

2023 CSR Report

The logo graphic consists of a blue line that rises to a peak and then descends. Below the peak, there is a stylized representation of a signal or data stream, depicted as a series of blue dots of varying sizes and a blue arrow pointing upwards.

broadpeak

This is streaming at its peak

01. Fundamentals

02. 2023 Actions



01.

CSR Fundamentals

01. CSR FUNDAMENTALS

01.1 Setting the fundamentals

01. THE PURPOSE

Broadpeak's purpose:

**TO DESIGN SUSTAINABLE STREAMING
SOLUTIONS FOR ALL**

La raison d'être de Broadpeak:

**Concevoir des solutions au service d'un streaming durable
pour tous**

01. THE BELIEFS & COMMITMENTS

Broadpeak is basing its CSR strategy around 3 key themes :

Environment

Social

Governance

Broadpeak has identified core beliefs around these 3 themes that trigger actions at all levels of the company. Broadpeak has taken commitments to make sure its CSR policy aligns with its beliefs and improve the environmental, social and governance impacts of its activity

01. ENVIRONMENT

We believe that digital activities can be more sustainable.

We believe that the digitalization of the world brings a positive impact and that through innovation, we can expand digital activities further while preserving the planet we live on.

We commit to

- reducing the environmental impact of video streaming by designing solutions to strongly reduce the energy and hardware required to stream the content people want to watch,
- reducing the CO2 and other GHG emissions due to our activities (our services, our travels, etc.),
- preparing a plan to offset our remaining emissions.



02. SOCIAL

We believe everyone should be given a safe environment and equal opportunities to grow at work.

We believe that evolving in a safe and inclusive work environment fosters the ability for people to grow and contribute to society.

We commit to:

- offering equal chances to anyone, whoever they are, wherever they are from, to develop their career,
- developing a safe work environment where anyone can feel confident to express themselves, share ideas and feedback,
- contributing to programs to bring more equity and inclusion in the digital world.



03. GOVERNANCE

We believe ethical behaviors foster sustainable business ecosystems.

We believe that we need to work hands in hands with all stakeholders to build an ethical virtuous circle.

We commit to

- **always doing business responsibly and in an ethical manner,**
- **considering our global ecosystem when taking decisions,**
- **building long-term relationships with all stakeholders: our partners, employees, customers, providers, etc.,**
- **providing and listening to feedback to continuously improve processes and relationships.**



01. CSR FUNDAMENTALS

01.2 Progress tracking

01. CHOOSING KPIs

To be able to track our progress and measure the improvements made, we chose a set of KPIs for each of the 3 ESG themes. We aim at using these KPIs over the years but will adjust as needed.

ENVIRONMENT

- Energy consumption of Broadpeak solutions
- CO2 emissions (tCO2e)

SOCIAL

- Gender equality index
- Average number of hours of training per employee
- Number of suggestions issued
- % of staff members trained in CSR good practices
- Number of actions done to contribute to programs to bring more equity and inclusion in the digital world

GOVERNANCE

- % of staff members trained in CSR good practices
- % of external stakeholders trained in CSR good practices
- % of suppliers involved in a CSR approach
- % of Suppliers from the local geographic area (local purchase)
- % of turnover
- Stakeholder satisfaction (Net Promoter Score)

02.

2023 CSR ACTIONS

02. 2023 CSR ACTIONS

02.1 Environment

ENVIRONMENT 1/2

COMMITMENT #1 : Reducing the environmental impact of video streaming by designing solutions to strongly reduce the energy and hardware required to stream the content people want to watch

ACTIONS:

- **We reduced the energy consumed by Broadpeak's streaming servers :**
1.21 Gbps/Watt (compared to 0.57 Gbps/Watt in February 2022 and 1.09 Gbps/Watt in Decembre 2022)
- **We extended our partnership and work with Intel to improve the performance of combined hardware & software and to reduce energy consumption : 1.21 Gbps/Watt on Intel 4th Gen Intel Xeon Scalable Processors** (mainstream servers that are available to most operators)
- **We actively collaborated with Greening of Streaming to reduce the carbon emissions of the streaming industry.** Broadpeakers are involved in WG2, WG4, WG7 and LESS Accord #1

KPI
Energy consumption of
Broadpeak solutions:



1.21 Gbps/Watt

02. ENVIRONMENT – 2/2

COMMITMENT #2 : Reducing the CO2 and other GHG emissions due to our activities (our services, our travels, etc.) + preparing a plan to offset our remaining emissions.

ACTIONS:

- **We measured Broadpeak's carbon emissions.** Our first CO2 emissions report was done in 2023 by Grennly
- **We preferred travelling by train whenever possible.** We strongly recommended to Broadpeakers going to IBC show to travel by train instead of plane (30 train and 3 car trips for 51 European-based travels)
- **We donated 11 computers** that wasn't used anymore to a non-profit organization called Fondation Face to extend their life
- **We offset some of our carbon emissions :** Broadpeak's forest capturing 82tons of Co2 with Treedom

KPI

**Broadpeak's CO2 emissions
in 2022:**



6.1 Kt CO2

03. CO2 report

- **Scope 1: direct carbon emissions**

Ex. Fuel burning

- **Scope 2: indirect carbon emissions**

Ex. Electricity consumption

- **Scope 3: other indirect carbon emissions from other sources not owned or controlled**

Ex. Purchase of raw materials or services, travels of employees, transport of goods, waste...

Performed by



Scope 1&2

17 tCO₂e

< 0.1 tCO₂/employee
0.4 t/M€

Scope 3

6.1 ktCO₂e

33 tCO₂e/employee
146 t/M€

Total

6.1 ktCO₂e

33 tCO₂e/employee
147 t/M€

Telecommunications sector benchmark

32 tCO₂e/employee

02. 2023 CSR ACTIONS

02.2 Social

02. SOCIAL 1/2

COMMITMENT #1 : offering equal chances to anyone, whoever they are, wherever they are from, to develop their career.

ACTIONS:

- **We measured our gender equity 2023** through the French *Index de l'Egalite Professionnelle Femmes Hommes*
- **We organized trainings for the Broadpeakers on various topics**: 4714 hours of training in 2023 + preparation of a plan for 2024
- **We supported 8 refugees** in their professional integration in their new country by 7 Broadpeakers with the non-profit [KODIKO](#)

KPI
Results of gender equity index



89/100

KPI
average number of hours of training per employee :



3,20h

02. SOCIAL 2/3

COMMITMENT #2 : Developing a safe work environment where anyone can feel confident to express themselves, share ideas and feedback,

ACTIONS

- **We implemented a training program related to CSR for Broadpeakers** : moral and sexual harassment, cyber security, corruption, personal data protection. The Communication Director attended a 2-day training of Responsible Communication.

KPI

Number of suggestions issued by Broadpeakers

NA

Not measured in 2023

KPI

% of staff trained in CSR good practices

70%

02. SOCIAL 3/3

COMMITMENT #3 Contribute to programs to bring more equity and inclusion in the digital world.

ACTIONS

- **We contributed to the improvement of Internet connectivity for remote communities in Nepal**, a [project sponsored by Broadpeak](#) and led by The Internet Society
- **We financially supported [The Internet Society](#)**, that works to extend the Internet's reach and protect its long-term well-being, by renewing our membership.
- **We donated IT equipment** (11 computers) to the non-profit organizations [Fondation FACE](#) which fights exclusion and discrimination.
- **We went to a high school to talk about Engineer Careers** to 50 high-school young women students (5 women Broadpeakers were involved)

KPI

Number of actions done to contribute to programs to bring more equity and inclusion in the digital world:

4

02. 2023 CSR ACTIONS

02.3 Governance

03. GOVERNANCE

COMMITMENT #1 : Always do business responsibly and in an ethical manner

ACTIONS

- We organized CSR-related training programs for broadpeakers and administrators
- We asked our strategic and secondary suppliers about their CSR strategy
- We hired Ecovadis to assess our .sustainability performance. We were given a grade of 60/ 100

KPIs

% of internal people trained in CSR good practices

70%

% of external people trained in CSR good practices

85%

% of suppliers involved in a CSR approach

26%

03. GOVERNANCE - 2023 PLAN

KPIs

COMMITMENT #2 Considering our global ecosystem when taking decisions

ACTIONS

- We measured the number of suppliers from local areas

% of Suppliers from the local geographic area (local purchase)



79%

03. GOVERNANCE - 2023 PLAN

KPIs

COMMITMENT #3

- building long-term relationships with all stakeholders: our partners, employees, customers, providers, etc.,
- providing and listening to feedback to continuously improve processes and relationships.

% of Broadpeakers turnover

9.1%

ACTIONS

- We measured the 2023 turnover
- We measured the current internal Net Promoter Score (NPS)

Stakeholder satisfaction measurement - NPS

69

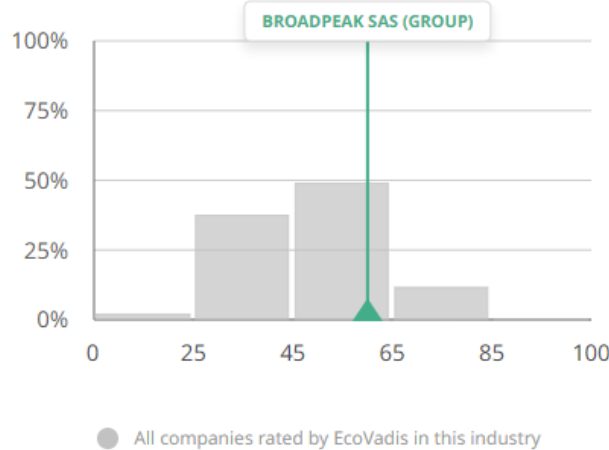
02. 2023 CSR ACTIONS

02.4 FOCUS : ECOVADIS VALUATION

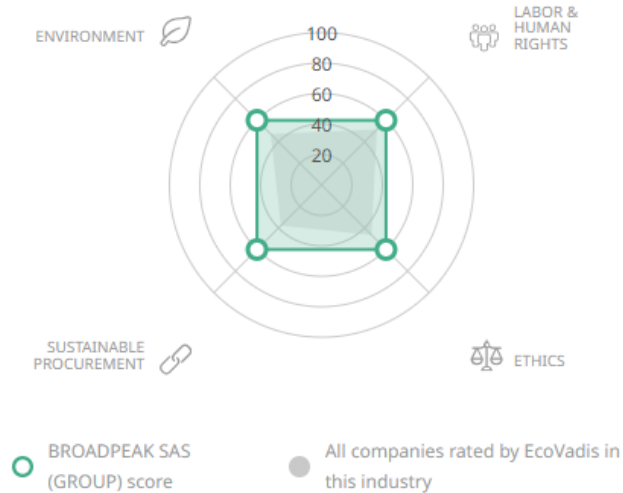
Ecovadis valuation - Overall score

Overall score

Overall score distribution



Theme score comparison



↗ **60/100**

Percentile ⓘ
75th



Thank you !

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