

2024 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 mountain range or a signal waveform, with a dotted pattern on the right side.

broadpeak

This is streaming at its peak

Agenda

Environment

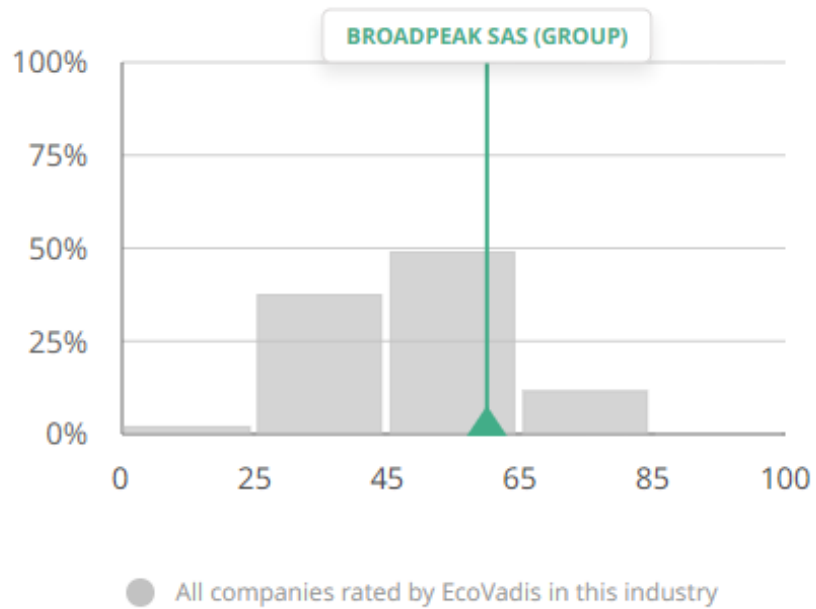
Social

Governance

OUR CSR APPROACH EVALUATION BY ECOVADIS

Overall score

Overall score distribution



Theme score comparison



↗ **60/100**

Percentile ⓘ
75th





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

2024 ACTIONS:

- We improved the performance of combined hardware & software and to reduce energy consumption : **1.251 Gbps/Watt** on AMD Zen4 Processors (compared to 1.21Gbps in 2023 on Intel 4th Gen Intel Xeon Scalable)
- We actively collaborated with Greening of Streaming to reduce the carbon emissions of the streaming industry. Broadpeakers were involved in WG2, WG4, WG7.

KPI
Energy consumption
of
Broadpeak solutions:



ENVIRONMENT 2/3

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.

2024 ACTIONS:

We measured Broadpeak's carbon emissions and reduced carbon emissions.

in 2024, we performed our second CO2 emissions report to measure our 2023 emissions. We chose a new partner to help us measure our emissions, a company called Orki. The new calculations showed us some errors and imprecisions in the calculations we made when measuring our 2022 emissions. The most important part that was missing was the scope 3 emissions related to the use of our software in our customers' premises and data centers. Our 2023 carbon emission report brought a more comprehensive vision on our total emissions across the 3 scopes and we decided to use it as our reference year.

When measuring our 2024 emissions, we used the same tool from Orki than in 2023 for more consistency. The total emissions in 2024, compared to 2023, was about 29% lower. This important decrease is due to 2 main factors. First, Broadpeak hardware and services purchases decrease quite importantly, therefore reducing the supply chain related emissions. Second, the Ademe (the French Agency for Ecological Transition) reviewed the emission factors database, decreasing several emission factors, especially in the digital space.

- **TOTAL GHG EMISSIONS in 2023 : 9718, 30 TCo2 equivalent**
- **TOTAL GHG EMISSIONS in 2024 : 6984,6 tCo2 equivalent**

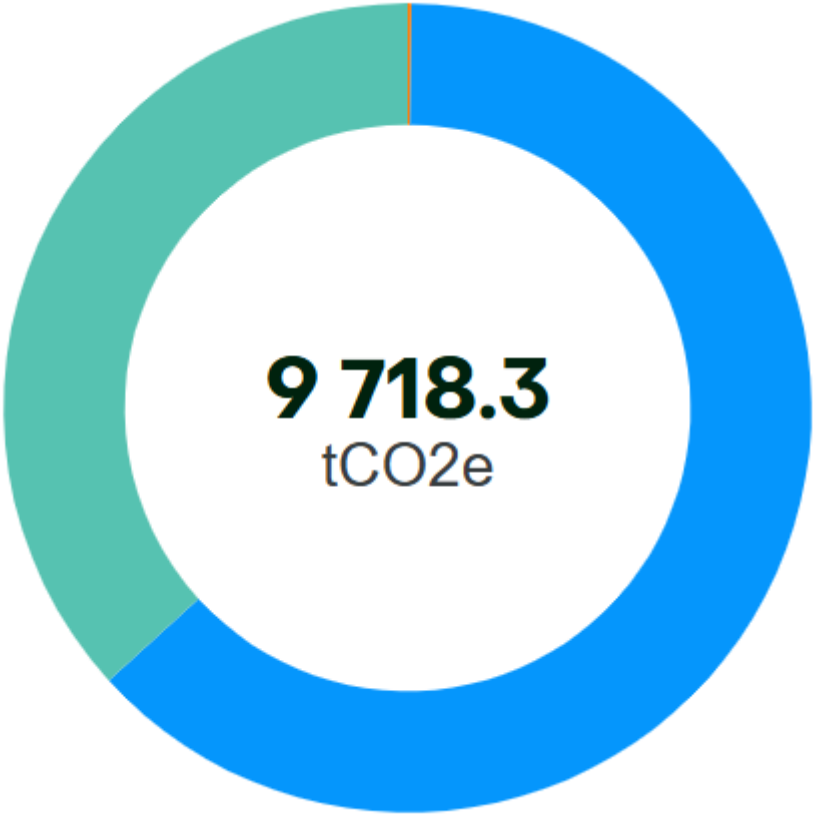
KPI

**Broadpeak's CO2
emissions in 2024**



6984,6 tCO2e

2023 CARBON REPORT



● Scope 1 **121 kgCO₂e** >

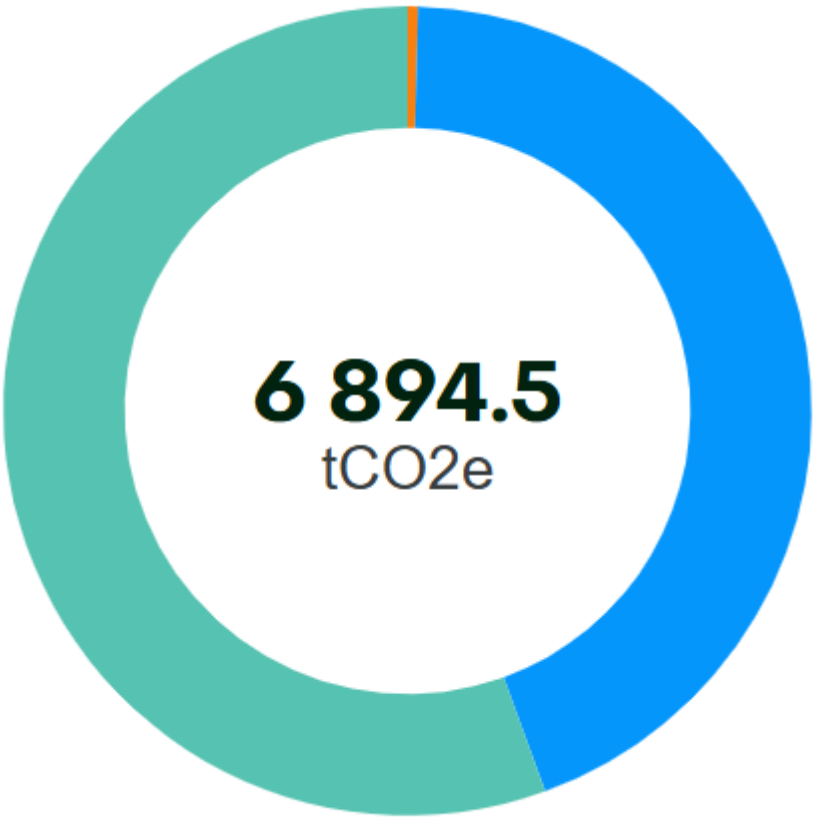
● Scope 2 **14.7 tCO₂e** >

● Scope 3 upstream **6 130.6 tCO₂e** >

● Scope 3 downstream **3 572.9 tCO₂e** >



2024 CARBON REPORT



Scope 1	0 kgCO₂e	>
Scope 2	29.1 tCO₂e	>
Scope 3 upstream	3 037.5 tCO₂e	>
Scope 3 downstream	3 828 tCO₂e	>

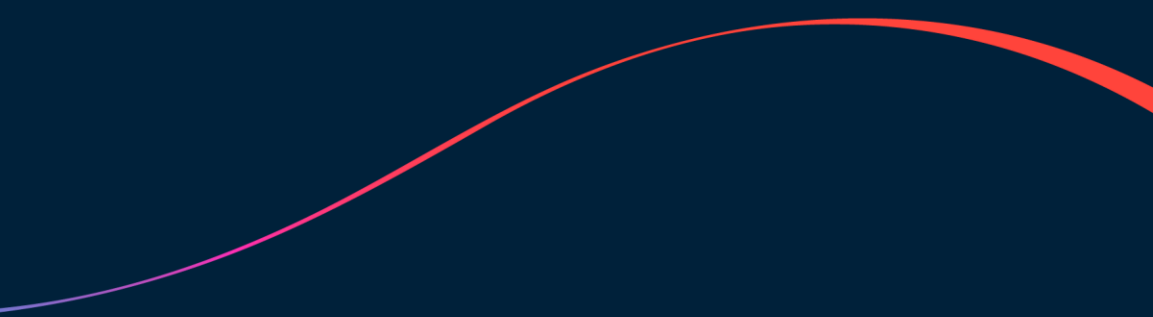
ENVIRONMENT 3/3

As part of our commitment to reduce the CO2 and other GHG emissions due to our activities, we implemented several actions.

- We systematically offer travelling by train, when possible, to our employees as a preferred option.
- We promote greener ways to commute to work for our employees. Our efforts were highlighted by a local municipal program which granted a Bronze Medal to Broadpeak. We also organized bike repair workshops to encourage our teams to repair instead of buy new and use their bikes to come to the office.
- In order to reduce our waste, a compost bin was set up in the garden of Broadpeak's headquarters, as well as small bins within the dining areas of the building, making it easy for our team to reduce their food waste.
- We extended the life of 15 computers that weren't used anymore by our teammates, by giving them to a non-profit organization called Kodiko, who promotes the insertion of refugees into the professional world in France, while reducing our e-waste.
- For Earth Day, we organized a presentation of the current status of sustainable streaming and what Broadpeak is doing to reduce the environmental impact of streaming through the technology we develop. It was a great occasion to have open conversation and get more of our employees aware and involved of the impact of our technology and our work.
- As part of the World Environment Day, we organized a week or workshop, presentations and activities to raise awareness about climate change within our teams. Several topics were addressed : from sustainable eating, to composting. A collective plogging took place in the surroundings of the HQ building, enabling the collection and proper disposal of 10kg of waste. Some Broadpeakers learnt how to make bee wrap for their food in order to reduce plastic waste. We also collected 54 kgs of unwanted clothes to give them a second life through the Emmaus non-profit.



Social



2024 SOCIAL 1/3

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

ACTIONS:

- We measured our gender equity 2024 through the French *Index de l'Égalité Professionnelle Femmes Hommes*
- We organized trainings for the Broadpeakers on various topics.

KPI
Results of gender equity index

85/100

KPI
average number of hours of training per employee :

5 hours

2024 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.

KPI
Number of suggestions issued by
Broadpeakers

Not
measur
ed

2024 SOCIAL 3/3

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

ACTIONS:

- 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 (15 computers) to the non-profit organization Kodiko which supports the insertion of refugees into professional activities in France.
- We supported the non-profit [Elles Bougent](#), which encourages young girls to pursue scientific and technical careers. One of our colleague went to a high school to talk to about 60 young girls about working in the digital world as women.

KPI

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



3



Governance

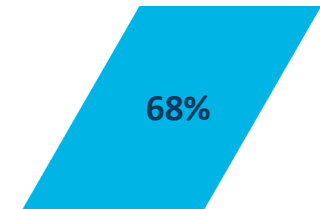
2024 GOVERNANCE

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

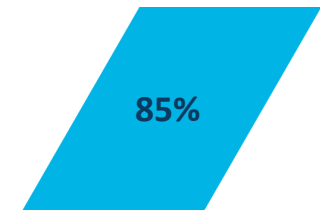
ACTIONS:

- We organized **CSR-related training** programs for broadpeakers and administrators.
- We hired **Ecovadis** to assess our sustainability performance. **We were given a grade of 60/ 100.**

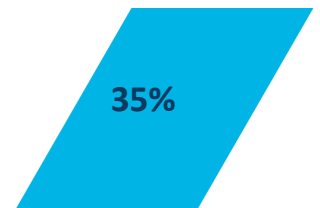
KPI
% of internal people trained in
CSR good practices



KPI
% of external people trained in
CSR good practices



KPI
% of suppliers involved in a CSR
approach



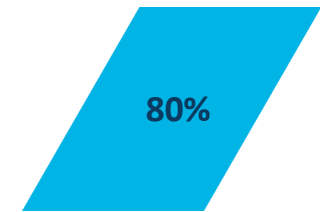
2024 GOVERNANCE

COMMITMENT #2 : Considering our global ecosystem when taking decisions.

ACTIONS:

- We measured the number of suppliers from local areas

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



2024 GOVERNANCE 3

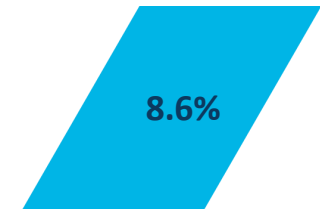
COMMITMENT #3 :

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

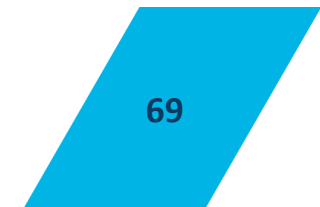
ACTIONS:

- We measured the 2024 turnover
- We had to discontinue the internal Net Promoter Score this year as there was not enough participants in our internal barometer survey
- We measured the current external Net Promoter Score (NPS) – only within EMEA based customers for this first edition.

KPI
% of Broadpeakers turnover



Stakeholder satisfaction
measurement - NPS



Thank you !

broadpeak.tv

