



ALCATEL
SUBMARINE
NETWORKS

SUSTAINABILITY REPORT 2025



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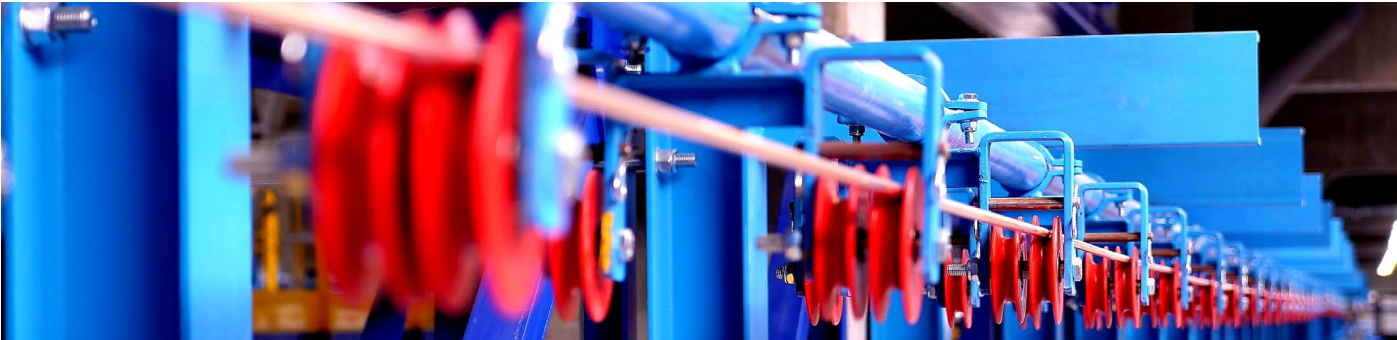
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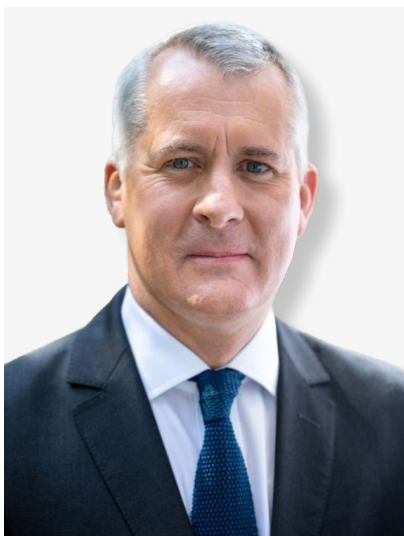
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A WORD FROM OUR LEADERSHIP



This sustainability report is not an endpoint; it is a roadmap that must engage each and every one of us.

I rely on all board members, as well as our executive management and teams, to turn it into a lever for transformation. Together, we can make ASN a model industrial company where technological excellence goes hand in hand with a positive impact on society and the environment.

I therefore invite you to explore the various contributions from our teams, which detail our actions. Our future success will be measured by our ability to innovate responsibly, in the service of shared progress.

Thank you for your commitment alongside us.

Guillaume Rochard, Chairman of the Board of Directors, Alcatel Submarine Networks

As the new Chairman of the Board of Directors, it is essential to me that Alcatel Submarine Networks embodies a demanding vision of corporate responsibility, inseparable from our technological ambition.

Our leadership in submarine telecommunication networks must not be measured solely by innovation and unwavering reliability, but also by our ability to reconcile economic performance, environmental impact, and social value.

The Board of Directors and the majority shareholder, the French State, have made Corporate Social Responsibility (CSR) a strategic pillar of our company by integrating its challenges into all our decisions. This commitment is reflected in:

Systematically incorporating CSR criteria into strategic decisions, ensuring that investment and governance choices factor in sustainability issues;

Strengthening dialogue with all our stakeholders—especially suppliers and partners—to align our actions with the expectations of civil society, regulators, and customers;

Full transparency regarding our progress and challenges, as a guarantee of trust and credibility.

This first sustainability report is being published at a pivotal moment for Alcatel Submarine Networks. As global demand for connectivity explodes—driven in particular by the development of artificial intelligence—our role is evolving. It is no longer just a matter of connecting the world, but of doing so in a sustainable manner, by embedding social and environmental responsibility at the very heart of our business model.

Our customers, as well as our shareholder—the French government through the “Agence des Participations de l’État” — expect us to provide a clear and ambitious roadmap. Our goal is to go beyond regulatory requirements by offering innovative solutions that transform the way we work, wherever we operate around the world.

This transformation relies above all on our teams. Their expertise and commitment form the foundation of our resilience. Thanks to our integrated model, which covers the entire value chain from seabed surveys to commissioning, we can confidently tackle complex challenges and respond to them with innovation.

Alain Biston, CEO & President of Alcatel Submarine Networks



This report is much more than an exercise in transparency. Above all, it serves as a compass to guide our actions in the years ahead, a concrete roadmap for translating our commitments into tangible results.

Our approach is based on a fundamental conviction: social and environmental responsibility must permeate every aspect of our business. It therefore serves as a tool for transformation, through which we continue to innovate, take action, and engage all our stakeholders, while using technology in an ethical and responsible manner.

Our model is built on three inseparable pillars: operational excellence, responsible innovation, and collaborative engagement. It is this vision that guides our daily actions and enables us to envision a future where connectivity and sustainability mutually reinforce each other to create lasting value for all.

Henri Tallon, VP HSSE





ABOUT ALCATEL SUBMARINE NETWORKS

ABOUT ASN

With more than 165 years of history and now owned by the Agence des Participations de l'État (APE), Alcatel Submarine Networks is the industry leader in terms of transmission capacity and installed base, with more than 850,000 km of submarine optical systems deployed worldwide—the equivalent of 21 times around the globe.

With three factories located in Europe and an exclusive fleet of seven cable-laying vessels located around the world, ASN develops, designs, deploys and maintains turnkey

submarine transmission systems for various telecommunications operators, hyperscalers, content and service providers (OTT), and offshore oil and gas applications.

With a comprehensive portfolio of services and expertise, ASN is able to meet a wide range of specific and growing needs from its customers, providing expanding connectivity across seas and oceans.

A STORY SPANNING OVER 165 YEARS

• 1858

Founding of the Submarine Telegraph Company (STC)

• 1925

The Compagnie Générale d'Electricité (CGE) acquires the Compagnie Générale des Câbles de Lyon

• 1991

CGE becomes Alcatel Alsthom and the Compagnie Générale des Câbles de Lyon becomes Alcatel Câble

• 1993

Alcatel Câble acquires STC along with its production facility in Greenwich (United Kingdom)

• 1994

Alcatel consolidates its submarine activities into a new entity named Alcatel Submarine Networks

• 2014

ASN acquires Optoplan

• 2015

ASN joins the Nokia Group

• 2025

ASN is 80% owned by the French government (APE) and 20% by Nokia

OUR VISION

Our vision is to ensure that, for all our projects, our clients and partners have complete confidence in ASN's ability to design, develop, and build submarine fiber-optic networks around the world in a responsible and sustainable manner.

OUR VALUES

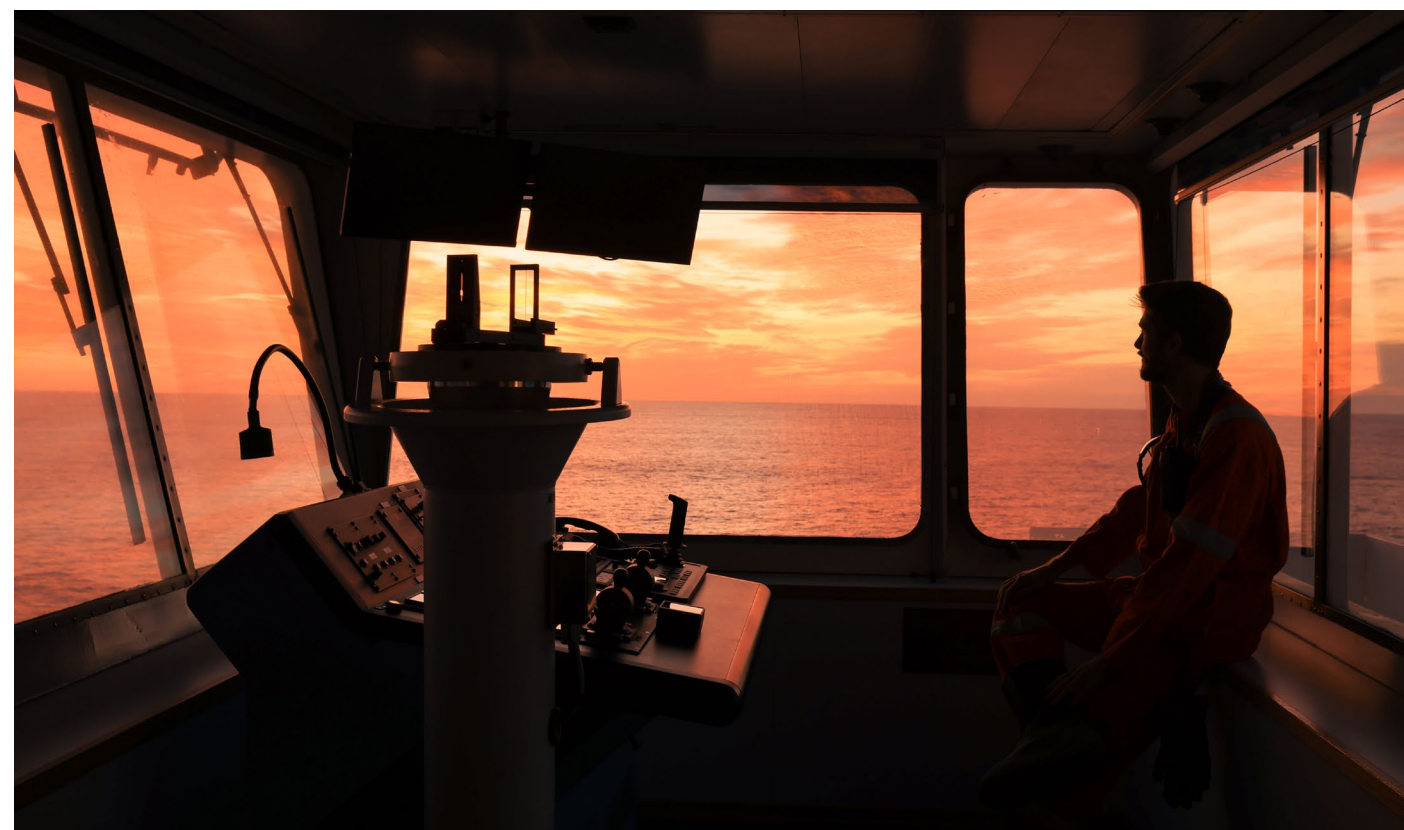
- **Customer First** - By working with our customers every day to understand their needs, make the right decisions at the right time, and reliably fulfill our commitments to deliver the expected value and maintain their trust.
- **Excellence in execution** - By delivering our products and solutions on time and to the standard of quality and reliability expected by our customers.
- **Our Employees** - By relying on all ASN employees and their engagement to our customers, their work, their experience, their expertise, their enthusiasm, and their willingness to actively contribute to the deployment of submarine fiber-optic networks.

OUR MISSION

Our mission is to provide turnkey submarine fiber-optic networks of unparalleled quality worldwide.

*«Made in Europe,
trusted worldwide»*

- **Agile innovation and continuous improvement** — By envisioning the networks of the future and relentlessly creating innovative systems and products.
- **Sustainability** - By striving to protect the health and safety of our employees, contractors, partners, and customers at work. By respecting human rights and ensuring this is a priority for every employee and partner. By caring for our environment while pursuing sustainable growth.
- **Responsibility and Teamwork** - By taking responsibility for our goals, our actions, and the consequences of our results. As a united company, we all contribute to the results and their quality.



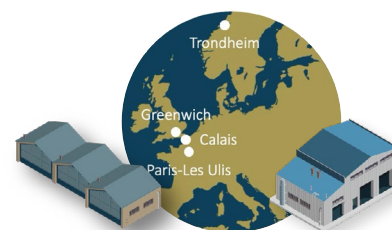
GLOBAL PRESENCE AND KEY FIGURES

Location of sites

- Headquarters & main R&D Center: **Paris - Les Ulis (France)**



- Marine operations: **Suresnes (France)**
- Production sites: **Calais (France), London-Greenwich (United Kingdom), Trondheim (Norway)**



Number of employees: **2 000+**



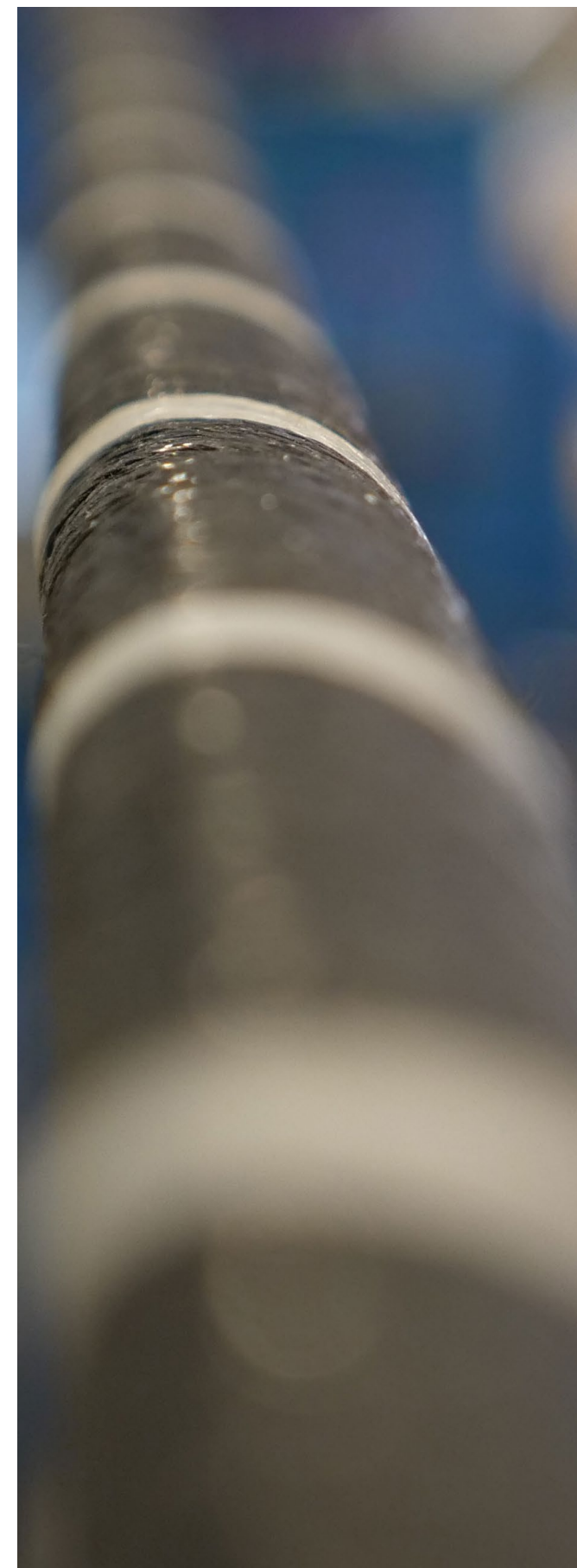
850 000 km of cable deployed around the world



7 vessels dedicated to installation and maintenance operations



2025 Revenue: **€1.15 billion**



OUR STRENGTHS

RESEARCH AND DEVELOPMENT CENTERS

More than 350 experts are working on the next generations of submarine systems, spread across our four R&D centers and utilizing a comprehensive suite of unique facilities to design, develop, and test our products for the telecommunications and energy markets.

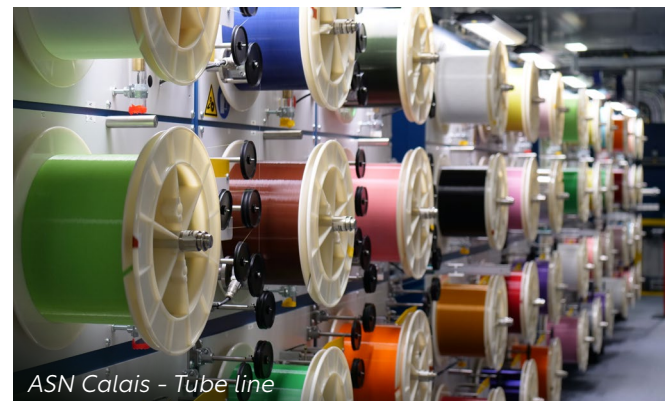
These teams are based at our sites in Paris-Les Ulis, Calais, London- Greenwich, and Trondheim, equipped with state-of-the-art facilities that enable us to develop, test, and qualify equipment that is reliable, durable, and increasingly high-performance. Research and development can rely on state-of-the-art equipment tailored to the specific needs of our business, including a test bed laboratory that is the only one of its kind in the world, with over 30,000 km of fiber and more than 300 optical amplifiers to test system configurations.



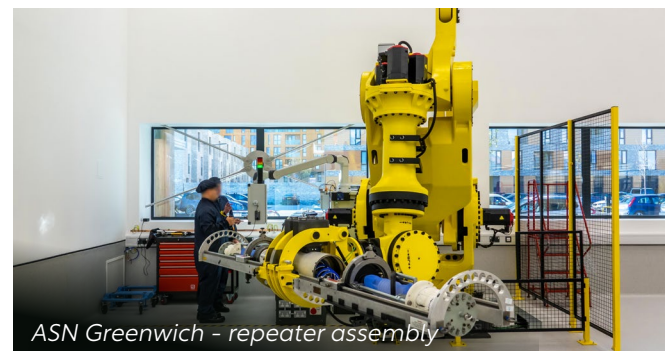
A UNIQUE MANUFACTURING TOOL

ASN's manufacturing infrastructure consists of three plants, with cutting-edge expertise. This industrial structure is supported by a logistics department and a hub that ensures seamless coordination among all sites.

Calais: With a surface area of 160,000 m², the Calais plant is ASN's largest production site. There, the cable is manufactured and assembled along with other subsea equipment to form systems that are loaded onto ships once tested on-site.



Greenwich: Located in London, this plant is responsible for producing all of the submerged equipment, repeaters, and branching units, which will then be shipped to Calais for assembly into the system. This site is also responsible for manufacturing station equipment: remote power supply equipment and system line terminal equipment.



Trondheim: This production site specializes in the assembly of equipment for the energy market: DAS interrogators and PRM stations.

A FIRST-CLASS FLEET

ASN owns and operates 7 vessels, working worldwide on complex maritime operations in full compliance with all international and local regulations.

Since 2001, our fleet has been managed by the French company LD Armateurs.

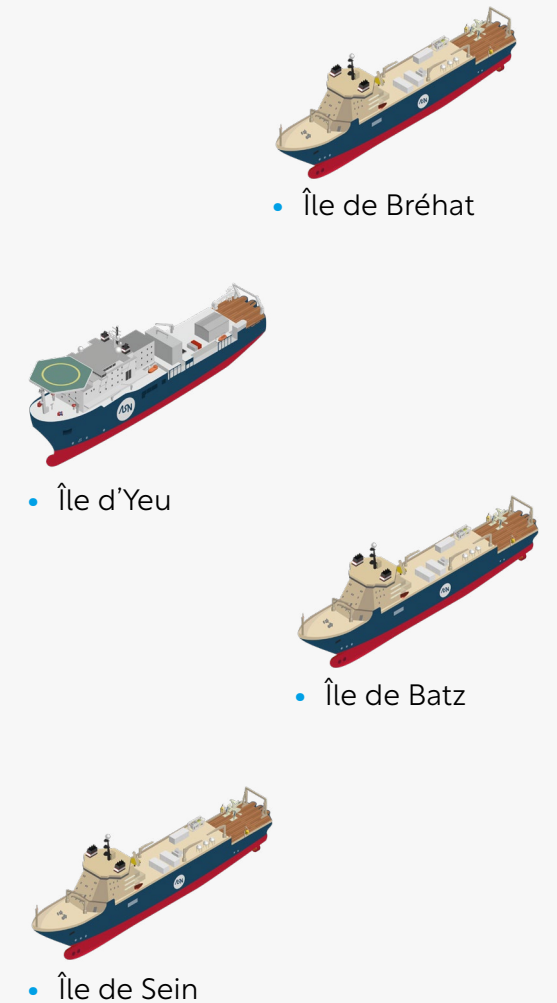
This fleet forms the backbone of our global operations, enabling us to install, maintain, and manage the complex networks of submarine cables that connect the world.

Each vessel is at the cutting edge of engineering, and our marine operations are facilitated by the use of modern equipment such as underwater robots for cable burial, repair, and detection.

3 MAINTENANCE VESSELS



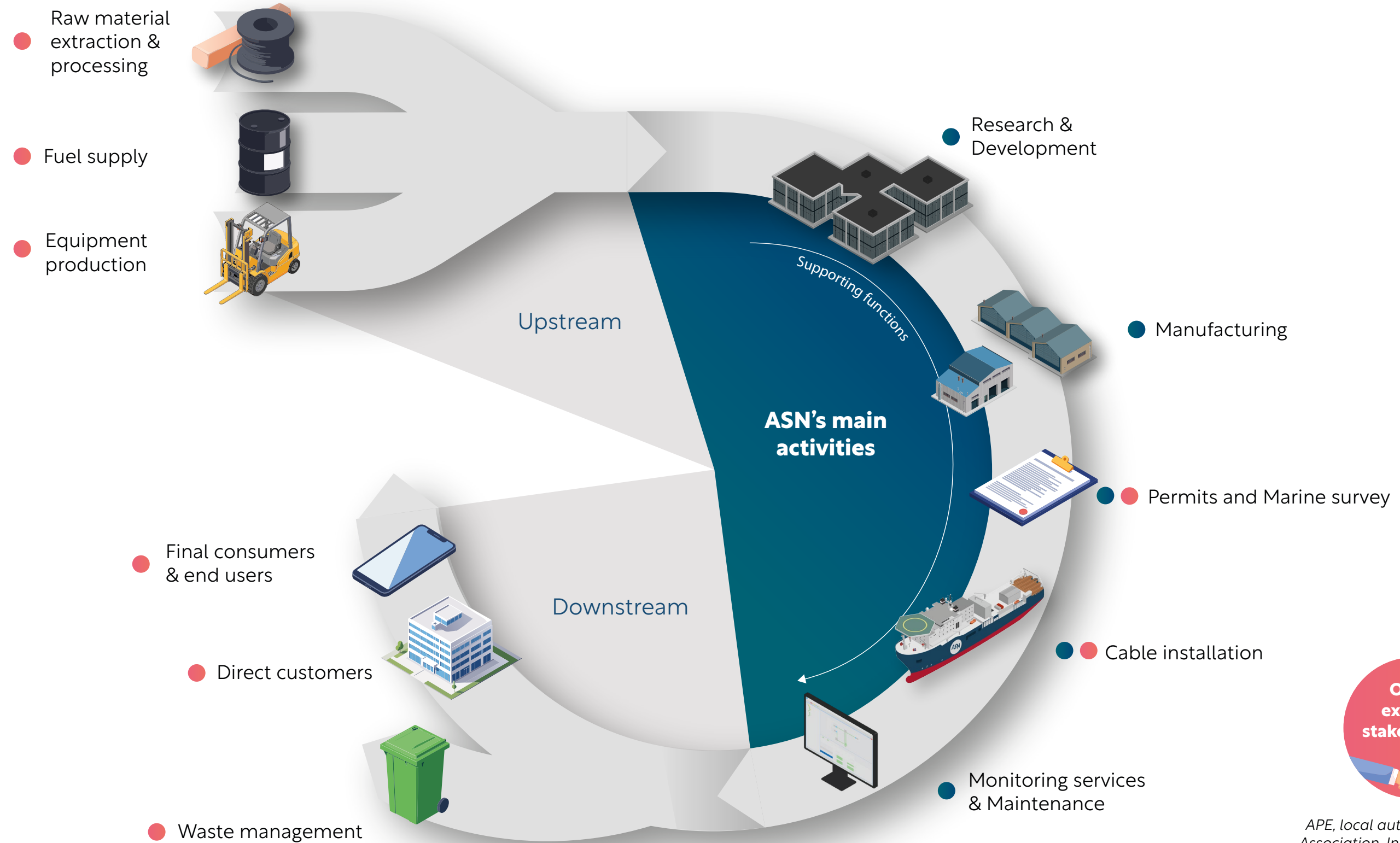
4 CABLE LAYING VESSELS



OUR VALUE CHAIN

To develop an ambitious and targeted sustainability strategy, we have mapped out our value chain, enabling us to precisely identify our key activities, stakeholders, and the major levers of impact, from upstream to downstream.

- Activities directly operated by ASN
- External stakeholders



OUR TELECOM BUSINESS

For over 165 years, ASN has been dedicated to the design, manufacture, and maintenance of submarine fiber-optic networks. These infrastructures, unobtrusive yet essential, now carry 99% of intercontinental data, connecting continents and supporting the global digital economy.

ASN's expertise spans the entire project lifecycle:

- Innovation: development of new generations of products,
- Design and manufacture of cables and equipment
- Deployment: subsea installation and commissioning,
- Maintenance of operational systems

ASN has built more than 180 projects around the world for telecom operators and major digital players (OTT).

A COMPREHENSIVE TECHNOLOGICAL EXPERTISE

ASN designs and qualifies all components of a subsea system in-house:

- Land-based terminals (SLTE, PFE) to connect to onshore networks,
- Submarine equipment (cables, repeaters, splice units) to ensure data transmission,
- Monitoring solutions to optimize network performance and reliability.

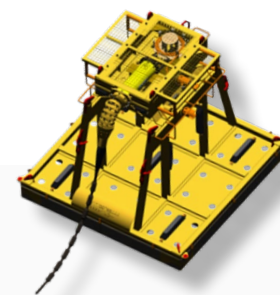
INNOVATION AND LEADERSHIP

ASN revolutionized the industry with SDM (Space Division Multiplexing), a technology now adopted as a global standard. Thanks to these advances, our next-generation networks achieve capacities of over 600 Tb/s, which is 30,000 times more than 30 years ago.



OUR ENERGY SOLUTIONS BUSINESS

As a specialist in the design, manufacture, and installation of complex underwater systems, ASN offers innovative communication and monitoring solutions for the energy sector.



CONNECTIVITY FOR OFFSHORE PLATFORMS - FOC

Connecting offshore oil and gas facilities to land with very high telecommunications capacity, low latency, and very high availability, to enable digitalization and remote operations.



DISTRIBUTED ACOUSTIC SENSING - DAS

Monitoring of the fiber-optic cable to detect, locate, and identify surrounding events, both at sea and on land.

- Protect subsea cables and infrastructure
- Monitor oceanographic conditions



DIRECT CURRENT / FIBER OPTIC - DC/FO

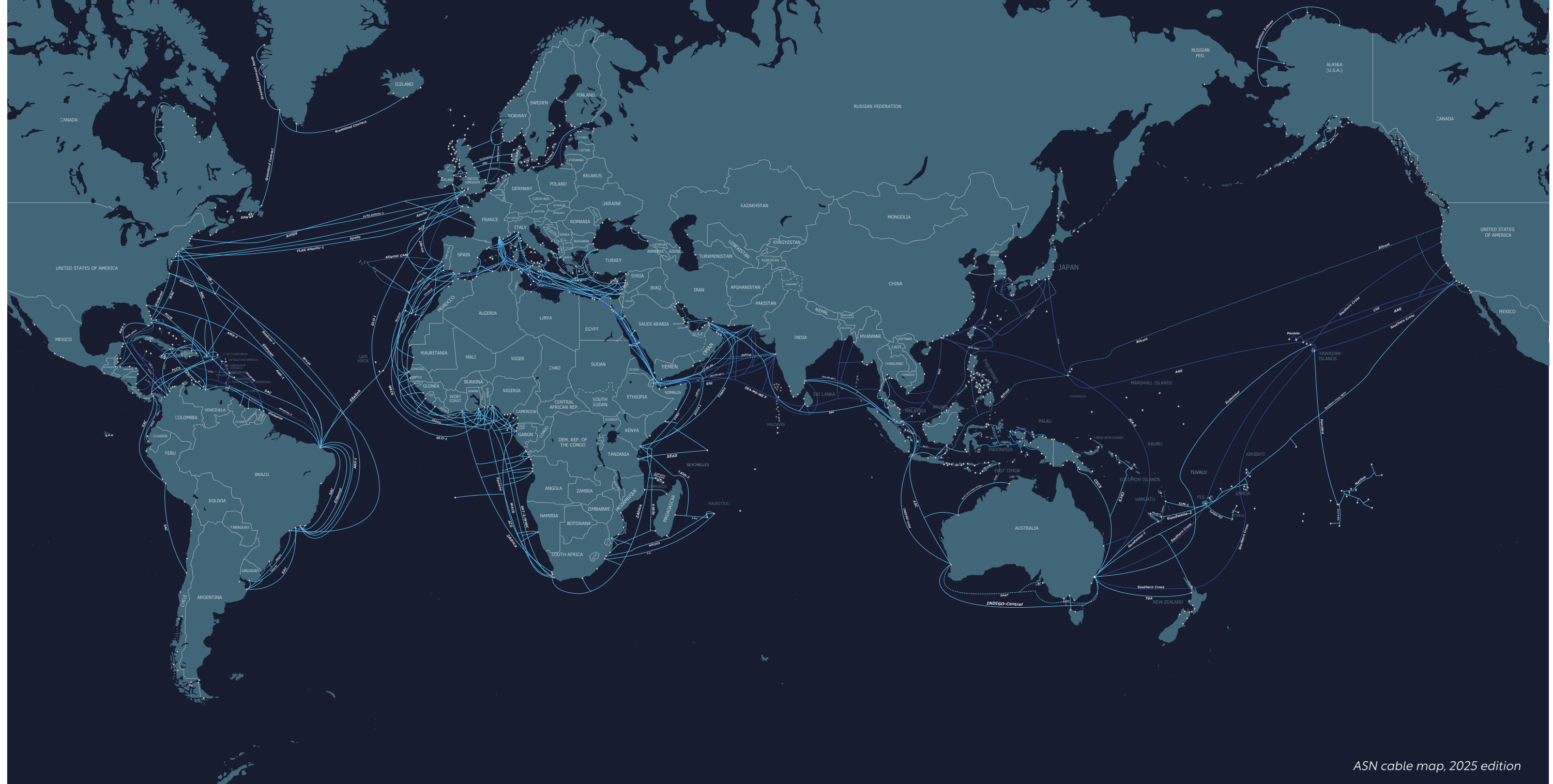
Power supply and communication via fiber optics from host facilities onshore or offshore to underwater production systems.



PERMANENT RESERVOIR MONITORING - PRM

An underwater cabled infrastructure of ultra-reliable passive optical sensors enabling greater efficiency in reservoir management and enhanced oil recovery.

MAP OF THE SUBSEA SYSTEMS PROVIDED BY ASN



ASN cable map, 2025 edition

2025, A PIVOTAL YEAR FOR ASN'S CSR STRATEGY

JANUARY 2025

FIRST CSR GOVERNANCE COMMITTEE MEETING AND FORMALIZATION OF THE CSR POLICY

JUNE 2025

EMPLOYEES SURVEY "CSR AT ASN"

JUNE 2025

IDENTIFICATION OF INTERNAL AND EXTERNAL STAKEHOLDERS

JULY 2025

MAPPING OF THE VALUE CHAIN

SEPTEMBER 2025

SIGNING OF THE "SUPPLIER RELATIONS AND RESPONSIBLE PROCUREMENT" CHARTER

DECEMBER 2025

DOUBLE MATERIALITY ANALYSIS

CERTIFICATIONS

Through its certifications, ASN demonstrates a strong commitment to quality, the environment, health, and the safety of its personnel, while complying with industry standards and international certifications.

QUALITY

ISO 9001 : 2015

All ASN sites are certified (Paris-Les Ulis, Calais, Greenwich, and Trondheim)

HEALTH AND SAFETY

ISO 45001 : 2018

All ASN sites are certified (Paris-Les Ulis, Calais, Greenwich, and Trondheim)

ENVIRONNEMENT

ISO 14001 : 2015

All ASN sites are certified (Paris-Les Ulis, Calais, Greenwich, and Trondheim)

CYBERSECURITY

ISO 27001

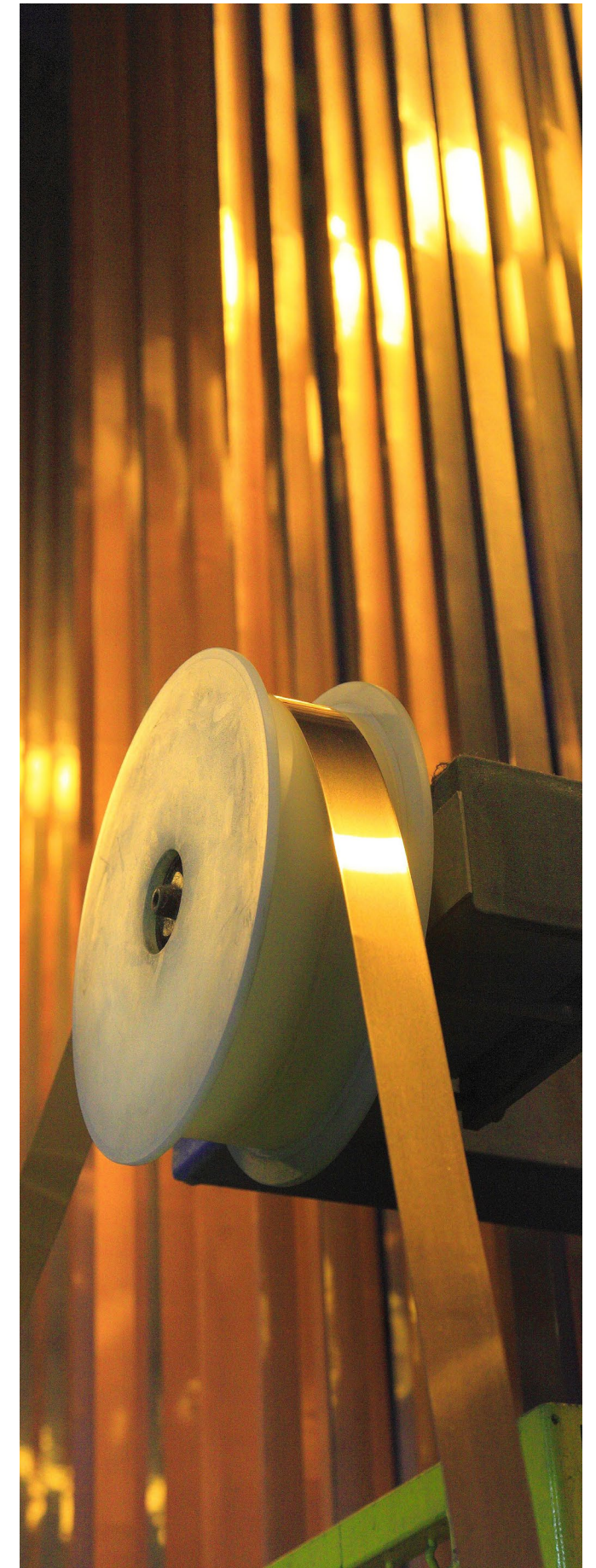
Paris-Les Ulis

CUSTOMS

Authorized Economic Operator (AEO)

Paris-Les Ulis, Calais, and Greenwich certified

We place particular emphasis on risk management and reduction, in strict compliance with legal obligations. This rigorous approach enhances our credibility, further reinforced by validation and audits conducted by independent third parties.





TRANSITION TO A MORE SUSTAINABLE FUTURE



In an era marked by climate challenges and the ecological transition, our responsibility as an industrial player is more critical than ever. At ASN, we believe that environmental sustainability is not an option, but a strategic necessity, integrated into every link of our value chain.

Our approach is based on a strong conviction: innovation and performance cannot be achieved without a thorough understanding and rigorous management of our environmental impacts.

We strive to make a positive contribution to global environmental challenges, in collaboration with our suppliers and customers. Convinced that the ecological transition is built together, we remain determined to play our part with transparency and high standards.

Karine Wirth - CSR Director



Ocean conservation is a priority for ASN. We approach this through several key areas: reducing our emissions and discharges, contributing to a better understanding of the oceans, and leading by example by participating in concrete initiatives.

All ASN marine teams and their partners are committed to incorporating these goals into our projects and to fostering a culture dedicated to preserving the marine environment.

Jérémie Maillet - VP Marine Operations

OUR DOUBLE-MATERIALITY MATRIX: A STRATEGIC PREPARATION FOR THE CSRD

The CSRD (Corporate Sustainability Reporting Directive) is a European directive that requires certain companies to publish an annual sustainability report detailing their environmental, social, and governance (ESG) impact. As ASN is not yet subject to the CSRD, the production of the voluntary sustainability reporting standard (the VSME) is the framework chosen for 2025. This voluntary exercise is part of a proactive approach aimed at preparing the company for the arrival of the CSRD, but also at charting our future CSR trajectory by identifying the most significant issues for ASN and its stakeholders.

The CSRD introduces a structuring approach: the double materiality analysis, which assesses both:

- **Financial materiality:** The influence of environmental and societal issues on ASN's economic performance and resilience.
- **Impact materiality:** The effects of our activities on the environment and stakeholders.

METHODOLOGY

1- Mapping the Value Chain and Stakeholders

To ensure a comprehensive analysis, we modeled our value chain in order to identify all key activities and relevant stakeholders. This step helped us structure the process of identifying relevant issues.

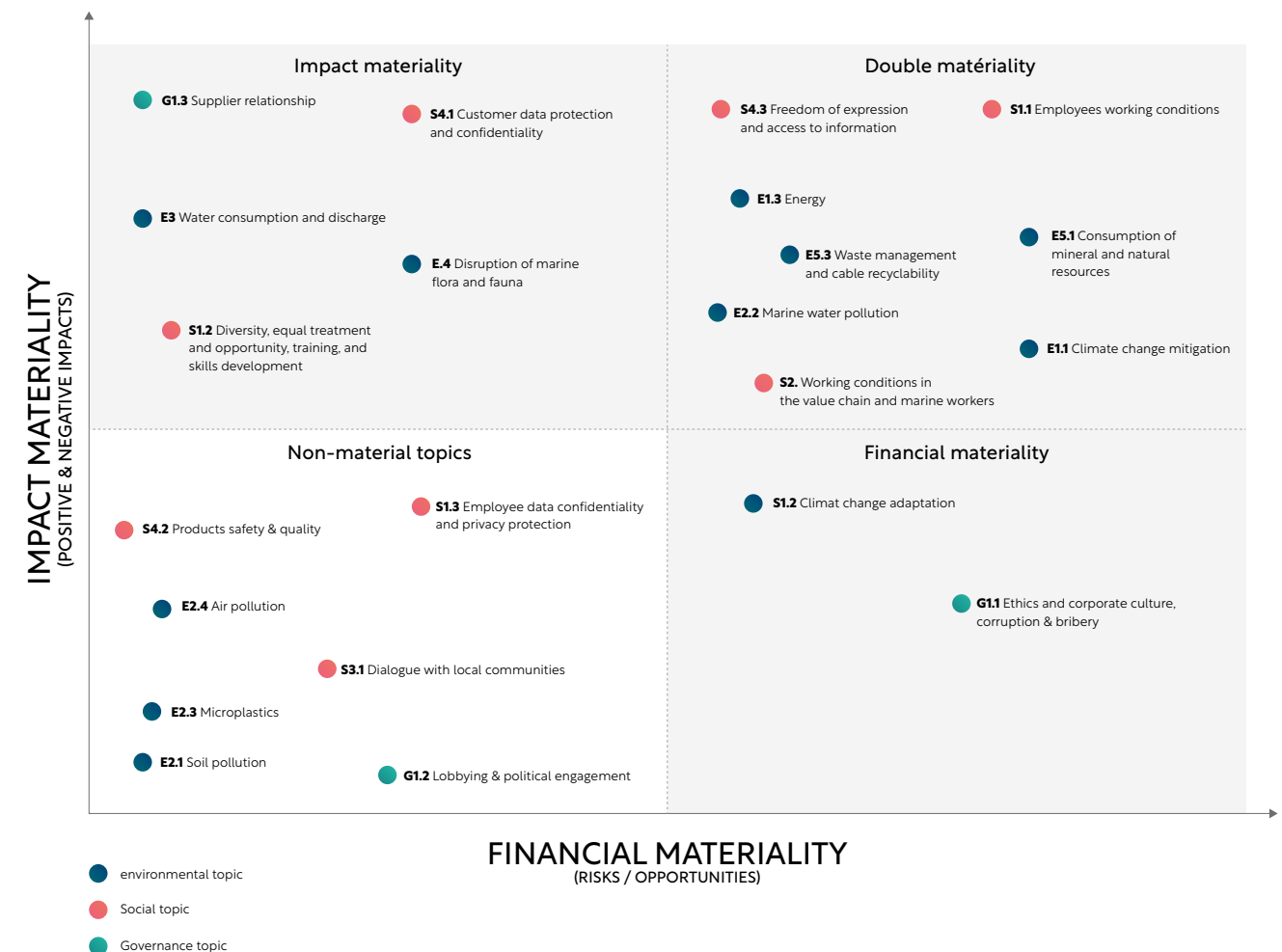
2 - Prioritizing Key Issues

With the support of an external consultant, we conducted a preliminary assessment of the issues and sub-themes of the ESRS (European Sustainability Reporting Standards), based on industry benchmarks, assessments by non-financial rating agencies, an internal analysis of ASN's CSR initiatives, and the priority issues identified.

3 - Collaborative Workshops on Double Materiality

Two workshops, each lasting 3 hours, were organized, bringing together representatives from most of ASN's departments. These sessions made it possible to:

- Identify 129 Impacts, Risks, and Opportunities (IROs) associated with 25 preselected issues;
- Establish an initial rating based on their magnitude and probability, distinguishing between:
 - For impact materiality: the scope, criticality, and irreversibility of the impacts;
 - For financial materiality: the magnitude of the risks and opportunities on economic performance.



15 ISSUES DEFINED

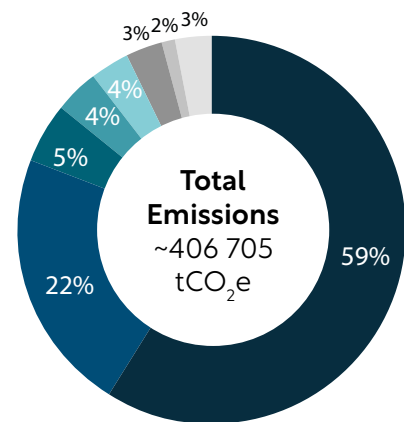
This analysis has enabled us to prioritize issues based on their importance to ASN and its stakeholders. It provides a solid foundation for defining our future CSR objectives and strengthening our resilience in the face of environmental and societal challenges. The results will be incorporated into our sustainability strategy and will be monitored regularly to ensure continuous improvement.



2025: ASN CONDUCTS ITS FIRST COMPREHENSIVE CARBON FOOTPRINT ASSESSMENT

Until December 31, 2024, ASN was a wholly owned subsidiary of the Nokia Group. In this context, measuring its carbon footprint and setting decarbonization targets were integrated into the Group's processes and methodologies, in accordance with its commitments to sustainable development.

Following its integration into the Agence des participations de l'État, ASN gained strategic autonomy on these issues. This development presented an opportunity for the company to strengthen its environmental responsibility by conducting, for the first time, a comprehensive and independent assessment of its carbon footprint. This initiative aims to precisely identify its main sources of emissions in order to launch a structured and ambitious discussion on its decarbonization trajectory.



ASN's first comprehensive carbon footprint assessment, conducted for the year 2025, measured the emissions resulting from ASN's operations across the entire value chain, across all three scopes.

ASN's total CO₂e emissions for the year 2025, expressed in metric tons, are approximately 406,700 tCO₂e, according to the GHG Protocol's carbon accounting methodology.

The categories "marine activities" and "purchases of goods and services" are the main contributors to greenhouse gas emissions, accounting for more than 80% of the total emissions in the carbon footprint assessment.

A detailed analysis of the emission categories highlights a key finding: marine activities are the primary lever for decarbonization for the company.

In fact, ASN-owned vessels alone account for 92% of Scope 1 and 2 emissions, or 25% of the company's total emissions. Furthermore, Scope 3—which includes purchases of marine services and fuel—confirms this trend, with a significant portion of indirect emissions linked to the fleet and its supply chain. In total, emissions associated with vessels (Scopes 1 and 3 combined) account for 56% of ASN's overall carbon footprint. In light of this, ASN is focusing its climate roadmap on prioritizing the reduction of emissions linked to its maritime activities.

To this end, ASN is committed to working closely with its maritime partners, fuel suppliers, and stakeholders in the industry.

In early 2026, we will define a roadmap for ASN's environmental transition to accelerate the decarbonization of our operations, with a focus on continuous improvement and alignment with best industry and regulatory practices, while continuing to pursue performance goals.

INNOVATING FOR A SUSTAINABLE FLEET

We believe that the future of the maritime industry depends on our ability to balance operational performance with respect for the environment. Aware of the challenges associated with our business, we are doing everything we can to rethink our practices and develop innovative solutions that enable our fleet to minimize emissions while meeting the growing expectations of our customers.

Our ambition? To be a leading player, combining maritime excellence with responsibility, to offer our customers solutions aligned with their own sustainability requirements. Because a high-performing fleet is also one that respects the environment, we continue our efforts with determination and transparency.

INNOVATION TO HELP REDUCE EMISSIONS:

ASN is actively exploring next-generation propulsion technologies to reduce the environmental footprint of its fleet. These systems, designed to improve energy efficiency and reduce greenhouse gas emissions, represent a major step toward more sustainable maritime logistics. This approach offers numerous benefits:

- A potential 20–30% reduction in fuel consumption compared to traditional engines, thanks to optimized energy management.
- Power output tailored to operational needs, with performance maintained even at low speeds—ideal for a variety of routes

ASN is therefore, preparing for an initial implementation on its maintenance vessel, the Île d'Aix, in January 2026, in order to evaluate the results of this technology and determine whether it could be an alternative for the cable-laying vessel of the future. This initiative reflects our commitment to testing and adopting innovative solutions, while ensuring a gradual and effective transition toward a more responsible fleet.

ALTERNATIVE ENERGY SOLUTIONS TO REDUCE OUR CARBON FOOTPRINT

Recognizing the climate emergency and the growing expectations of its stakeholders, ASN is committed to researching and adopting alternative energy solutions to reduce the environmental impact of its maritime operations. With this in mind, we are working closely with our clients to integrate biofuels into our projects, whenever operational and logistical conditions allow.

In 2025, we reached a significant milestone by launching, alongside one of our key partners, an ambitious project based on the use of biofuel. Through this initiative, we hope to reduce by 12% the greenhouse gas emissions associated with this project, thereby demonstrating the immediate effectiveness of these alternatives. This approach is part of our overall strategy to decarbonize our operations, while strengthening our resilience in the face of future energy challenges.

RESOURCE OPTIMIZATION AND WASTE MANAGEMENT ON BOARD



RESOURCE OPTIMIZATION AND WASTE MANAGEMENT ON BOARD OUR SHIPS

Material Substitution and Reuse: Toward Sustainable Management of Loading Equipment

Recyclable cardboard loading trays: To replace the trays traditionally made of Isorel—a material that is difficult to recycle—ASN is currently testing cardboard trays, a raw material that is easier to recycle and recover. This innovation will significantly reduce the amount of non-recyclable waste generated during cable loading operations into tanks. To replace single-use packing boards, ASN is developing packing wedges made of extruded rubber, designed for a theoretical lifespan of 10 years.

Status: Testing currently underway on several ships

Bilge Water Treatment: High-Performance Filtration to Preserve Marine Ecosystems

ASN has implemented a bilge water filtration system whose performance exceeds current regulatory standards. Thanks to this system, the discharged water contains less than 5 ppm (parts per million) of hydrocarbons, a threshold well below legal requirements. This initiative makes it possible to:

- Limit pollution of marine environments by reducing hydrocarbon discharges.
- Anticipate regulatory changes and position ASN as a responsible stakeholder in ocean protection.
- Partner with the scientific community to promote shared ocean knowledge

DATA SHARING FOR A BETTER UNDERSTANDING OF MARINE ECOSYSTEMS

As an active member of the UNESCO IOC Ocean Decade Corporate Data Group, ASN has played a key role in developing the Marine MegaFauna Data Sharing Guidelines and the Bathymetric Data Sharing Guidelines. These guidelines aim



Île d'Ouessant at Calais

to encourage and standardize the collection and sharing of essential data on marine biodiversity and the ocean floor. We are working to implement these guidelines by collecting and sharing bathymetric data from our cable-laying vessels, and by organizing training programs on the identification and recording of marine mammal sightings.

In addition, ASN aims to facilitate the collection of real-time scientific data, whether it involves meteorological and oceanographic parameters, observations of marine megafauna (cetaceans, sharks, etc.), or training programs dedicated to the identification and monitoring of species on board: By offering our vessels as opportunity ships for scientific programs and activities (depending on their geographic location), for activities such as sampling or the deployment of oceanographic sensors. These initiatives go beyond regulatory requirements: they demonstrate our commitment to proactively collaborating with the scientific community and industry stakeholders to enhance our understanding of the oceans and support informed conservation decisions.

“10,000 SHIPS FOR THE OCEAN”: STRENGTHENING OCEAN OBSERVATION NETWORKS BY TRANSFORMING EVERY SHIP INTO A FLOATING SCIENTIFIC STATION

ASN is actively participating in the “10,000 Ships for the Ocean” program, an international initiative aimed at equipping thousands of ships of all types with automated meteorological and surface water analysis stations. By making its fleet available for the installation of these meteorological and oceanographic sensors, ASN contributes to the continuous collection of critical atmospheric and oceanographic data (temperature, pressure, humidity, ocean currents, etc.), which is transmitted in real time to research centers around the world.



This collaboration, formalized by the signing of the charter, not only helps improve climate models and weather forecasts but also strengthens maritime safety and our understanding of oceanic phenomena.

THE INNOVATION HUB AT THE NATIONAL OCEANOGRAPHY CENTER: CO-CREATING THE SOLUTIONS OF TOMORROW

ASN is a member of the Innovation Hub at the National Oceanography Center (NOC) located in Southampton, England—a unique ecosystem bringing together companies, scientists, and innovators to address ocean-related challenges. This collaboration allows us to:

- Take advantage of the facilities: office space, meeting rooms, and testing of hydrographic and oceanographic equipment to evaluate new technologies (sensors, monitoring systems, analysis tools).
- Participate in conferences, workshops, and knowledge-sharing sessions with key stakeholders in the sector, to create synergies and accelerate the adoption of sustainable practices.
- Contribute to applied research projects by sharing our operational expertise or offering our vessels as opportunity vessels for scientific programs to support concrete scientific advances.



ENVIRONMENTAL PERFORMANCE: OUR ACTIONS IN 2025

The year 2025 marked a new milestone in ASN's commitment to a more environmentally friendly industry. At a time when climate and energy challenges are redefining expectations for industrial players, we have chosen to ground our actions in a process of continuous improvement and agile innovation, in line with our values, by rethinking our practices and exploring solutions tailored to our business lines.

This commitment is reflected in targeted initiatives implemented at our production sites and within our infrastructure. Each project reflects our ambition to reduce our environmental impact, while maintaining the high standards of quality and performance that characterize our operations.

INSTALLATION OF SOLAR PANELS

We have installed solar panels at our production facility in Calais and begun preparatory work at our facility in Greenwich. At the Greenwich facility, this installation will cover 20% of the site's electricity needs



Solar panels - ASN Calais

HEAT RECOVERY : LOST ENERGY, REUSED

At our production site in Calais, we now recover heat from the compressors (used to generate compressed air at every stage of the production process) to heat our offices. This practical solution reduces our primary energy consumption.

CHANGING OUR ELECTRICITY PROVIDER

In 2025, we made the strategic decision to switch electricity providers for 2026 at our sites in Les Ulis and Calais, while ensuring that all of our electricity consumption continues to come from renewable energy sources. By choosing 100% renewable electricity, we are contributing to the decarbonization of our operations. This transition reflects our commitment to acting responsibly, while maintaining the reliability and performance of our industrial infrastructure.

THERMAL OPTIMIZATION AND COMFORT IN INDOOR SPACES: INSTALLATION OF SOLAR FILMS

At our Greenwich location, we have installed high-performance solar films on the windows—an innovative solution to improve energy efficiency and occupant comfort year-round.

In the summer, solar films:

- Block up to 80% of solar heat, preventing the premises from overheating and reducing the need for air conditioning.
- Reduce glare for greater visual comfort.
- Filter out 99% of UV rays, thereby protecting employees' health and preserving the durability of the furniture.

In winter, solar films:

- Reflect heat inward, optimizing heating and reducing energy costs.
- Provide constant protection against UV rays.

This initiative is part of our commitment to energy efficiency and workplace well-being, while helping to reduce our carbon footprint.

All of these initiatives, which are continuously

measured and analyzed, enable us to identify opportunities for energy efficiency. By leveraging this data and rolling out best practices across the board, we are strengthening our commitment to significantly reducing our carbon footprint.

A 5G NETWORK SUPPORTING GREEN INDUSTRY 4.0

Since 2022, ASN has operated one of Europe's largest private industrial 5G networks, unifying all production sites and offering several key advantages:

- Centralized infrastructure: Replacing multiple networks with a unified private 5G network reduces the number of active devices (routers, switches, access points), lowering the overall power consumption of our factories.
- Equipment longevity: Private 5G networks are designed to evolve with industrial needs, avoiding frequent infrastructure replacements. (A private 5G network has an estimated lifespan of 10–15 years, compared to 5–7 years for industrial Wi-Fi solutions.)

- Process optimization: Ultra-low latency and high bandwidth enable smooth production flows.
- Smart energy management: IoT sensors allow real-time monitoring of energy use, reducing our carbon footprint.
- Predictive maintenance: Data analytics help anticipate failures and extend equipment lifespan.
- Dematerialization: Permanent access to reliable documentation reduces resource waste.

The 5G network was first deployed at the Calais plant in 2022 and is currently being extended to the Greenwich facility.

This secure, high-performance network enables ASN to align its production with the principles of Green Industry 4.0: interconnectivity, energy efficiency, and responsible innovation—a benchmark for the factory of the future.



ASN Greenwich



SOCIAL RESPONSIBILITY AND WELL-BEING

Our social model aims to balancing economic performance and social progress. By placing people at the center of our organization, we create an environment where everyone can thrive, innovate, and contribute to our collective success.

Our social strategy embodies an ambitious vision in which people are at the heart of our performance. We owe this ambition to our teams—their dedication to our customers, their unique expertise in submarine networks, and their daily commitment.

That is why we have built a model in which equal opportunity, workplace well-being, and inclusion are inseparable pillars of our sustainable development, driven by every employee.

Julie Lambard - Human Resources Director



At ASN, we believe that the most complex challenges—whether climate-related, technological, or societal—can only be addressed through the convergence of technical expertise, innovation, and multisectoral collaboration.

Our strategic partnerships embody this conviction: they transform bold ideas into concrete solutions, while creating an ecosystem where every stakeholder—whether from industry, academia, or the public sector—contributes to shared progress

Raoul Jacquand - VP Strategic Alliances and External Affairs

HEALTH & SAFETY OF OUR EMPLOYEES

Health, Safety, Security, and the Environment (HSSE) are not merely regulatory obligations for ASN, but rather the cornerstones that shape our organization, with a dedicated HSSE department. We firmly believe that the health and safety of our employees, customers, contractors, and partners, as well as respect for the environment, are inseparable from our operational success.

In 2025, we strengthened our commitment to a culture of prevention by incorporating ambitious goals and concrete actions to reduce risks, improve working conditions, and minimize our environmental footprint.



Greenwich - Logistic warehouse

HSE POLICY:

Our HSE policy defines the guiding principles of our approach, in line with international standards (ISO 45001, ISO 14001) and local regulations. It is based on four pillars:

- Managing health, safety, and environmental risks and impacts.
- Complying with applicable requirements.
- Developing an HSE culture.
- Promoting continuous improvement.

It is supplemented by specific policies to address critical issues:

- “Right to Withdraw Policy”: Every employee has the duty and the right to stop an activity in the event of an identified risk, without fear of reprisal.
- “Drug and Alcohol Policy”: Zero tolerance to ensure a safe work environment.
- “Driver Policy”: Strict rules for business travel, including mandatory training and regular checks.



Calais - Armouring line

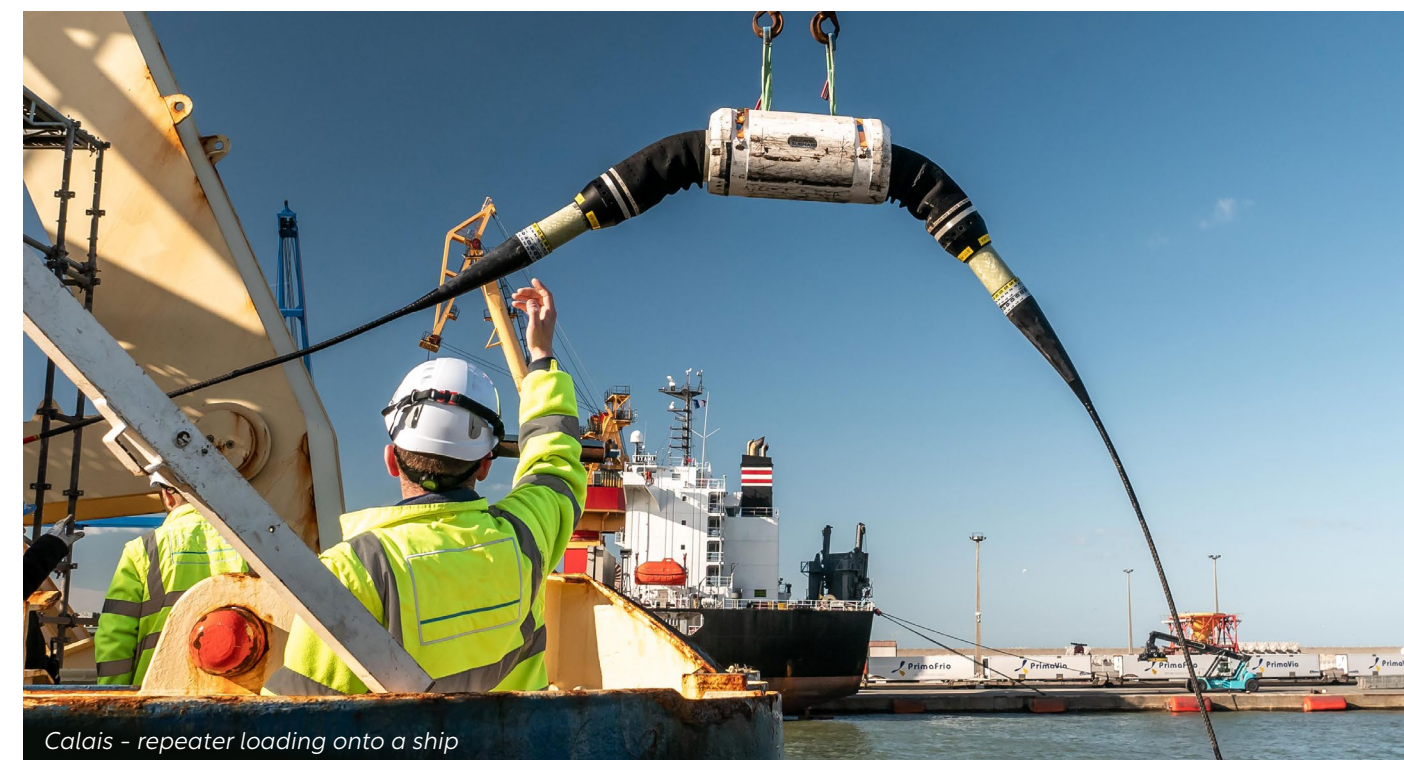
TOWARD ZERO ACCIDENT: OUR HEALTH AND SAFETY COMMITMENT

Our goal: 0 LTI (Lost-time injury / Accident resulting in time off work) by 2030, with an interim milestone of fewer than 3 LTIF* by 2026. To achieve this, we are taking action on several fronts:

- Reducing or eliminating high and medium-risk hazards at our sites.
- Strengthening training and regular awareness campaigns for all employees.
- Continuous improvement through feedback from the field and internal audits.

GOAL:
0 LTI
BY 2030

*LTIF: Lost Time Incident Frequency (number of incidents per million hours worked – frequency rate)



Calais - repeater loading onto a ship

A DEDICATED HSE PROJECT TEAM

Our project HSE team embodies this ambition on a daily basis, acting as a strategic partner for our sales and operations teams, as well as our clients.

Its responsibilities cover the entire project lifecycle, with an approach that is preventive, responsive, and collaborative:

- On-site inspections and audits to ensure compliance with HSE standards.
- Incorporating HSE criteria into requests for proposals, ensuring that our partners share our values.
- Developing supplier guidelines covering human rights and HSE criteria.
- Participating in reviews and assessments of HSE risks in project operations.
- Monitoring and participating in investigations of project-related HSE incidents.
- Monitoring the HSE performance of project operations.
- Training and awareness programs for ASN employees tailored to the risks associated with their roles.

EQUALITY, WELL-BEING, AND INCLUSION: THE FOUNDATIONS OF A RESPONSIBLE COMPANY

PROFESSIONAL EQUALITY: A DAILY COMMITMENT

We firmly believe that diversity is an asset, and that professional equality is an essential driver of performance, innovation, and cohesion. This deep-seated conviction guides our daily actions.

Our approach is based on a proactive policy that includes fair hiring practices and an inclusive corporate culture, where every employee can balance professional ambitions with personal fulfillment, thanks to flexible work arrangements and active support for parenting.

The goal is clear: to make professional equality a reality at all levels, from operational roles to leadership positions. Although many initiatives have already been implemented, women remain underrepresented in our teams, particularly in management roles and in certain technical fields. It is in this context that ASN launched the Empower'Her program in July 2025:

A new strategic program aimed at increasing the representation of women in all roles, particularly in technical and managerial positions, and promoting their professional development at all levels.

WELL-BEING AT WORK: A CULTURE OF PREVENTION AND FULFILLMENT

The physical and mental health of our teams is a top priority. Because a fulfilled employee is a high-performing employee, we have rolled out a comprehensive well-being program that combines risk prevention, quality of life at work, and active listening. Our approach is structured around several key areas:

- Prevention of psychosocial risks, including stress management workshops, training for managers, and confidential counseling sessions.
- Improving working conditions, through ergonomic adjustments, awareness campaigns on musculoskeletal disorders, and initiatives promoting physical activity.
- Recognition and flexibility, with a formal right to disconnect and regular surveys to tailor our actions to the needs of our teams.

By addressing risk factors proactively and fostering an environment of trust, we strengthen our employees' engagement and resilience

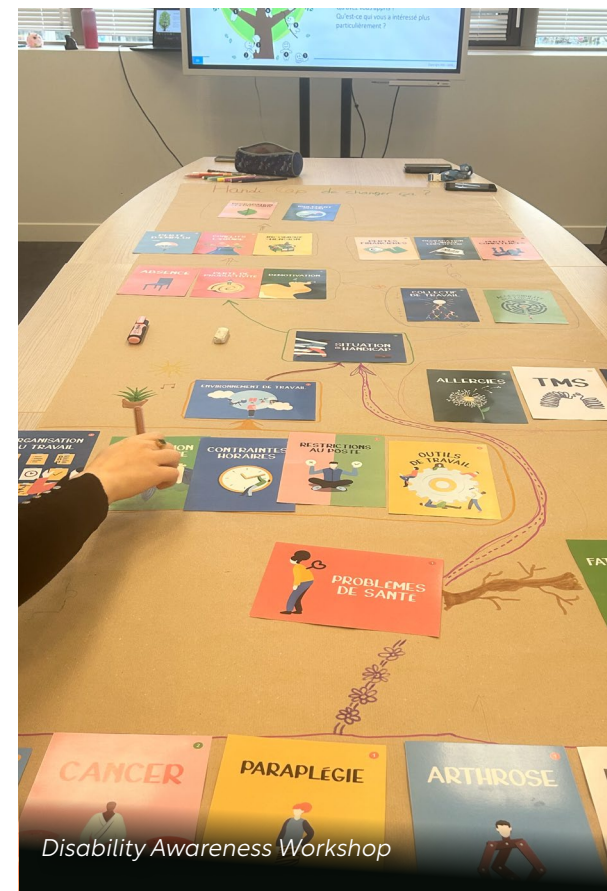


INCLUSION: A CONVICTION BEYOND LEGAL OBLIGATIONS

Our commitment to people with disabilities goes far beyond simply complying with legal obligations. We view it as an opportunity to grow together, by making diversity a strength for the company.

Our commitment is reflected in concrete actions:

- Tailored support, including job accommodations, personalized follow-up to ensure secure career paths, and assistance with procedures related to disabilities, formalized in an agreement regarding the hiring and retention of people with disabilities.
- An active awareness campaign will be launched starting in 2026 through training sessions for all employees, supplemented by events or dedicated initiatives. Its goal: to break down prejudices, foster solidarity, and make equal opportunity, well-being, and inclusion the pillars of our collective performance.



- Inclusive recruitment, carried out in collaboration with specialized partners, promoting diverse profiles among our temporary workers and explicitly stating in our job specifications that our positions are open to people with disabilities when recruiting our service providers.

For us, inclusion is a shared value that enriches our corporate culture and strengthens our cohesion

APICULTURE PROJECT AT THE PARIS LES ULIS SITE

ASN has launched a beehive on its Paris Les Ulis site, driven by volunteer employees and a professional beekeeper. This project aims to produce honey, boost the local ecosystem, raise awareness among teams about beekeeping issues, and support the industry.



The beehive currently has 3 to 6 hives and produced 30 kg of honey in 2025. The Buckfast Adam bees benefit from a rich environment (acacias, chestnut trees, etc.). A honey house allows for the extraction and jar filling of the honey. This honey is for internal use or for ASN partners and is not sold commercially.

PARTNERSHIPS FOR SUSTAINABLE SOCIAL IMPACT

Our collaborations go beyond the exchange of best practices. They foster collective innovation by combining complementary expertise, thereby accelerating the development of technologies critical to infrastructure resilience and the protection of ecosystems. They also reflect ASN's commitment to acting responsibly, in the service of regions and communities. Here's how three of our flagship partnerships illustrate this dynamic.

THE JOINT TASK FORCE FOR SMART CABLES: A TECHNOLOGICAL FEAT IN SERVICE OF CLIMATE RESILIENCE

In the heart of the Pacific, where seismic and tsunami risks threaten millions of lives, the Joint Task Force has initiated the development of the "Smart Cables" concept, which involves integrating scientific sensors directly into submarine telecommunications systems. This approach transforms digital infrastructure into true scientific observation platforms for the oceans.

In this context, ASN has developed technologies such as CC Nodes (Climate Change Nodes), which concretely illustrate this evolution by enabling the use of this infrastructure for real-time environmental monitoring. Their ability to detect the first seismic tremors and to predict the formation of tsunamis with unprecedented accuracy is fully in line with our commitment to open science and the protection of vulnerable ecosystems, thereby strengthening early warning systems and public safety.

Our contribution to this project, carried out in partnership with leading telecom operators, research institutes, and international agencies, centers on voluntary technical and scientific support, with no expectation of financial return.



It illustrates our commitment to promoting sustainable and collaborative solutions in the service of science, climate resilience, and the protection of vulnerable regions.

THE SSN WORKING GROUP (SUSTAINABLE SUBSEA NETWORKS): REIMAGINING THE SUSTAINABILITY OF UNDERWATER INFRASTRUCTURE

Subsea cables, the invisible arteries of our connected world, represent a major environmental challenge. Their manufacture, deployment, and maintenance have long been addressed in a fragmented manner, with limited consideration of their ecological footprint. Considering this, ASN has become actively involved in the Sustainable Subsea Networks (SSN) initiative.

This international collective brings together more than fifty experts from various organizations, including telecommunications giants, environmental NGOs, academic institutions, and research centers. ASN plays a key role in shaping the direction of discussions and actions.

Our mission is to assess, measure, and improve the sustainability of subsea telecom networks, based on a rigorous analysis of their entire life cycle. This approach allows us to identify concrete ways to reduce their environmental impact, promote more responsible practices, and support the sector's transition toward more sustainable models.

ACADEMIC PARTNERSHIPS: FOSTERING INNOVATION AND THE TALENT OF TOMORROW

ASN is actively engaged with stakeholders in higher education and research to pool expertise, inspire career paths, and anticipate the technological challenges facing submarine telecommunications infrastructure. In 2025, two flagship initiatives demonstrated a commitment to building lasting bridges between industry and the academic world, with the goal of training the experts who will shape tomorrow's global networks and accelerating innovation in this strategic sector.

A pioneering partnership with Paris-Saclay University Saclay

Launched in 2025, this strategic collaboration aims to strengthen dialogue between the regulator and future generations of scientists

and engineers
Objective: To raise students' awareness of ASN's challenges, while also fostering the development of research projects aligned with the technological priorities of the telecommunications sector.

Sponsorship of the Class of 2028 at Télécom Paris

Officially announced on September 30, 2025, this sponsorship is part of an effort to foster close ties with the academic ecosystem of telecommunications. By supporting this class over three years, ASN aims to:

- Stimulate innovation by integrating industry challenges into student projects,
- Create a talent pool familiar with the challenges of submarine telecommunications, in line with the growing need for hybrid skills (networks, cybersecurity, advanced materials).



Paul Gabla, VP Sales & Marketing at ASN & Télécom Paris 2028 Class Sponsor



PROMOTING AN ETHICAL AND TRANSPARENT GOVERNANCE



Siège social ASN Paris-Les Ulis

Our first CSR report marks a turning point: it embodies a renewed approach to governance, driven by our merger with the Agence des Participations de l'État in 2025. This initiative is driven by a strengthened commitment to transparency and continuous improvement, while remaining true to our history, forged under the names Alcatel, Alcatel-Lucent, and later Nokia. These experiences, rich in both successes and challenges, have instilled in us the values of humility and rigor—the foundations of a more responsible governance model aligned with the expectations of our stakeholders.

As we connect the world, we navigate a diverse landscape of cultures and regulations. This complexity requires clear, ambitious, and consistent guidelines that reflect our values and our mission. As Chief Legal and Compliance Officer, I am fully aware of our responsibility: to ensure that every decision meets the highest standards.

This report is a promise: a commitment to transparent, ethical, and forward-looking governance

Pascal Rémy - VP Legal & Compliance



Our procurement efforts are not only a driver of economic performance, but also a pillar of our CSR commitment. By signing the Charter for Responsible Supplier Relations and Procurement (RFAR) in 2025, we affirmed our commitment to placing ethics and sustainability at the heart of our strategy.

Together with our suppliers and our teams, we are turning our commitments into concrete actions, because a sustainable relationship is built on trust and shared responsibility.

Christophe Lambling - VP Purchasing

OUR GOVERNANCE STRUCTURE

In December 2024, the French government, through the Agence des participations de l'État (APE), acquired an 80% majority stake in ASN. This transaction is part of a strategic initiative aimed at securing France's technological independence in the key sector of submarine telecommunications infrastructure, which is essential to digital resilience and data sovereignty.

In 2025, ASN strengthened its governance by establishing a board of directors with specialized committees and by consolidating its executive committee to ensure that operational management is fully aligned with its strategic vision. The company has also rethought

and strengthened its governance policies by systematically integrating the principles of accountability, ethics, and transparency aimed at ensuring responsible conduct of its activities and a balanced consideration of economic, social, and environmental issues, in line with international best practices and the expectations of its majority shareholder.

ASN's new governance framework forms the foundation of the group's CSR approach and contributes to the integration of sustainability issues into strategy and decision-making at all levels of the organization.



Landing 2Africa - Barcelona

THE BOARD OF DIRECTORS OF ASN

ASN's new board of directors, formed on January 1, 2025, reflects a mixed governance structure, bringing together representatives of the French government and the minority shareholder (Nokia) an employees representative, members appointed upon the recommendation of the French government, the company's Chairman, and an independent director (Chairman of the board of directors). Its main features are as follows:

- Balanced representation: among the 11 directors, 3 female directors were appointed by the Agence des participations de l'État (APE), reflecting a commitment to

diversity and representativeness within the body.

- Active engagement: In 2025, not counting meetings of the specialized committees, the Board met six times (on January 8, March 5, April 29, May 23, October 24, and December 10), with an average attendance rate exceeding 95 %, demonstrating the members' consistent involvement in steering the Board's work.

These meetings enable the Board to steer the company's overall strategy, oversee its management, and ensure that the company's best interests and those of its key stakeholders are upheld, including in terms of social and environmental commitments.



François Provost*
Board member,
Chairman
of the Board



Alain Biston
Board Member,
CEO & President,
Alcatel Submarine Networks



Gwendoline Blandin-Roger
Board Member



Charles-Henri du Ché
Board Member



Michael Daly
Board Member



David Dufournet**
Board Member,
Employee representative



Philippe Duluc
Board Member



Guillemette Kreis
Board Member,
French state representative



Bernard Pailleux
Board Member



Philippe Sauquet
Board Member



Eveline Spina
Board Member

ASN board of directors – 2025, renewed in 2026

*Since April 2026, Guillaume Rochard has replaced François Provost as Chairman of the Board of Directors.

**Since April 2026, Laurent Du Mouza has replaced David Dufournet as a Board Member.

SPECIALIZED COMMITTEES: EXPERTISE AND VIGILANCE

To prepare and further the work of the Board and inform its decisions, three specialized committees have been established:

A Governance Committee primarily responsible for:

Formulating recommendations on executive compensation, incorporating CSR performance and market criteria.

- Developing a succession plan and assisting the Board in the selection and evaluation of corporate officers.
- Reviewing the ethics and compliance policy and its implementation by the company.
- Ensuring the Board's sound governance, including by making proposals for its evaluation.

An Audit and Risk Committee primarily responsible for:

- Ensuring the integrity of financial and non-financial data, approving budgets, reviewing accounting methods, and the sustainability report.
- Assess the effectiveness of internal control systems, monitor the Group's key risks, and oversee the work of the internal audit function.
- In accordance with governance rules, organize the selection of statutory auditors and sustainability certifiers, and ensure their independence.

A Strategy Committee, whose main responsibilities are to:

- Review and make recommendations on the company's strategic direction, including external growth initiatives and mergers and acquisitions.
- Analyze the sales pipeline and the evolution of offerings to assess the company's strategic positioning and growth prospects.

- Evaluate the strategy regarding products and investments, in line with strategic priorities and value creation objectives.
- Monitor the company's operational performance in light of the strategic decisions made by the board of directors.



THE ASN EXECUTIVE COMMITTEE

The Executive Committee, which meets weekly, oversees the operational implementation of strategic decisions.

In 2025, it was strengthened by the creation of a new Strategic Alliances and External Affairs department to develop key partnerships and strengthen dialogue with institutional, economic, and regional stakeholders. In addition, ASN has consolidated its

control mechanisms by integrating an audit and internal control team into the Finance Department. This team works closely with the Audit and Risk Committee to evaluate and help enhance the effectiveness of control and risk management systems in order to ensure the reliability of processes and the compliance of the company's activities.



Alain Biston
President & CEO of Alcatel
Submarine Networks SAS



Christophe Bejina
VP Information System
& Information Technologies



Olivier Chambon
VP Project Management



Philippe Fizellier
VP Industrial
Operations



Marc Génot
VP Energy Solutions



Paul Gabla
VP Sales & Marketing



Olivier Gautheron
VP Research &
développement



Bruno Hestin
VP Quality & End-to-end
Business Management



Raoul Jacquand
VP Strategic Alliances
& External Affairs



Julie Lambard
VP Human Resources



Christophe Lambling
VP Purchasing



Vincent Lara
CFO



Jérémie Maillet
VP Marine Operations



Cynthia Perret
VP Services



Pascal Rémy
Chief Legal & Compliance
Officer



Henri Tallon
VP HSSE

*Comité Exécutif d'ASN à date de juin 2026,
certaines évolutions ne reflètent donc pas sa constitution sur l'année 2025.*

GOVERNANCE POLICIES AND PRACTICES

Following the carve-out from Nokia, ASN undertook a comprehensive overhaul of its governance policies to reflect its strategic autonomy and its new governance framework. A Code of Conduct has been implemented. It defines the principles, rules, and behaviors expected of employees and other stakeholders to promote ethical conduct that complies with the law and the company's values. The Code of Conduct is the cornerstone of the company's ethics and compliance framework.

Anti-Corruption Policy

ASN has adopted a strict anti-corruption policy, which defines the framework and general principles of compliance for the group. This policy is consistent with ASN's code of conduct and aims to:

- Prevent any risk of corruption, fraud, or influence peddling.
- Ensure compliance with national and international regulations.
- Raise awareness among all employees regarding issues of probity and integrity.

Conflict of Interest Management Policy

The objectives of this policy are to:

- Prevent, identify, and resolve any situation that could compromise the impartiality of decisions.
- Maintain the trust of stakeholders (customers, partners, shareholders, regulators). Ensure compliance with legal and internal obligations, in accordance with the Group's Code of Conduct.



Headquarters ASN Paris-Les Ulis

Awareness and Ongoing Training

ASN places ethics and compliance training at the heart of its corporate culture:

All employees are required to complete annual training modules, tailored to current challenges.

- Targeted training, particularly for high-risk roles or groups.
- Training content varies from year to year to cover all risks and strengthen collective vigilance.

THIRD-PARTY ENGAGEMENT: A RESPONSIBLE PARTNERSHIP, A COMMITTED AND STRUCTURED PROCUREMENT APPROACH

ASN extends its ethical requirements to its entire ecosystem through a code of conduct for third parties. This document governs relationships with suppliers, subcontractors, and partners, addressing in particular:

- The fight against corruption and bribery.
- Respect for human rights, including the prohibition of forced labor and child labor.
- Transparency in business relationships and procurement processes.

Furthermore, as part of its responsible governance strategy, ASN is actively committed to a sustainable procurement approach, having signed in September 2025 the Charter for Supplier Relations and Responsible Procurement (RFAR). This commitment underscores our determination to integrate ethical, transparent, and collaborative practices at the heart of our value chain.

By subscribing to this RFAR charter, ASN aligns itself with its 10 key commitments, guaranteeing:

- Proactive management of interdependencies to secure and optimize our supplier ecosystem
- Integrating CSR (Corporate Social Responsibility) issues into our procurement processes, from product lifecycle to environmental and social footprint.
- Responsible local engagement, by

supporting local stakeholders and minimizing our impact on communities.

- Ethical leadership in our Procurement function, driven by a dedicated team and an internal mediator tasked with streamlining relationships and resolving potential disputes.

To mark this milestone, ASN published its concrete commitments to responsible procurement in autumn 2025, formalizing an ambitious and shared roadmap with all its stakeholders. .

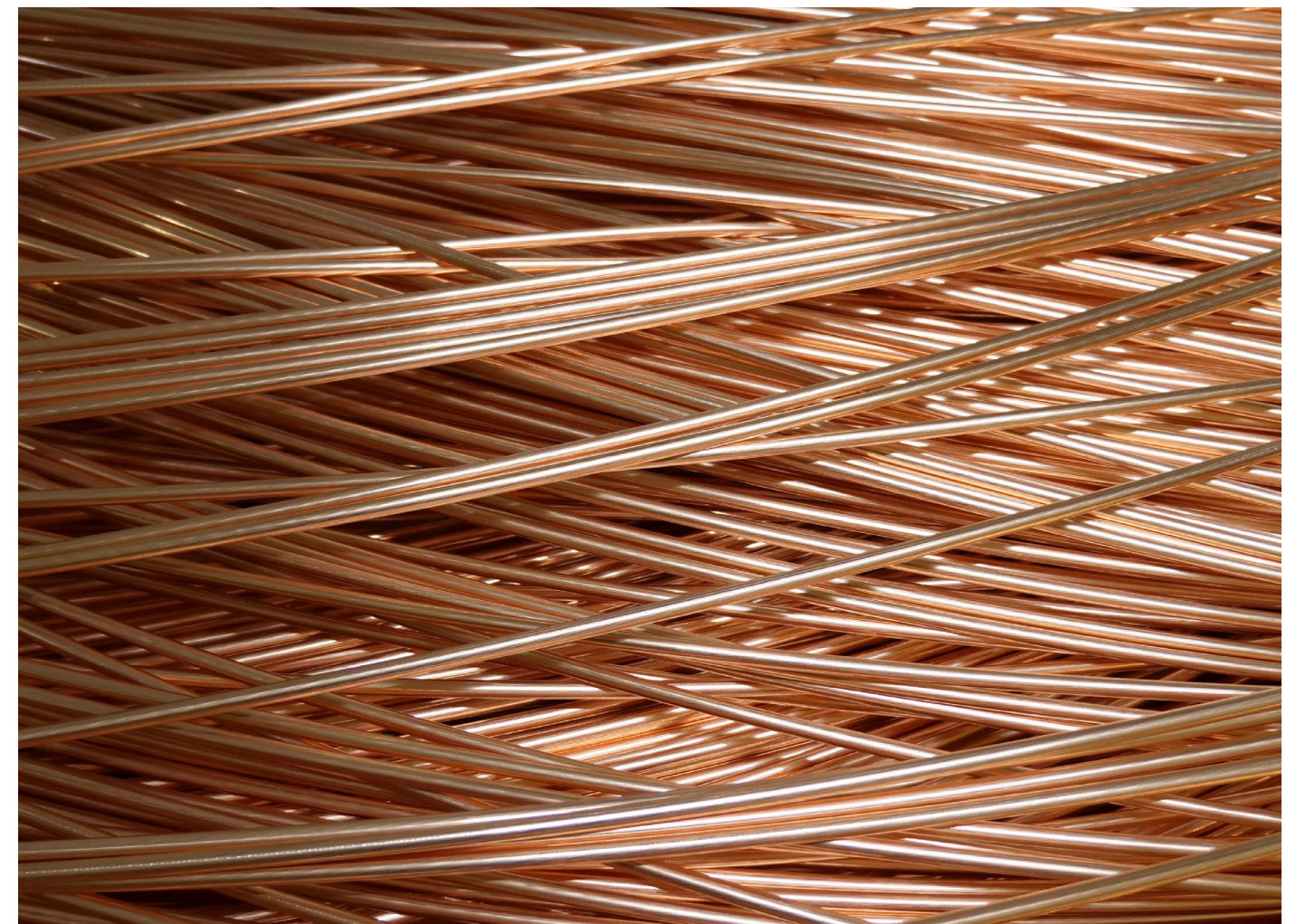
WHISTLEBLOWING MECHANISM: A SECURE CHANNEL FOR ALERTS

ASN has adopted a policy and established a dedicated ethical alert line (ethics@asn.com), accessible to all:

- Employees (staff, managers, executives)
- External stakeholders (suppliers, clients, partners)

This channel allows for the confidential reporting of any situation that violates ethics, the code of conduct, or applicable regulations, ensuring impartial and protected handling of alerts.

As the operational parent company, ASN plays a structuring role in defining and managing CSR governance. By disseminating common business conduct principles and ensuring their implementation within the group, ASN strengthens the coherence, integrity, and sustainable performance of its activities.



APPENDIX 1: ASN'S CONTRIBUTION TO THE SUSTAINABLE DEVELOPMENT GOALS

At Alcatel Submarine Networks (ASN), our actions align with several United Nations Sustainable Development Goals (SDGs). Below is a summary of ASN's major contributions to the SDGs, illustrated by concrete initiatives and programs:



ASN prioritizes the health and safety of its employees, implementing dedicated well-being programs and rigorous monitoring of health and safety conditions for all staff.



ASN is committed to promoting gender equality in a traditionally male-dominated industry. Through initiatives like Empower'Her, the company supports women's empowerment and aims to increase their representation within its workforce. ASN also sets ambitious targets for gender diversity in its teams.



ASN ensures respect for human rights and labor rights, both for its employees and all actors in its value chain. As one of the largest employers in Calais, ASN makes a significant contribution to local employment. Additionally, the company actively hires people with disabilities, exceeding legal requirements.



OBJECTIFS DE DÉVELOPPEMENT DURABLE



ASN is a key player in technological innovation, particularly through the development of ever more advanced submarine cables. Its solutions not only enhance global communication infrastructure but also support scientific research, including studies on marine wildlife.



ASN collaborates with various partners to design innovative products that contribute to combating climate change and adapting infrastructure. The data collected by its technologies provides scientists with valuable tools to better understand and preserve the marine environment.



Leveraging its expertise in the marine environment, ASN actively participates in the preservation of species and scientific exploration. The company shares its knowledge and data to support the protection of marine biodiversity.



APPENDIX 2: ENVIRONMENTAL INDICATORS

ENERGY

	Renewable Energy consumption (MWh)	Non-renewable energy consumption (MWh)	Total energy consumption (renewable and non-renewable, MWh)
Electricity	19 378,45	9 045,29	28 423,74
Self-generated electricity	149,42		149,42
Total	19 527,87	9 045,29	28 573,16

GREENHOUSE GAS EMISSIONS

	Greenhouse gas emission in 2025 (tCO ₂ e)
Scope 1	87 712
Scope 2 (location-based)	1 649
Scopes 1 and 2	89 360

Scope 3	315 267
• 3.1 Purchased goods and services	240 506
• 3.2 Capital goods	14 397
• 3.3 Energy-related emissions (not included in scopes 1 & 2)	20 706
• 3.4 Upstream transportation and distribution	7 594
• 3.5 Waste generated during operations	2 091
• 3.6 Business travel	2 554
• 3.7 Employee commuting	2 774
• 3.9 Downstream transportation and distribution	312
• 3.11 Use of sold products	15 170
• 3.13 Actifs loués en aval	11 240
• Carbon emission intensity per million Euros of revenue	370 tCo2e/M€

Total emissions	406 705 tCo2e
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SOIL UTILIZATION

Soil utilization	Area (m²)
Total impermeable surface area	216 491
Total soil utilization	253 341

WATER WITHDRAWAL AND CONSUMPTION

Water Withdrawal and Consumption	m³
Total volume of water withdrawn from all sites	41 310
Volume of water withdrawn from sites located in areas subject to high water stress	5 520

WASTE PRODUCED

	Waste type	Waste diverted for recycling or reuse (t)	Waste sent for disposal (t)	Total waste recycled, reused and sent for disposal (t)
1	Mixed waste	106,4124	126,65	233,0624
2	Wood	403,725		403,725
3	Glass	0,688		0,688
4	Biological waste	14,7036		14,7036
5	Cardboard, paper	103,868		103,866
6	Electrical and electronic equipment waste	4,586		4,568
7	Batteries	0,09	0,188	0,278
8	Metals	1387,42		1 387,42
9	Chemical products	53,586	34,209	87,795
10	Plastic	39,5084		39,5084
11	PP rope		64,06	64,06
12	Grease	1,9		1,9
13	Refrigerant gases	0,0051		0,0051
14	Food oil	0,177		0,177
15	Encumbrances	0,86		0,86
16	Rubble	16,84		16,84
17	Infectious Risk Care Activity Waste	0,003		0,003

Waste type	Quantity (t)
Total quantity of hazardous waste produced	156,73
Total quantity of non-hazardous waste produced	2 186,15
Total quantity of waste produced	2 342,87

AIR, WATER, AND SOIL POLLUTION

Pollutants	Emissions in the air (kg)
Volatile Organic Compounds and Non-Methane (COVN)	19,88
Chromium and its compounds (Cr)	0,00
Copper and its compounds (Cu)	6,61
Nickel and its compounds	0,00

APPENDIX 3: SOCIAL INDICATORS

GENERAL CHARACTERISTICS AS OF 12/31/2025

Contract type	Number of employees
Permanent contract	1 946
Temporary contract (fixed-term contract & interns)	123
Total	2 069

Country of Employment	Number of employees
France	1 476
United Kingdom	504
Norway	71
Denmark	6
United States	4
Australia	4
Hong Kong	1
Brasil	2
Spain	1
Total	2 069

Turnover rate	8,91%
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Gender	Number of employees	Annual training hours per employee
Men	1603	18,14
Women	466	15,43
Other	-	-

Male-to-Female Ratio (Executives)	0,21
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HEALTH AND SAFETY

Number of work-related accidents	32
Work-related accident frequency rate (per 1 million hours worked)	4,25
Number of fatalities due to work-related accidents and health issues	1**

APPENDIX 4: GOVERNANCE INDICATORS

Number of female members on the Board of Directors at the end of the reporting period	3
Number of male members on the Board of Directors at the end of the reporting period	8
Male-to-female ratio within the governance body	0,38

*ASN employees and contractors
**Ongoing investigation

APPENDIX 5 : GLOSSARY

Nom	Signification
4D Seismic	Seismic technology for real-time monitoring of oil/gas reservoirs to optimize their management.
APE (French State Shareholding Agency)	French state agency that invests in strategic companies to stabilize or support their development.
Bathymetric	Measurement of ocean, lake, or river depths, often used to map the seabed.
Carve out	Divestiture by Nokia of ASN to the French State, in January 2025.
Value chain	Set of activities and processes that create value for the customer, from design to delivery.
CSRD	Corporate Sustainability Reporting Directive: European directive on sustainability reporting.
Charter for Supplier Relations and Responsible Procurement (RFAR)	Charter aimed at encouraging companies, public and private organizations to adopt responsible practices towards their suppliers.
CO2e	Carbon dioxide equivalent, the unit of measure for GHG.
DAS	Distributed Acoustic Sensing: Technology using optical fibers to detect and locate vibrations or acoustic events underwater.
DC/FO	Direct Current/Fiber Optic: combination of electrical power and data transmission via optical fiber.
Double materiality	In the context of CSRD, a company must assess and report its sustainability impacts from two complementary perspectives: impact materiality and financial materiality.
Empower’Her	ASN program to promote gender equality and women’s representation in technical and managerial roles.
Energy Solutions	Technological solutions offered by ASN for the energy sector, including offshore platform connectivity.
Burial	Technique of burying subsea cables in the seabed for protection.
FOC	Fibre Optic Cable: Connection of offshore platforms for oil and gas with telecommunication systems via subsea fiber optic cables.
GHG	Greenhouse Gases: Gases that absorb infrared radiation emitted by the Earth’s surface, contributing to the greenhouse effect.
HSSE	Framework covering health, safety, security, and environmental management.
Isorel	Agglomerated wood fiber panel, often used as insulation or lightweight construction material.

Nom	Signification
MegaFauna	Large marine animals (whales, sharks, turtles, etc.), often considered in environmental impact studies for subsea projects.
MWh	Megawatt-hour.
Cable-laying Vessels	Ships specialized in laying and repairing subsea cables.
OTT	Service providers that use the internet infrastructure to deliver content to end users (e.g., Meta, Google).
PPM	Parts Per Million: Unit of measure for the concentration of a substance in a mixture.
CSR	Corporate Social Responsibility: Business approach integrating social, environmental, and ethical concerns into corporate strategy.
Turnkey System	Complete solution including design, manufacturing, and installation of subsea cables.
Tb/s	Terabit per second.
TCO2e	Tonnes of CO2 equivalent emissions.
Unesco IOC Ocean Decade	Voluntary Standard for non-listed SMEs: International initiative (2021–2030) to mobilize the scientific community, governments, and civil society to improve ocean understanding and protection.
VSME	European standard for sustainability reporting for non-listed micro, small, and medium-sized enterprises.



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