mandatory by law to have a health and safety committee and a document to evaluate the risks, which is not the case in other countries where the Subsidiary operates. In France and Spain, the Subsidiary also provides a medical check-up.

Work-related injuries		Men		Women	
		2022	2021	2022	2021
Number of Accidents at work with medical leave	Portugal	66	82	5	2
	Israel	3	2	3	9
	Dominican Republic	7	8	8	3
	Teads	0	0	2	0
TOTAL		76	92	18	14
Injury rate	Portugal	1.96	2.19	0.26	0.10
	Israel	0.22	0.15	0.22	0.68
	Dominican Republic	0.78	1.05	0.83	0.88
	Teads	0	0	0	0
Lost Days ¹⁸ due to accidents at work, with medical leave	Portugal	1,847	2,484	209	15
	Israel	20	23	167	523
	Dominican Republic	75	259	134	19
	Teads	0	0	54	0

¹⁸ Calendar days, from the day following the occurrence of the accident at work.

Through Altice Health Care (ACS), Altice Portugal offers its employees a comprehensive portfolio of services, provided by a highly qualified team consisting of occupational physicians, nurses, and other health technicians. The services are available in the eight clinical centres that ACS has on the mainland and in the Autonomous Regions or in the Mobile Health Unit, which is duly equipped, meeting the legal requirements defined for carrying out health examinations.

In addition to the mandatory occupational health examinations necessary in Portugal by law, the team also ensures articulation with the competent authorities in the field of occupational health. In the case of suspected occupational disease, occupational doctors analyse, identify, and carry out the mandatory report to the National Directorate for the Protection of Professional Risks (DNPRP) with a view to its confirmation and inherent rehabilitation treatment.

Prevention and Health Promotion Programs

Through these programmes, Altice Portugal seeks to encourage and raise awareness among employees about the adoption of healthy lifestyles that minimise the risk of chronic diseases. The implementation of these programmes strengthens the worker/company

wellbeing, combating absenteeism, increasing productivity, reducing accidents at work and enriching society in general.

In this context, the following types of screening are available: cardiovascular, body composition assessment, smoking dependence, stress, sleep quality, and memory.

In 2022, no new cases of occupational diseases were registered in Portugal. Existing diseases, mainly musculoskeletal, come from previous years.

Altice Dominicana registered in 2022, 16 cases of recordable work-related ill health (three less than in 2021).

To ensure health in a more transversal way, regular health examinations are carried out by HOT in accordance with the Subsidiary's policy. In addition, all employees are insured with comprehensive health insurance as well as free dental insurance. During 2022, there were about 10 cases of work-related ill health.

Teads tries to provide across the board wellness and mental health support to mitigate any risks of work-related ill health. In 2022, there was no record of any of it.



4.4. Training and skills development

Training is an essential element for employees', providing them with skills and competences to face future challenges. Therefore it is a decisive strategic priority to ensure the quality and suitability of the provided services, and the following of industry trends.

At Altice Portugal, training is based on eight strategic pillars:



Certifications



Corporate Training



Specialized technical training



E-learning and games



Executive leadership



SKILL



Skills Program



Advanced Training

In this context, below are some of the training actions carried out in 2022.

Training course	Trained employees ¹⁹
<p>Leadership Talks</p> <p>Sessions, held monthly, aimed at Altice's management positions, address multiple topics that respond to some of the challenges associated with the exercise of leadership.</p>	7%
<p>Gamelearn</p> <p>Training based on immersive, experiential, responsive learning, using gamification, contributing to the involvement of employees in a digital corporate culture.</p>	96%
<p>TIME TO LEAD Leadership Program</p> <p>Program about the needs implicit in the new models and ways of working, in new relationships between elements and work teams and in new ideas and business areas to explore and monetize.</p>	3%
<p>Unconscious Bias Workshops</p>	5%
<p>(Un)awareness of Decisions</p> <p>B-learning training that is part of the Personal Development Plan courses within the scope of the Training Catalog in transversal corporate skills, it combines knowledge of the behavioral area and new information technologies.</p>	1%
<p>#TO BE</p> <p>aims to promote the development of skills considered critical to improve stress management skills, namely in terms of body awareness, thought and emotion management, interpersonal relationships and communication.</p>	1%
<p>Work@Remote</p> <p>About the most important aspects for the successful performance of functions in remote work mode.</p>	94%

¹⁹ Each training can have different target audiences.

Altice Dominicana's training and skills development programmes are linked to several assessments and exercises that it updates every year, such as performance evaluations, talent mapping, job weighting, and job competences profiling. The Subsidiary analyses them and produces a career path for every employee. These exercises are also the source of information used to design its training programmes.

Currently Altice Dominicana has several programmes aimed at addressing current competence gaps so employees can perform better in their roles and prepare themselves for higher responsibility jobs so they can advance in their careers, such as:

- **Sales and Services program** – mandatory program to their career advance, especially for customer fronting employees.
- **Commercial technical career** – dictated by internal facilitators, employees that are experts in the field and it reinforces technical skills to TSR representatives.
- **Advanced and basic Excel courses** – crucial courses to increase automation of some processes and productivity, mainly for financial and administrative roles.
- **Mobile Applications Development Certification Program** – addressed to IT people and to engineering students outside the Subsidiary, as a contribution to the country.
- **B2B Technical Solutions Certification program** – launched in order to address technical knowledge gaps identified in the Subsidiary B2B sales force.
- **CCNA program** – specially for network engineers.

Besides these, since 2020, as a part of the recovery plan for COVID-19, Altice Dominicana has accelerated its digital efforts with virtual learning programmes. The Subsidiary has developed a series of Webinars for all the staff to provide relevant information in subjects of productivity, leadership, mental health, and wellness to help them overcome the crisis and has adapted its internal classroom programmes into virtual ones. The Subsidiary has also developed a managerial programme to address management and leadership needs in this context. In order to develop the new skills required in this new virtual work environment, it has developed two online programmes with a local supplier: one for B2B sales forces on how to sell using teleworking tools and one for managers to create the awareness and abilities needed for managing people in this challenging times.

All these programmes are under the umbrella of the Altice Academy, created in 2018, Altice Dominicana's customised Learning Management System in Web and mobile app, to digitalise its training processes. For example, this tool completely eliminated the use of paper in support materials, tests, and satisfaction surveys.

In addition to these trainings and skills development programmes for existing employees, the Subsidiary uses the general and commercial induction programmes to reduce the learning curve of new employees. These programmes are dictated by internal trainees and include theory, practice, and on the job trainings. The general induction is regularly one day, and commercial inductions can vary from three to 21 days, depending on the role.

Digital training program

In 2022, Altice Dominicana implemented a digital training programme for all staff, based on the globally recognised Coursera training platform. With this programme, it seeks to implement an affordable alternative that allows it to advance its digital transformation strategy and close the competency gaps so that staff may face the challenges of the future.

Altice Dominicana also raised the level of skills of employees quickly with learning plans established by roles and/or job profiles, accelerated digital transformation with better qualified employees, and consequently, developed business agility and adaptability to gain competitive advantage in the marketplace. This also contributes to employees' retention by improving their skills and career path.

In HOT, various training and development programmes are also held for employees throughout the year.

Some of these programmes were:

- **HOT ACADEMY+** – learning academy that offers a variety of courses and practical and enriching lectures. It also makes available to all employees the opportunity to participate in a range of workshops aimed at developing their social skills.
- **HOT Quest & HOT'S Traveling exhibition** – experiential learning activities which took place at all main Subsidiary's sites.
- **Professional Conferences** – participation in professional conferences in areas of training, marketing, human resources, and information technology.
- **Gamification**
- **Language courses** – aimed at employees & managers who receive Business English courses, as well as personal tutors.
- **Leadership development** – HOT managers have two leadership programmes available: Personal Skills Workshops and Workshops on Sales, Service, Management Skills and others.
- **THE UNIT** – exclusive employee development programme from a personal and professional perspective, with the aim of retaining and preparing them for their next roles in the organization.
- **Personal coaching (managers)** – HOT managers can access private coaching with an in-house coach to discuss leadership issues, as well as to obtain tools for more effective management.

At Teads, training is part of its talent development programme. Each year, during the annual review, employees discuss training options with their manager. Their manager will then synchronize with HR to prioritise the different requests. Each of these requests is given careful consideration. Each employee can talk about this topic with their manager or HR all year long. These regular trainings include Management, Public Speaking, Communication, Languages, etc.

90% of Teads' employees trained on its internal training platform since 2020

Teads maintains its internal training platform launched in 2020, which represents 20,000 hours per year of training provided and where online courses on soft skills, new products, and processes are available.

In 2022, the Subsidiary launched a new Learning Management System for its e-learn platform "Learn at Teads" with over than 200 courses available, including:

- **Global Teads Fundamental Onboarding Program** – successful revamp of it including a few Regional and team-specific paths. Overall, more than 10 new onboarding programs were created.
- **Global Sales training** – to drive presentation improvement and alignment globally (95% eLearn completion rate and over 80% presentation delivered).

- **HR specific training** - HR Management Process.
- **Feedback training** – including a Growth Mindset eLearn for managers.
- **Management training** – regionally deployed, in partnership with external partners for in-person training in Latam, France, and the UK.

Specifically for the Engineering department Teads also allows the attendance on Tech Conferences such as Scala.io or SunnyTech.

Teads has a new Global Mentorship Programme that gives its employees the opportunity to be a Mentor or a Mentee to/by a Global Teads colleague. This is a great chance to engage in a learning and development partnership in which Mentors will have a chance to offer advice to mentees on career development and shed light on how to excel in and grow their career at Teads.

Average training hours – by gender		2022	2021
Men	Portugal	34.8	27.7
	Israel	10.4	6.1
	Dominican Republic	28.95	8.8
	Teads	21.0	4.0
TOTAL		29.57	19.89
Woman	Portugal	37.1	22.7
	Israel	8.6	7.5
	Dominican Republic	31.54	11.4
	Teads	22.0	5.0
TOTAL		30.01	16.12



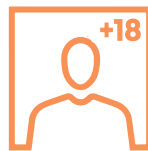
4.5. Diversity, inclusion, and non-discrimination

The Subsidiaries promote diversity and inclusion as fundamental strategic values, with a view to reinforce the ethical commitment to meritocracy, accuracy, and transparency. They understand that diversity and inclusion positively impact their performance, both in results and in the well-being and satisfaction of all stakeholders, contributing to innovation, creativity, teamwork, motivation, and resilience.

The Subsidiaries promote equal opportunities in their recruitment processes and provide opportunities to all groups of minority and sectors, such as:



Employment of women



Employment of people over 18 years of age



Employment of students for various positions



Employment of seniority people



Employment of people with disabilities

Diversity in the company (%) – by gender ²⁰		2022	2021
Men	Portugal	64%	64%
	Israel	55%	54%
	Dominican Republic	53%	54%
	Teads	55%	55%
TOTAL		60%	60%
Woman	Portugal	36%	36%
	Israel	45%	46%
	Dominican Republic	47%	46%
	Teads	45%	45%
TOTAL		40%	40%

²⁰ Percentage of women and men in the company

Management positions diversity (%) – by gender ²¹		2022	2021
Men	Portugal	69%	64%
	Israel	65%	67%
	Dominican Republic	56%	51%
	Teads	60%	62%
TOTAL		65%	65%
Woman	Portugal	31%	31%
	Israel	35%	33%
	Dominican Republic	44%	49%
	Teads	40%	38%
TOTAL		35%	35%

Workers with progressions - by gender (%) ²²		2022	2021
Men	Portugal	12%	5%
	Israel	3%	4%
	Dominican Republic	40%	44%
	Teads	29%	24%
TOTAL		15%	10%
Woman	Portugal	11%	3%
	Israel	4%	7%
	Dominican Republic	31%	43%
	Teads	25%	17%
TOTAL		14%	9%

²¹ Percentage of men and women with management positions over total of management positions of the company.

²² Standardized calculation formula for all geographies: Number of workers with progressions by gender/ Number of workers eligible for progressions by gender.

Gender pay gap ²³		2022	2021
Remuneration ratio of Men and Women in Top Management	Portugal	1.21	1.33
	Israel	0.36	0.51
	Dominican Republic	1.26	1.00
	Teads	Not available	Not available
TOTAL		0.49	0.56
Remuneration ratio of Men and Women in Management	Portugal	1.07	1.08
	Israel	1.12	1.27
	Dominican Republic	1.08	1.04
	Teads	Not available	Not available
TOTAL		1.11	1.15
Remuneration ratio of Men and Women in other employees	Portugal	1.04	1.05
	Israel	1.23	1.27
	Dominican Republic	1.16	1.16
	Teads	Not available	Not available
TOTAL		1.10	1.11

The Subsidiaries promote equality and inclusion by committing itself through joining forums and initiatives that promote the debate, sharing and implementation of actions that contribute to the equality of gender. In addition, Altice Portugal has a Human Rights, Sustainability and Inclusion Office that monitors issues related to these issues and adopts a set of rules that guarantee respect for the dignity of men and women in the work environment and that protect them in the event of inappropriate behavior, manifested verbally, physically, sexually or otherwise. Employees are involved and made aware of these issues through

training and communication sessions, aimed, in particular at employees who hold management positions.

The attraction of diverse talent in the Subsidiary is boosted through specific programs, namely young people or people with disabilities.

²³ Average Male base remuneration/Average Female base remuneration.

Altice Dominicana promotes equality through engagement initiatives such as:

- **RD Incluye Program** – disability program which promote an inclusive culture and the accessibility in Subsidiary's main administrative buildings (Torre Altice & Herrera) and shops.
- **Igualando RD Program** – gender equality program with the Dominican Republic Ministry of Women and United Nation Development Program (UNDP) to solidification the Subsidiary's compromise with gender equality.
- **Girls in tech agreement** – promotes women in Stem Careers.
- **ZOHO recruitment tool (ZOHO Recruit)** – allows the traceability of each stage of the process, to ensure faithful compliance, producing management indicators that alert any deviation from the Subsidiary's purpose.

Altice Dominicana's selection process is not subject to discriminatory aspects (nationality, religion, race, gender, age, marital status, among others) to respect the diversity and individuality of people who wish to develop their talent in the organisation.

In addition, Altice Dominicana develops awareness campaigns and promotes support networks for women in vulnerable situations through psychology services. Every year, in November, it also observes the Campaign Month for Ending Violence Against Women, and remains aware of this evil reality that afflicts society and how it does so from the business framework.

Since July 2022, Altice Dominicana has had a dedicated office at the basement of the main building for psychology consultation and gender assaults, denunciations, or any other form of violence and an online psychology consultation "Linea Amiga".

One of its main own shops in Santo Domingo (Downtown Centre), was adapted for blind customers. Please see the TV commercial launched in October 2022 announcing this.

HOT complies with the Equal Opportunity Act in its recruitment processes, which means, like the other Subsidiaries, it provides equal employment opportunities. The Equal Opportunity Act of 1988, forbids an employer from discriminating between employees or candidates on merits of gender, sexual orientation, personal status, pregnancy, parenthood, age, race, religion, nationality, country of origin, residency, etc. HOT operates in accordance with the law and employs workers from all genders, religions, etc. The company's CEO is a woman and its management team is in majority represented by woman. In addition, once a year the company examines the overall wages of women compared to men, in order to ensure equality between women and men.

It also complies with the requirements set by the law regarding the employment of people with disabilities.

Teads, being a global media platform, recruits from all markets and its workforce brings together a total of 62 nationalities.

Furthermore, Teads has implemented some professional equality between male and female promotional projects, the following being the most relevant:

- **“Equality Plan”** – applied in some countries, as France, it regroups recruitment, training, and promotional topics, thus allowing the Subsidiary to measure equality between men and women via the treatment they receive. The Subsidiary aims to promote diversity and the target of the 50-50% rate between men and women.
- **Creation of a global committee** – composed equally of men and women, that gathers every month to talk about diversity issues.

Other projects are deployed in other offices and could be specific to the country. For example, in North American offices, Teads has anti-racism projects, and all topics/projects can be shared by employees through a dedicated group (Diversity & Inclusion) in the workplace.

13 women in Teads' US leadership team which is women-run

At Teads, 100% of the employees are informed of the Subsidiary's rules about respect, diversity, and harassment. The Subsidiary is a member of the Global Alliance for Responsible Media (GARM) a cross-industry initiative established by the World Federation of Advertisers for “creating a more sustainable and responsible digital environment that protects consumers, a media industry, and a society”, being certified through independent

audit validation for Brand Safety under the JICWEBS/DTSG Good Practices Principles.

Teads is putting time and effort into ensuring a work environment where everyone is included no matter their differences. The Subsidiary has specific unconscious bias training materials for recruiters on its learning platform and all employees have access to resources covering the three types of unconscious bias.



It is also a member of the “She Runs It Foundation” that advocates for more inclusive workplaces and cultures so that women of all ethnicities and identities can prosper in marketing, media, and tech. She Runs It offers a great way for professionals to expand their network and to develop their leadership & career skills. Its co-CEO Jeremy Ardit is an active board member of the foundation.

In 2020, it started putting measures in place to

ensure that all custom keyword block lists are reviewed before implementation, to check if they contain keywords that identify people based on Diversity and Inclusion categories of gender identity/sexual orientation, race/ethnicity, disability, or religion, and these remained in place in 2022.

One of the first areas for which the Diversity, Equity, and Belonging Group is focused on, is bringing more women into the Subsidiary, particularly into the Innovation team, in which women were underrepresented.

A few years back, the Subsidiary had few women in the Innovation department, but it is now proud to share that Teads was able to significantly increase the number of women in technical roles. This represents 15% to 20% of the total team, depending on the variation of current hirings, and is in-line with the percentage of women in technical roles in France. Teads acknowledges that this is far from a perfect parity and continues to invest in several initiatives to bring more diversity in the tech ecosystem.

To fight against the lack of diversity in engineering schools, its engineers regularly take part in events to help young female students discover tech jobs and share their own experiences. Teads has an Engineering Camp, which is a two-day training session that is offered to 17 Tech professionals from diverse backgrounds and from all over the country. This bootcamp was dedicated to women and featured sessions from the Engineering Team on the Scala programming language and Data Science.

Another way to bring more talent in technical roles is to showcase examples of successful women who have changed their career path. The Subsidiary supports educational institutions such as Simplon and AdaTechSchool so it may contribute to a more diverse and inclusive workplace in software engineering by offering internships to diverse profiles.

The AdaTechSchool institution is an inclusive computer school that uses research in alternative education to support computer learning, and a more inclusive tech culture. Through this partnership, employees from the HR and Engineering departments are involved in coaching sessions, taking part in mock interviews or conducting masterclasses.

Teads continues to carry specific actions to support diversity in the tech sector:

Focusing the talent pipeline strategy on identifying **more diverse candidates** and allocating more time to source women profiles, Teads recruiters spend dedicated time searching for women in STEM.

Publishing gender-neutral job descriptions reviewed by women and using gender decoder to have **neutral and unbiased job offers** and posting these opportunities on dedicated websites.

On top of these talent acquisition initiatives, it has created a steering committee that gathers to specifically support women in tech at Teads, sharing tips for everyday life at work, the state of the industry, career management advice, and more.

Women in Tech Global Conference "Heroes Shaping Tomorrow"

In 2022, Teads sponsored events such as the Women in Tech Global Conference "Heroes Shaping Tomorrow". This theme celebrates women across the world who are the Shakers, Makers, and Innovators of new society and economy. Its aim is to inform, inspire, and catalyse collective efforts to reduce the gender and digital gap in STEM by 2030. Following this sponsorship Teads was able to share conferences internally on topics such as: the impostor syndrome, gender gap in Tech, unconscious bias, women in tech career advice, etc.

4.5.1. Promoting the employment of young people



Altice Portugal has been reinforcing its commitment to young talent, in response to the constant evolution of the market. For this, it has consolidated partnerships with universities and its Professional Internship Programme - DarWiN. This 12-month internship programme provides young people with their first professional experience and integrates the exploration of the various commercial and technological areas in team building, training, volunteering, and mentoring initiatives, enhancing their feeling of belonging to and their knowledge about the Subsidiary.

To attract young people, Altice Dominicana has the following initiatives as part of the Altice Jobs Programme in place:

- Agreements with most important universities in the country in order to provide young people with their first job experience.
- Edu-challenge program, first edition 2021, where two universities compete for the best proposal to improve an internal process or problem. Winners participate in Altice Dominicana trainee program for six months.
- A busca tu Talento, employment fairs to recruit the best talents that models Altice Dominicana DNA "Diversity/Inclusion, Excellence, Disruption, Innovation, Audacity."

Teads offers internships to students from high schools to Master's level and does some presentation to schools to explain career paths in the Adtech sector.

4.5.2. Promoting the employment of people with disabilities

Committed to building an inclusive environment and creating equal opportunities for everyone in the job market, Altice Portugal has developed the Be Brave Programme, in partnership with Geodesia and Valor T - an employability agency for people with disabilities.

1.96% of Altice Portugal employees (120) have special needs

The bespoke programme comprises a 12 month internship, which includes visiting some iconic landmarks, training in soft and hard skills, and moments of follow-up and feedback. In addition, participants have the opportunity to live a learning experience in the largest telecommunications company in the country.

Altice Dominicana has created a QR code which is available in every job fair from disability organisations to student programmes devised by local universities where Altice Dominicana is present.

0.33% of Altice Dominicana employees (13) have disabilities

The code redirects the user to the website with the opportunity to register their educational background and professional skills so they may be considered for the Subsidiary's available job positions

or future vacancies. Any person with this code will have the chance to submit their professional profile in Altice Dominicana's recruitment database just using a smart device.

HOT employs employees with different disabilities. According to Israeli Law, there is an obligation to employ disabled employees at a total of at least 3% of all employees. HOT is proud to employ a higher percentage of people with mental, emotional, and physical disabilities than the law requires, and proud to provide them with a supportive response within the framework of employment and a flexible and adapted work environment. In addition, there are some populations characterised by individual cases concerning medical problems or low socioeconomic status and personal cases that require different attention. In these cases, the HRBP (Human Resources Business Partner) gets in close communication with the employee and finds a solution for them that suits their needs. All this is in cooperation with their managers.

4% of HOT employees have disabilities

In France, Teads maintains its partnership with the organisation Les Papillons de Jour in promoting employment for people with special needs.



4.6. Customer health and safety

Since it became more widespread in society, the use of mobile networks has raised multiple concerns in terms of the health and safety of its users. Electromagnetic radiation emitted by antennas and/or other infrastructure, communication and network equipment and exposure to noise are the most prominent risks.

Altice Portugal measures ambient noise and regularly monitors electromagnetic radiation levels, seeking to analyse and identify possible improvement actions that may be implemented. In 2022, electromagnetic radiation was measured at 261 Altice Portugal sites and noise at 20 sites.

Altice Dominicana always seeks to take care of community health by using certified equipment that is compliant with international standards and local regulations by the Dominican Telecommunications Institute. In addition, following local regulator request, it provided a report showing all cells with radiation levels below 1 W/m² (at 10 meters distance) where the maximum of radiation is 9.4 W/m².

At environmental level, all requirements from the Environmental Minister and request of the community or landlord are implemented to ensure fulfilment and good relationship with community.

Within does requirements are:

- Controlled level of noise from generators.
- Controlled level of emissions from generators.
- Monitored fuel tanks to avoid leakage.
- Control of battery disposal.
- No installation of mobile tower within restricted areas defined (surrounding of schools, proper distance from the beach).

100% of Altice's Dominicana sites in compliance with international standards of noise and radiation

In addition, 100% of its products and services are categorized as non-harming to the health, environment, and safety of improvement communities by local regulators, based on Indotel's regulations, Environment Ministry and local city halls.

In HOT, there are no operations with significant actual and potential negative impacts on local communities. However, regarding its operations and activities, all sites are assessed with radio frequencies control. It does not measure noise because it is not required to do so according to local laws and regulations.

100% of HOT sites with electromagnetic radiation measurement



4.7. Digital security and customer privacy

Security and privacy risks have increased considerably in the telecommunications sector. To top off these risks, the legal and regulatory framework is increasingly demanding, which requires ever-increasing levels of rigor and excellence on the part of the Security and Privacy (S&P) governance model of the Subsidiaries.

As part of the commitment that the Subsidiaries have with their employees, customers, suppliers, and society in general, they have information security policies that allow them to protect technological assets in their different properties of confidentiality, integrity, and availability.

INFORMATION SECURITY MANAGEMENT

Security and privacy policies

- Increase the level of awareness about the need to adequately manage the security of the Subsidiary's information and constantly training the employees in aspects related to this topic.
- Establish an adequate baseline for the security of all technological and information assets, enabling the development of an appropriate procedural framework.
- Monitor, evaluate, and protect the Subsidiary from cybersecurity threats through processes and tools that considerably reduce security incidents.
- Establish a continuous risk assessment process and ensure effective and timely controls.

The information security policies and their corresponding procedures have enabled a process of continuous improvement in the activities associated with the following domains:

- Governance.
- Logical access control.
- Incident management.
- Vulnerability management.
- Security event monitoring.
- Technological platform resilience.
- Awareness campaigns.
- Information privacy.
- Protection of Mobile Devices (MDM).
- Data Loss Prevention (DLP).
- Protection against malicious programs.

The control framework for information security is reinforced with the internal audit and external audit processes, both of which are executed at least twice during the year. The result of these evaluations serves as input for the implementation or reinforcement of security controls.

In Altice Portugal, the IT security incident response team operates in the context of networks and services, promoting Internet security in the country, especially in the business sector.

In addition, the Subsidiary holds international certifications, which play a particularly relevant role in guaranteeing high cybersecurity standards for IT products, services and processes.

ISO 27001 Information Security Management
– contributes, through the adoption of a set of requirements, processes and controls, to adequately mitigating and managing the company's risk, respecting the fundamental principles of information security (confidentiality, integrity and availability).

MEF 9 and MEF 14 (Metro Ethernet Forum) - ensures that Ethernet services meet international standards and provide constant quality for high-speed networks.

Information and communication technologies security is ensured through the implementation of an adequate set of mechanisms. These mechanisms are established, implemented, monitored, reviewed, and improved whenever necessary.

Security Committee



Consists of the main members of the ExCom as well as the CISO, DPO, and main areas of the Subsidiary. It meets at least once a year, with the objective of analysing the status and plan of cyber security.

Information Security Director



Responsible for cyber security and privacy.

The Data Protection Officer



Advises and clarifies the controller in all subjects related to data protection and cooperates with the supervisory authority. The DPO reports to the Executive Committee.

Information Security Intranet



With centralised and up-to-date cybersecurity policies and procedures, including internal and external reference sites.

Phishing attacks simulation



For employees, to assess their level of readiness and awareness of these types of threats, providing information on how to avoid potential attacks.

Security audits



To identify vulnerabilities in the main network and information systems.

In Altice Portugal, several audits are performed by internal and external auditors and by technical vulnerability management. All exposed external sites are subject to an external Pen Test, depending, if a new change or a major change is done. External audits include ISO 27001 certification, compliance with ANACOM (sector regulatory body). Internal audits include NIS1 Law and compliance of IT Controls in the scope of the annual financial report audit, among others.

100% of Altice Portugal employees trained on GDPR and information security

To ensure full compliance with the General Regulation for the Protection of Personal Data (GDPR), all workers undergo GDPR training, and Altice Portugal has carried out an impact assessment to identify the data process' risks and identify controls and mitigation procedures. In this context, Altice Portugal has approved a programme that ensures its stakeholders' data protection, as well as all data made available to third parties with whom it maintains a relationship.

GDPR Committee



Responsible for the supervision and control of technical and organisational measures, as well as for the definition of clear rules for the processing of personal data.

Data Privacy Policy



Published on its website²⁴.

Supervision of protection of personal data in the main business units



Through a network of trained partners, who follow a set of guidelines on the subject that were created by the Subsidiary.

Training



Targeted to all employees about the impact of the GDPR on their activities, as well as about the requirements for the Subsidiary.

Audits



Internal and external, answered and conducted by the Subsidiary.

Even so, in 2022 there was an incident of breach of personal data in Portugal, motivated by improper access by third parties to a business support application. The perpetrator managed to access the personal data of 147 collaborators/users of the tool. In addition to the technical security measures already in place, the National Data Protection Commission suggested others actions that will be implemented.

²⁴ Available at: <https://www.telecom.pt/pt-pt/Paginas/politica-privacidade.aspx>

Regarding customer personal data, in 2022, 127 complaints were received. However, there were no disclosures, thefts, or losses of personal data whose holders are customers.

0 substantiated complaints received by Altice Dominicana, on concerning branches of customer

The processes and controls that have been established cover the following aspects:

- Privacy policies for the use of the website and mobile application.
- Encryption of data related to credit cards used by customers.
- Control of access to inquiries from credit bureaus.
- Compliance with guidelines of the PCI standard.
- Reinforcement of configuration and application of security patches to the technological infrastructure.
- Monitoring of privileged users.
- External monitoring of cyber hygiene through Bit sight services.
- Close cooperation with regulatory bodies on cybersecurity to apply preventive actions in the event of alerted indicators of compromise.

Altice Dominicana is constantly evaluating prevention and protection measures that reduce the internal and perimeter risk of technological services infrastructure. The Subsidiary has a Business Information Security Officer (BISO) which is responsible for:

- Follow-up on the implementation of controls for the risks identified by the group responsible for the business area.
- Define controls together with the team responsible for the business area, which allow minimizing risks based on their impact.
- Coordinate specialized studies on information security projects.
- Coordinate, implement and align actions that support the information security strategy of Altice Dominicana.
- Identify, together with the impacted areas, the risks that may impact the security of the company and prioritize them.

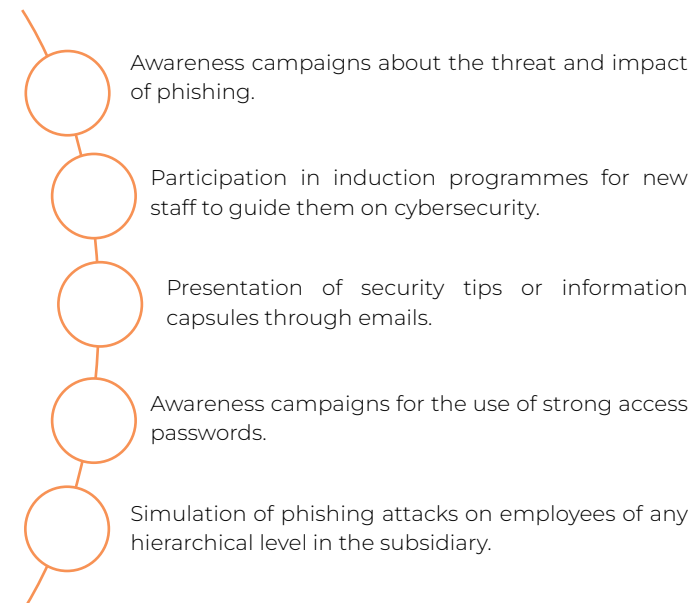
The Subsidiary is also creating a cybersecurity committee that will approve the functional guidelines of the Cybersecurity and Information Security area, and the maintenance of the Cybersecurity Program, in line with the strategic and operational objectives of the company, actions that are currently executed by the security committee.

The new Committee will meet every three months. However, it may meet extraordinarily as many times as necessary upon prior call.

In accordance with local data protection laws and regulations, as well as the provisions of the telecommunications regulator and PCI requirements, there were no received substantiated complaints regarding violations of customer privacy in 2022.

73% of Altice Dominicana employees covered by training on threats and proper use of information assets

Altice Dominicana understands the human vector is the most vulnerable to the realisation of the greatest cybersecurity risks in any organisation. Therefore, the Subsidiary has disposed of sufficient technological and procedural resources to create a continuous and incremental process of training and awareness initiatives to raise the cultural profile of the organisation on the issues of threats and proper use of information assets.



Additionally, at Altice Dominicana, an internal cybersecurity site is being implemented that will host a series of sessions and informative content that will reinforce knowledge of internal processes and controls that staff must be aware of. The sessions will also incorporate general knowledge about the most important recommendations and measures that its employment must manage so as not to be a victim of cybercrime and properly protect their personal integrity, as well as the institutional one.

The training and awareness programmes are designed and carried out throughout the year, allowing a sustained increase in the participation of the Subsidiary's employees.

HOT did not receive any complaints about information security or data protection violation in 2022, and there is no record of customer data leaks. The Subsidiary is aware of the importance of these topics, so it ensures that all of its employees are trained on data security and privacy.

100% of HOT employees trained on data security and privacy

Teads' legal and cybersecurity team has dealt at length with the ongoing compliance and cybersecurity matters that arose during 2022. Firstly, with the completion of SOC2 Type I Certification in December 2022. Penetration tests are also conducted on an annual basis to complete external audits. As for internal audits, access reviews are conducted on a quarterly basis or on an as needed basis.

100% of Teads employees trained and aware about information and data protection and privacy

GDPR is guaranteed with Teads developing its operations and services respecting privacy by design and by default principles. To ensure its compliance, Teads maintains a strong level of accountability with a yearly review of its record of

processing activities, DPIA (Data Protection Impact Assessment) and policies. Furthermore, Teads has nominated a DPO (Data Protection Officer), working in cooperation with the legal and privacy team as well as a privacy committee. This committee works on Teads privacy compliance and board members directly responsible for privacy and data security include DPO, Director of Engineering, Product Director, CISO and its Legal Product Counsel.

In 2022, Teads has identified zero cases of identified leaks, theft, or losses of customer data and no substantiated complaints have been reported concerning breaches of customer privacy.

Teads has also stepped up its cybersecurity efforts and all its employees are required to complete monthly courses on various security and awareness topics. Additionally, phishing campaigns are also regularly conducted. Focus has been on strategic business operations and the goal is to ensure that all Teads employees have a basic knowledge of privacy questions. To date, the Sales, Publishing, and Data teams have already been trained on privacy. Awareness and training on data protection annual training programmes (presentation of use cases by Teads DPO) for any operational team, plus privacy documentation are also shared to operational teams to improve privacy knowledge and Teads also have in place data protection and public policies²⁵.

²⁵ Available at: <https://www.teads.com/privacy-policy/>

At Altice Dominicana, cybersecurity has become a strategic pillar that occupies the attention of the highest hierarchical level of the Subsidiary. Both the CEO and the Executive Committee periodically receive accountability updates and information on the most important aspects of data protection and cybersecurity, to provide timely follow-up and make relevant decisions that contribute to the strength of the security environment of the services and technological assets of the Subsidiary. The topics dealt with by senior management are the following: KPI's, cybersecurity rating, compliance with required standards, initiative proposals, projects in execution, regulatory requirements, strategies, creation or updating of policies, and investments in prevention and protection tools among other topics of interest to the organisation.

73% of Altice Dominicana employees covered by training and awareness programs about information and data security

AdFraud mitigation are Teads' top priorities. Commitment to them was recently highlighted in the context of the Advertise Responsibly campaign. The Subsidiary is also certified through independent audit validation for Brand Safety under the JICWEBS/DTSG Good Practices Principles and participates in the industry framework, the IAB Transparency and Consent Framework, which ensure to get valid consent prior to any cookie placement or data processing.

Regarding privacy and safety of vulnerable groups, the Subsidiaries are aware that if, on the one hand, the growing generalization of access to digital

content reduces physical distances and social inequalities, on the other hand, it entails potential security risks for customers in general and for the most vulnerable groups. In this context, the Subsidiaries have been adopting multiple measures and have adapted their procedures in order to mitigate these risks.

The Security of Information and Communication Technologies at Altice Portugal is ensured by the implementation of an adequate set of controls that includes policies, processes, procedures, organisational structures, software, and hardware.



Altice Portugal's [Safety Policy](#) is consolidated through the awareness, education, and training of its stakeholders, mainly employees, whether in face-to-face training or e-learning, pop-up messages, sharing of tips or news with best practices, on the website, or on social media.

EUSOUDIGITAL

MEO challenged its employees to train elderly people in vulnerable situations, who live alone and/or isolated, in the safe use of digital media, teaching them different contents related to the Internet. The enrolled students learned, for two hours, how to search for information on the internet, how to use e-mail and a social network, and internalized the main notions of security and privacy online. The digital training action brought together employee-volunteers from MEO, GNR and citizens interested in entering the digital world.

HOT is operating in accordance with the local data protection regulations and conducts audits on a regular basis as needed under the legal requirements and the information security division is responsible for that matter. Training on data protection is mandatory for all employees.

At Teads, communication with minor or senior persons takes place through advertising. The Subsidiary has a quality check for the content of each campaign to ensure that there is no risk for any vulnerable group of people.

PROXIMITY TO THE COMMUNITY

5.1. Community communications access

The Subsidiaries provide numerous services to their customers: internet access, fixed and mobile telephony, access to information and entertainment via their TV and radio channels and their digital platforms, but also customer relations and cybersecurity services. The Subsidiaries strive to offer all their customers the best accessibility and quality for each of their services and to make innovation accessible.

Mobile infrastructures (covered population)		2022	2021
4G	Portugal	99.9%	99.8%
	Israel	99.9%	99.9% ²⁶
	Dominican Republic	97.5%	97.5%
	Teads	N/A	N/A
4G+	Portugal	²⁷	94.7%
	Israel	90.0%	84.0%
	Dominican Republic	-	-
	Teads	N/A	N/A
5G	Portugal	90.41%	-
	Israel	56.77%	-
	Dominican Republic	7.41%	-
Fixed infrastructures		2022	2021
Fibre (FTTB/FTTH) – total homes passed (includes shared fibre)	Portugal	6,207,000	6,010,000
	Israel	2,253,000	2,239,000
	Dominican Republic	924,000	836,000

²⁶ Updated value.

²⁷ 4G+ indicator has been discontinued and replaced by 5G.

Altice Portugal's telecommunications services, provided by its subsidiary MEO, according to the most recent report by the National Communications Authority (ANACOM), continue to lead in all customer segments. This recognition confirms the Subsidiary's position at the forefront of technology, anchored in an offer of reference services recognised in the various segments. It is also a reflection of the successful attempt to bring the new generation of fibre optics to more than 6.2 million homes, in the modernisation of the mobile network and investment in 5G, and in the development of new solutions and innovative services that meet the needs of customers.

Ukrainian Joint Statement

Altice's Portugal commitment to offering its services, ensuring the best and most inclusive telecommunications coverage for the population, was particularly important considering the context of war taking place in Ukraine. Since 2022, the Subsidiary has been a signatory to the "Ukrainian Joint Statement", which establishes a coordinated approach by Ukrainian and European operators to continue offering lower-cost communications services to Ukraine and displaced Ukrainians.

HOT is operating in accordance with its license and has a universal deployment obligation regarding its cable services. According to the MOC's decision of 2019, HOT provides its services in areas without cable infrastructure on a technologically neutral basis through wireless means.

To ensure the platform quality, Teads selects either Altice for its network (for countries like France and North America), or major local providers. SLAs are negotiated with each provider and the resilience of the network across 26 countries (more main back-up lines in each office) is monitored by the IT team daily.



5.2. Community involvement

The Subsidiaries work continuously to positively impact communities. The sector in which they operate allows them to enhance the capabilities of those who need it most and thus contribute to building a more developed and technological society, regardless of age, capacity, language, culture, and technological literacy of each one.

Social Intervention		2022	2021
Number of beneficiary entities	Portugal	234	2,762 ²⁸
	Israel	10	15
	Dominican Republic	12	7
TOTAL		256	2,784
Number os individual beneficiaries	Portugal	472,791	512,530 ²⁸
	Israel	9,130	12,180
	Dominican Republic	2,850	2,385
TOTAL		484,771	527,095

The decrease seen in the number of beneficiary entities is associated with the return to normal activity, after an atypical growth in 2021 caused by the pandemic.

For this purpose, Altice Portugal has the Includes Programme, the most complete programme of support and accessibility to communication through technology for citizens with disabilities that exists in Portugal.

INCLUDES PROGRAM

- **Services:** Partial subsidy of monthly fees for all types of MEO services, for people with disabilities or vulnerable situations.
- **Solutions:** Partial subsidy of market-leading products that allow digital accessibility and augmentative communication via computer, mobile phone, tablet and landline.
- **Initiatives:** Technologies and initiatives developed by Altice Portugal Foundation and freely available to all who need them.

²⁸ Updated value.

Aid to the Ukrainian population: Exchange MEOS for donations

MEO, Altice Portugal's consumer brand, raised €75,000 to support the Ukrainian people through the help of its customers, who in solidarity, exchanged their MEOS points for donations to the "Emergency Ukraine" initiative, created by International Medical Assistance (AMI).

In exchange for 200 MEOS, customers could contribute €5 to AMI's action, which brings medicines and essential goods to Ukraine and supports refugees on the border with Hungary, providing heating facilities, warm clothes, and primary health care to temporary housing.

Altice Dominicana promotes initiatives whose main objective is to raise the quality of life of vulnerable communities in the country, through a sustainable model in human, social and economic development that generates a great impact in education, through the conversation about environment and through the establishment of government alliances, or with institutions.

Teads' platform supports numerous responsible advertising initiatives. These include global initiatives like Coalition for Better Ads, Global Alliance for Responsible Media, and local initiatives like Digital Ad Trust, WhatRocks, etc. Teads also regularly offers advertising campaigns to benefit non-profit organisations (Solidarité Sida [AIDS], Breast Cancer, etc.) or national causes (Covid-19 prevention, fight against homophobia, etc.).

Support Humanitarian Efforts in Ukraine

Teads has donated free media to the International Federation of Red Cross (IFRC) for them to spread important information, fundraising efforts and awareness about the situation in Ukraine, and surrounding areas that are also being affected by the war. The donation of media has run predominantly within news environments, so that people reading about the war have an opportunity to act in the moment and support the IFRC and its National Red Cross and Red Crescent Societies.

€ 3,465,060 invested in the community in Portugal

Altice Portugal and Altice Dominica Foundations develop products and solutions and invest in transformative projects, in particular for accessibility to communication for all, for access to education and dissemination of knowledge, for the promotion of health and well-being, and also for the democratisation of art as a cultural and humanist vehicle. To this end, they use the Subsidiaries' expertise and invest in partnerships to pursue their activity, in the search for effective and sustainable responses to social and global problems.

Altice Portugal Foundation has developed projects that also contribute to the promotion of diversity and inclusion.

TeleAula

TeleAula is a system designed for students who are unable to attend classes in person due to serious illness or permanent or temporary disability. This solution was developed by Altice Labs at the request of Altice Portugal Foundation. It is integrated into the "Campus by Altice Foundation" platform, allowing several students to connect to a classroom, recording the class for deferred viewing, remote control of the camera, document sharing, etc. TeleAula is a unique system in Portugal, made available by Altice Portugal Foundation in 2005, and has already enabled students with disabilities to successfully attend the entire academic

Magic Contact

Designed by Altice Portugal Foundation and developed by third parties according to Altice Foundation specification, Magic Contact is an Android application which allows accessibility, via Android smartphones and tablets, to people with fine mobility limitations or no mobility of the upper limbs. Magic Contact is available for free on the Google Play Store.

Face-to-face service for the deaf

Through a video call to a Portuguese sign language interpreter using a mobile phone, this project was developed to allow deaf people to communicate with the commercial who hears the interpreter's voice in the headset.

Audiozapping

This project allows blind people to have an auditory return of several functions of the MEO TV command, for example, when changing channels, the number and name of the channel are verbalized through the sound of the TV equipment.

€ 149,124 invested in the Dominican Republic community and social projects

Altice Dominicana Foundation has multiple projects and programmes focused on philanthropy and social intervention.

Perfecto Labs

Perfecto Labs is a fibre optic installation to provide internet services in the Perfecto Labs technology center, to improve the learning experience of hundreds of students from vulnerable communities in the province of Monte Plata. They receive training in areas such as programming, robotics, English, and mathematics.

City Hall of the National District of Santo Domingo

To increase the opportunities of entering the labour market for young people with limited resources in the Villas Agrícolas in Santo Domingo, Altice Dominicana provided fibre internet service to the training centre where they can be trained in technological skills. This was the result of an agreement signed between the Mayor's Office of the National District (ADN), Altice Foundation and the Cincinnatus Institute of Craftsmanship INC.

Archdiocesan Caritas of Santiago

As part of a collaboration agreement signed between Fundación Altice and Cáritas Arquidiocesana de Santiago, high-capacity internet was provided to the Nuestra Señora de la Luz vocational school, a professional technical education centre located in Cienfuegos, Santiago. This initiative is thanks to Fundación Altice's commitment to the technological development of the country and promotes initiatives that contribute to closing the digital divide and the technological inclusion of people in conditions of extreme vulnerability.

Jompéame

In support of the most vulnerable communities in the country, and the most hopeful causes, Altice Dominicana continues its collaboration with Jompéame, the local online fundraising platform, through which it encourage its clients to donate their "Fidepuntos" (its loyalty programme) to one of the causes supported by Jompéame through its App (My Altice) at no additional cost to the client. During the second quarter of the year, donations to 14 different social causes were managed.

The culture of social responsibility is internally rooted in different geographies, which is why the Subsidiaries also promote various corporate volunteering activities, which enhance the social well-being of the most disadvantaged and the protection of the environment.

Altice Portugal gives employees six days a year to carry out volunteer work, with no loss of remuneration or other benefits.

Teads' employees are eligible for one paid day off per year to volunteer during work hours.



Through corporate volunteering, Altice Dominicana is linked with the community, which helps it establish and maintain harmonious relationships with residents and create a group of collaborators with a vocation for service, and with its social programmes that allow them to contribute with their knowledge and skills in favour of initiatives of social good.

Each year HOT decides its volunteering programme and its employees are encouraged to participate in the activities. All volunteering hours are considered working hours by the Subsidiary. The increase in the number of volunteers in 2021 compared to 2022 is due to the fact that there was a project to support the older population during the pandemic period.

		2022	2021
Volunteering hours	Portugal	445	614
	Israel	1,960	6,367
	Dominican Republic	32	10
TOTAL		2,437	6,991
Volunteers number	Portugal	116	181
	Israel	440	584
	Dominican Republic	43	18
TOTAL		649	783

At Altice Portugal, volunteering actions were resumed in 2022, after overcoming the constraints imposed by the pandemic that limited activities in this area:

- **Blood Donation.**
- **Food Bank Campaigns.**
- **EUSOUDIGITAL** - within the scope of the Digital Skills month, MEO and GNR joined the Movement for Active Digital Use (MUDA) in the EUSOUDIGITAL Programme to actively contribute to the empowerment and safe digital inclusion of the Portuguese, through a training action. The main objective of this event was to help people over 45 who wanted to take their first steps on the Internet safely and freely.
- **Solidarity Tour** - distribution of meals to the homeless population in Lisbon and Porto in partnership with the Legião da Boa Vontade.
- **Gala dos Sonhos Call Center** - in partnership with Sara Carreira Association (ASC), whose main mission is to support children and young people with few resources to make their dreams come true, allowing them to evolve and supporting them throughout their training, through scholarships, the Subsidiary volunteers employees (employees, family members, and friends) to participate in the Call Centre service to raise donations at the 2nd Gala dos Sonhos.

Teads employees can volunteer in each local community in organisations such as Food Banks, Animal Shelters, School, Nursing Homes, Blood Donation, and Community Wellness Clinics and organisations that provide clean-up and litter removal.

HOT is responsible for several community support actions:

- Donation of 5 tablets to the "Yedidi Geha" association "Yedidi Geha" Association - an association which helps GEHA: Israel's mental health center.
- The day of good deeds of "Ruach Tova" in 3 centers that connects people who want to volunteer with associations and organizations that need volunteers.
- Donation to "Larger Than Life" association that works for children with cancer and their families.
- Donation to "Kfar Idod" for clothing and shoes which is a unique model of sheltered housing designed for people with learning, functioning and adaptation difficulties with a background of brain damage.
- Volunteering of 140 department managers (700 hours) in "Kfar Idod".
- Volunteering 140 department managers in "Na Lagaat", a non-profit art and culture center, which is a meeting and working place for deaf-blind people (840 hours).

deaf-blind people (840 hours).

- Adoption of the "Adopt a Warrior" unit for three months, which includes joint activities for the welfare of the soldiers, support during times of combat, assistance to needy soldiers and their employment in companies, activities for the community and accompanying the soldiers at various points during their military service.
- Donation for the rescue mission (brother of a company manager), a psychological service to support an employee whose daughter was killed in the cable car disaster in Italy.
- "Bag for each student", which coordinates the collection and distribution of tens of thousands of used schoolbags for the benefit of needy children (100 bags collected).
- Sale of donation boxes at Hanukkah for children with special needs.
- Donation of 10% to the oncology department from sales fair proceeds.
- Donation to the "Big men in uniform", an association for the integration of young people with disabilities in the army.



6.1. Supply chain

The Subsidiaries understand their suppliers and business partners as an integral part of their value chain and as a key element regarding the quality of their products and services. These stakeholders can also influence the Subsidiaries' economic, social, and environmental impact and performance. Furthermore, and in a proximity logic, the Subsidiaries seek in particular to ensure their contribution to the dynamisation of the national economy through their supply chain.

		2022	2021
Proportion of spending on national suppliers (%)	Portugal	67%	75%
	Israel	84%	-
	Dominican Republic	55%	53%
	Teads	89%	91%
% of national suppliers	Portugal	75%	84%
	Israel	87%	-
	Dominican Republic	83%	83%
	Teads	75%	-

Altice Portugal's purchasing model is characterised both by the centralisation of the purchase of goods and services, and by the scope of the function that considers the participation of multiple agents throughout the purchasing process. Its scope is divided into four major areas:



General and Marketing Services



Commercial Equipment



Infrastructure Equipment



Telecommunications and Information Systems

The Subsidiary has a unique [purchasing model](#) that enhances business synergies and grants an integrated relationship with the suppliers.

Altice Dominicana's supply chain integrates all the processes, from the identification of needs to the disposal of the equipment at the client premises that are required to provide telecommunication services. These processes involve strong partnerships with vendors which are located in the Dominican Republic.

This process is divided into two main parts:

Products – refers to all the network (infrastructure) and customer (CPEs and Handset) equipment needed in order to provide fixed and mobile services. Main product brands are acquired directly from international suppliers from China, Europe and United States or through a local partner.
Ex.: Sagemcom, Arris, CISCO, Fortinet, Huawei, Samsung, Mobiwire, etc

Services – all the activities directly related to the operational functions such as: installations in customer premises and the design, construction, maintenance and support of internal and external plants, and others non- directly related activities to the core operation, such as: logistic operations, communication, media buying, content, organisational needs, etc.

All activities directly related to the core operation are handled by a local partner through an outsourcing contract which represents 33% of the total spend of 2022.

For the non-directly related activities, only the logistic operations are managed through an outsourcing contract (3% of 2022 total spend) and the others are mostly acquired through local vendors.

Altice Dominicana procurement practice guidelines come from the Altice Global Purchase to Pay process, a document that details selecting and purchasing according to the established process.

HOT's suppliers are mostly companies providing technology equipment, content, infrastructures, and network deployment, which is outsourced. Thus, the main risks of HOT's supply chain are storage and transportation, delivery delays, regulation, environmental impacts, and reputation damage to brand by subcontractors.

Teads suppliers are essentially IT & SaaS companies, cloud providers, technical partners for Teads platform, data providers, general services suppliers (HR, facilities, finances), and marketing suppliers (events, public relations etc.). The main risks related to them are their environmental impacts and the ESG strategy, which is why the Subsidiary has sought to develop a robust supplier selection and evaluation model.



6.2. Procurement practices

To provide services to Altice Portugal, suppliers must register on the Suppliers Club website and adhere to the established legal requirements, policies and good practices. Here they can find the [Code of Conduct for Social Responsibility](#), which covers standards such as human rights and labour practices, health and safety at work and environmental responsibility.

The various types of contract drafts include clauses referring to labour and human rights, among others.

90% of new suppliers selected considering environmental criteria by Altice Portugal

Considering that some contracts are drawn up exclusively by the supplier, it is estimated that around 90% of the contracts with the main suppliers include environmental, occupational safety, social, and human rights requirements.

84% of new suppliers selected considering social criteria by Altice Portugal

Altice Dominicana procurement practice guidelines come from its Purchase to Pay process, a document that details selecting and purchasing according to the established process.

This process is also strengthened with the assistance of local practices and actions which helps it with the selection and establishment of stakeholder partnerships:

- Due diligence process: clearance of new vendor by different Subsidiary departments.
- Benchmark and consulting with other Opco's.
- Drawing up of local and/or implementation/adherence contracts (from global agreements) to define and settle legal conditions.

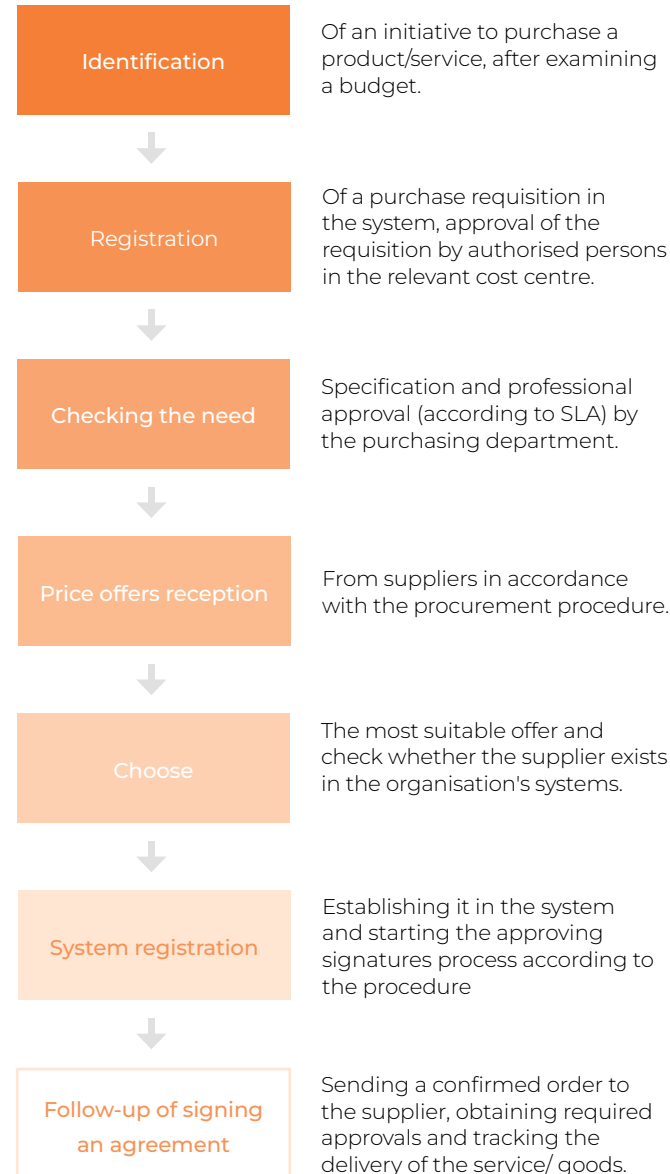
- Creation of new a vendor form to get main supplier information before adding them to the system.

None of its processes for reception, evaluation, or selection of vendors requires materials whose indiscriminate use can negatively impact society.

All communications with vendors are done electronically, which help them to reduce the negative impact of excessive use or waste of papers. Practices used in this order are:

- 100% of Altice Dominicana's Purchase Orders are sent electronically.
- International suppliers' documentation (preforms, invoices, shipping documents, etc.) must be received electronically to a specific email address.
- Local suppliers only have to physically provide the invoice and delivery form.
- Refurbishing and repair units are taken into consideration in the replenishment process in order to reduce the number of new items purchased, reducing the use of plastic and electronic parts.
- Very strict full need process in order to avoid the purchasing of unnecessary materials.

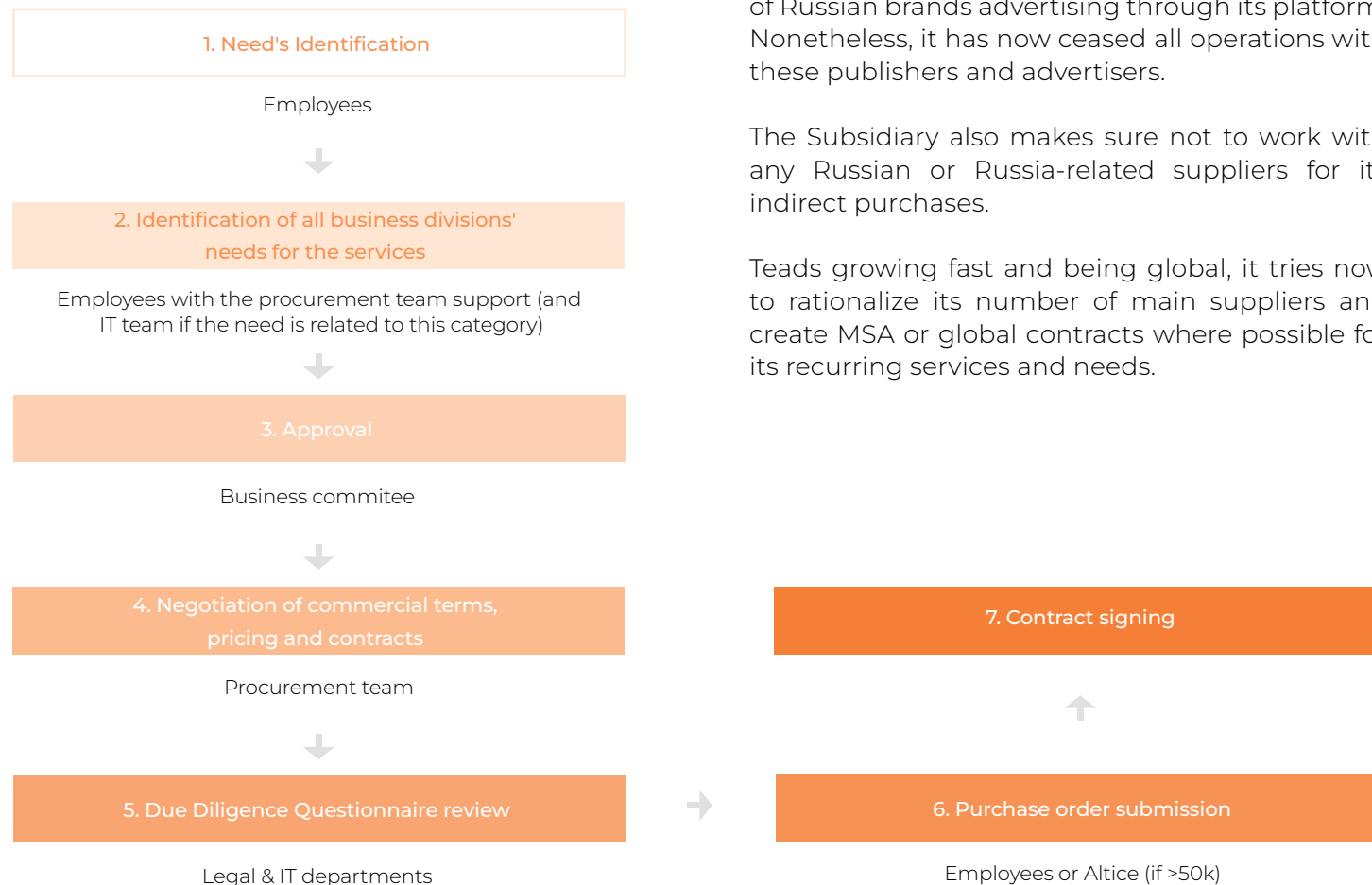
HOT's procurement model has seven phases:



If it is a new supplier, according to the supplier procedure, it is necessary to complete a new supplier form, obtain the required tax certificates, and set up supplier details in the system. It is also necessary to check whether a legal agreement is also required, and if so, instigate a legal agreement process with the legal department, including the insurance aspect with the consultants.

HOT is a party of master agreements between it and its main telecom suppliers which contain a commitment from the latter to comply with the principles of corporate social responsibility (e.g., social fundamental principles, protection of the environment, waste management, and business ethical principles). By signing the master agreement, the suppliers also undertake to comply with the provisions of the United Nations Global Compact, and with its universal principles on human rights, labour, environment, and anti-corruption, and take actions that advance societal goals.

Teads is implementing a P2P process with Basware to automate the procurement process in 5 countries for the first implementation phase. For any purchase, the process and the responsible are the following ones:



Teads officially ceased business with Russian publishers at the start of the Ukraine-Russian conflict in February 2022. Teads does not have any teams on the ground in Russia, however, it has had small business operations in the region, working with a few local publishers who have wished to reach the Russian public as well as a small number of Russian brands advertising through its platform. Nonetheless, it has now ceased all operations with these publishers and advertisers.

The Subsidiary also makes sure not to work with any Russian or Russia-related suppliers for its indirect purchases.

Teads growing fast and being global, it tries now to rationalize its number of main suppliers and create MSA or global contracts where possible for its recurring services and needs.



6.3. Supplier Assessment

Suppliers play an essential role in the services provided by the Subsidiaries. For this reason, they are subject to continuous assessment.

Altice Portugal evaluates the performance of suppliers which, based on criteria previously established by the assessment areas, it considers to be the most critical. This assessment is generally carried out by the departments or areas responsible for contract management and considers the inputs from the areas involving suppliers. If the contract manager does not have the basic information that allows him to carry out the evaluation, it is carried out by the departments or areas that maintain the operational relationship with the suppliers.

This assessment is carried out on a mostly annual basis, through a SharePoint questionnaire, by the interlocutors/evaluators identified by the Departments/Areas.

The performance of suppliers is evaluated according to the following criteria and sub-criteria:

Pre-sale

- Proactivity/Innovation

Delivery

- Compliance with the agreed deadlines
- Filfillment of the awarded quantities
- Degree of compliance vs contract

After-sales

- Follow-up level

Quality

- Quality of the provided product/service
- Quality in technical assistance
- Response to specific needs
- Compliance with information security requirements

Environment and STT

- Compliance with environmental requirements
- Compliance with OSH requirements

The evaluated criteria are weighted according to the type of supply and according to the history of the evaluations carried out. The sub-criteria weightings are defined by the evaluators.

139 of Altice Portugal suppliers evaluated in environmental and OSH requirements.

The result is presented on a scale between 1 - Satisfies Very Little - and 4 - Satisfies Very Well. If a supplier obtains a classification lower than 3, a non-conformity is registered and this evaluation is communicated to the respective supplier, requesting improvements.

Altice Dominicana's supplier assessment model consists of 3 fundamental aspects

Social Aspect, Business Conduct and Social Sustainability

- Applying the principles that guide business conduct in its dealings with its business partners and customers
- Practices that contribute to the quality of life of both employees and communities that could be affected by the operations of the company.

Environmental Sustainability

- Practices that contribute to the long-term quality of the environment

Information Security

- Ensure procedures in place to safeguard the confidentiality of customer information and regular training to employees to protect confidential customer information

In 2022, Altice Dominicana selected 85 suppliers with highest impact in the 2021 spend (31% of total spend) and screened them using environmental and social criteria:

- 4.2% of the suppliers with negative environmental and social impacts in the supply chain..
- 27 suppliers identified as having significant actual and potential negative environmental and social impacts.
- 20 with significant actual and potential negative environmental and social impacts in the supply chain and actions taken (e.g., improvements agreed or terminated relationship).

Based on this assessment, actions were implemented to mitigate the impacts.

Teads is currently defining its supplier assessment methodology on Environment, Social, and Governance related topics. A due diligence questionnaire is automatically submitted to any new supplier, for the renewals as well to make sure its suppliers are compliant in terms of security, data protection & privacy.

Additionally, in October 2022, Teads engaged Sweep, a platform to help businesses track and act on their carbon emissions, to provide the capacity to use data to map its carbon emissions on its value chain and to help realise feasible goals while managing its future growth.



PARTNERSHIPS










The Subsidiaries are committed to establishing conscious strategic partnerships that allow them to reinforce their excellence and resilience in the face of the challenges and needs of the sector, constituting a relevant component of their approach to value creation. Below are some of the organisations some Subsidiaries are associated with.

PARTNERSHIPS

Organization image	Organization description
	UNGC - United Nations Global Compact is an international initiative that promotes the implementation of ten universally accepted principles in the areas of human rights, labour standards, the environment, and the fight against corruption.
	Organizational Social Responsibility Network, created under the EQUAL Community Initiative Program.
	GRACE - Group for Reflection and Support for Corporate Citizenship, a non-profit public utility business association that operates in the areas of Social Responsibility and Sustainability.
	Portuguese Association for Diversity and Inclusion mission is to promote diversity and inclusion in different organizations and in Portuguese society in general, cooperating with relevant national and European institutions.
	BCSD - Business Council for Sustainable Development Portugal is the reference entity of corporate sustainability in Portugal.
	iGen-Forum Organizations for Equality incorporates in its management strategies the principles of equality and non-discrimination between women and men in the labour market.
	ETNO – European Telecom Network Association is the association of the main European telecommunications network operators.
	ICT C - ICT Coalition for Children Online works for the development of products and services that address the challenge of child safety in the online world.








	ITU - International Telecommunications Union is the specialized agency of the United Nations for Information and Communication Technologies.
	UNI – Global Union has the responsibility to ensure that jobs are decent, and workers' rights are protected, including the right to join a union and collective bargaining.
	ETSI - European Telecommunication Standardization Institute is the European Telecommunications Standards Institute, providing members with an open inclusive and collaborative environment.
	Telecommunications Institute is a private, not-for-profit organization, of public interest, a partnership of nine institutions with research and development in the field of Telecommunications.
	COTEC Portugal - Business Association for Innovation is the main Portuguese business association for the promotion of business innovation and technological cooperation.
	FTTH Council Europe, an industry association with a mission to advance ubiquitous full fibre-based connectivity to the whole of Europe.
	FSAN - Full-Service Access Network is a forum for the world's leading telecommunications services providers, independent test labs, and equipment suppliers to work towards a common goal of truly broadband fibre access networks.
	European Cybercrime Center is the European Union's law enforcement agency to fight against terrorism, cybercrime and other serious and organized forms of crime.
	ETIS - Community for the Telecom Professionals provides a space where Telco partners can gauge the progress of their IT integration, governance, and transformation strategies against each other in a non-competitive environment that benefits the industry.

PARTNERSHIPS

 <p>ASSOCIAÇÃO DOS OPERADORES DE COMUNICAÇÕES ELETRÔNICAS</p>	<p>APRITEL – Association of Electronic Communications Operators promotes the adoption of good policies and measures for sectoral regulation, the reinforcement of consumer clarification and the importance of communications in valuing people.</p>
	<p>GSMA is an association that represents the interests of mobile operators worldwide.</p>
	<p>Consortium of Portugal Safe Internet, created under the European Commission program, Safer Internet.</p>
	<p>Portuguese Foundation Center, a representative institution of the foundational sector in Portugal that works as the sole interlocutor of foundations with the different organs of the State and other civil society organizations.</p>
	<p>Broadband Forum is a communications industry's leading organization focused on accelerating broadband innovation, standards, and ecosystem development.</p>
	<p>MEF - Metro Ethernet Forum, a global forum of service providers, software, and hardware technology suppliers who collaborate to solve challenges in the industry by defining the standards and best practices to power enterprise digital transformation.</p>
	<p>Wi-Fi Alliance is the worldwide network of companies that brings Wi-Fi. environment that benefits the industry.</p>
	<p>RNI - National Incubator Network aims to identify, map and interconnect the existing incubators and accelerators in Portugal.</p>
	<p>Inventa Internacional through a partnership protocol, it promotes cooperation regard to participation in events, dissemination between customers and partners, promotion of training actions and workshops in Intellectual Property matters.</p>




	<p>ANJE - National Association of Young Entrepreneurs is an association governed by private law and public utility that institutionally represents young Portuguese entrepreneurs and supports them in their business activity.</p>
	<p>ASIEX - Foreign Investment Association represents Foreign Investment companies in the Dominican Republic. Ensuring a favorable business climate for investment.</p>
	<p>COMTEC - Association of Communication and Technology Companies promotes the evolution, development, and efficient operation of the telecommunications sector in the Dominican Republic, in conditions of legal security and competitiveness, to ensure everyone's access to cutting-edge technology.</p>
	<p>CCIFRANCO - Dominican-French Chamber of Commerce promotes and maintains Franco-Dominican relations, which allows better representation of its associates before the entities of the two countries.</p>
	<p>ANEIH - Herrera National Association of Companies and Industries provides the business sector with high quality services, through innovative actions, with a view to improving the levels of competitiveness of our clients, defending their interests, promoting the integration of the Dominican industrial sector, fostering a culture of quality and developing an entrepreneurial spirit. and preservative of the environment.</p>
	<p>CONEP - National Council of Private Enterprise leads the strengthening of the free enterprise system, actively participating as an agent of change and transformation, in the consolidation of democracy and its institutions, to promote the economic and social development of the Dominican nation.</p>
	<p>AMCHAMDR - American Chamber of Commerce of the Dominican Republic represents its members in the interest of creating a favourable business climate for trade and sustainable investments between the Dominican Republic and the United States of America. At the same time, promote access to business opportunities that allow the development and growth of its members.</p>




PARTNERSHIPS

	<p>BRITCHAMDR - British Dominican Chamber of Commerce serves its members and related, promoting facilities and increasing relations between our country and the UK.</p>
	<p>FDD ORG - Dominican Development Foundation inc.'s work has been aimed at creating more and better opportunities for the excluded segments of the Dominican population, through generating and strengthening business with training programs, technical assistance and financing.</p>
	<p>Ado Fintech - Dominican Association of Fintech Companies is a non-profit association that groups FinTech companies in the Dominican Republic, whose objective is to bring together companies and / or experts in the area so that they grow with their experiences and knowledge, share and contribute with different perspectives, trying to improve and contribute new ideas that reformulate the way of understanding and providing services and achieve greater financial inclusion.</p>
	<p>ACOPROVI - Dominican Association of Home Builders and Promoters consolidates the Construction Sector by improving the conditions for increasing the construction, promotion, marketing and sale of homes in the Dominican Republic. Detect the needs of partners and turn them into actions that promote investment, job creation and progress in the Dominican economy.</p>
	<p>COPARDOM - Employers' Confederation of the Dominican Republic is an organization of the employer sector specialized in the debate and discussion of all aspects related to the employment relationship, such as wages, productivity, social security, health and safety at work, among others.</p>
	<p>ASONAHORES - Association of HOTels and Tourism of the Dominican Republic effectively contributes to the competitiveness and sustainable development of the country's tourism sector. Promoting in an equitable way the different actors that make up the tourist activity.</p>
	<p>Wi-Fi Alliance is the worl</p>

	<p>CAMARATIC - Dominican Chamber of Information and Communication Technologies within its work axes, the institution seeks to promote the neutrality and diversity of the technological offer, the accessibility of technologies for the lower-income sectors, complying with industry standards, supporting universal access and productive use of ICTs in the national business ecosystem.</p>
	<p>Chamber of Commerce and Production of Sto. Dgo facilitates business, providing advice, products and services of excellence that allow greater commercial interactivity, the strengthening of competitiveness, the creation of jobs and the formality of the sector.</p>
	<p>CCITPRD - Portuguese Dominican Chamber of Commerce, Industry and Tourism encourages the promotion and sale of products and services, developed in Portugal and the Dominican Republic, not only through its members, but also through the network of local contacts.</p>
	<p>ASECENSA - Association of Companies of the Center of Santiago has the objective of guaranteeing the permanence and growth of the companies that are in the center of the city of Santiago, creating synergy between businessmen and the community to maintain and enhance commercial dynamism.</p>
	<p>Fundación La Merced is a non-profit association (ASFL) belonging to the Dominican Catholic Church, created in 2008 by the Order of La Merced and the community of Our Lady of Guadalupe (Las Caobas). The Foundation was born 10 years ago with the purpose of providing a more dignified life to children and adolescents, freeing them from child labour and rehabilitating their rights. The Foundation begins with the awareness of a group of people in the community who are concerned about the situation of extreme lack of shoeshine boys in the area. Very spontaneously, they organize themselves to support them. https://www.fundacionlamerced.org/</p>
	<p>Fundación SOLCA is a non-profit organization belonging to the Order of the Pious Schools (Piarist Fathers) with the mission of promoting Calasancian social projects by channelling economic and human resources. These projects are educational and health, and benefit more than 5,000 children, youth and their families, especially those with limited resources and at risk of social exclusion.</p>

PARTNERSHIPS

	<p>Escuela Hogar Nuestros Pequeños Hermanos is specialized in rescuing children who have lost the main nucleus for their proper development, their family. By welcoming them, we work hard to show them that not everything is lost, that there is hope for the goodwill of lists of people to support them and help them to be someone in life, regardless of past circumstances.</p>
	<p>Nature Power Foundation is a non-profit organization, founded in 2017 as a social innovation that seeks to improve living conditions and contribute to the sustainable development of vulnerable communities in the Dominican Republic and the Caribbean, facilitating access to basic services such as energy and drinking water through alternative sources that protect the environment.</p>
	<p>Perfecto Labs is building the biggest TechEd resource for Spanish-speaking students and schools across Latin America. Its educational approach is doing and having fun. Its goal is to create innovative, problem-solvers that care about humanity and the planet.</p>
	<p>Cincinnati Institute of Craftmanship was born as an initiative of Intellisys D Corp. in order to formalize the training that it has always offered to its employees and, at the same time, make it available to anyone who is interested in the areas of software development and management of technological projects. The Institute is developed as a space where students learn to learn and build their own experiences.</p>

	<p>The DREAM Project has grown from one small community in Cabarete to 15 throughout the country, educating more than 6,500 children, youth and young adults through 17 innovative programs. DREAM offers literacy, early childhood education, youth leadership, the Bachata Academy and community programs to ensure that all children and youth within our partner communities never lack access to necessary resources again.</p>
	<p>Fundación MIR is a non-profit organization that works to educate underprivileged children in the La Romana area. The foundation manages three schools that look after the needs of more than 1,000 children; MIR Esperanza (children's vocational school), the Fundación MIR Vocational Technical School (for girls) and the MIR Primary School (for the little ones).</p>
	<p>Fundación Abriendo Camino focuses its strategy on promoting the rights of children, offering comprehensive education and vocational technical training as an alternative for development and social inclusion.</p>
	<p>Federation of the Israeli Chambers of Commerce, which is a non-political, independent and non-profit body, which is the largest business and employers' organization in Israel. The Federation assists in promoting the business interests of its member businesses, of the trade and services sector and of the entire business sector.</p>