

2025 CSR REPORT



SUBJECT, CLASSIFICATION & HISTORY

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1 Introduction

This report details the actions implemented by Broadpeak in 2025 as part of its Corporate Social Responsibility (CSR) global approach.

It reflects how we materialized the engagements that were taken and shows the progress we are making towards our environmental, social and governance goals.

This report is intended for all our stakeholders, including current and future customers as well as our staff. In line with our values (#WeAreEasyToWorkWith, #WeAreTransparent, #WeCare, #WeInnovate, #WePerform), it aims to share our latest results as precisely and as exhaustively as possible.



#WeAreEasy
ToWorkWith



#WeAreEasy
Transparent



#WeCare



#WeInnovate



#WePerform

2 Our CSR approach

Our purpose - to design sustainable streaming solutions for all - guides our CSR approach.

We have translated this purpose into beliefs and commitments, around the 3 main themes of ESG:

- **Environment**,
- **Social**,
- **Governance**.

At Broadpeak, 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:

- E1 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,
- E2 Reducing the CO₂ and other GHG (Greenhouse Gases) emissions** due to our activities (our services, our travels, etc.).

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:

- S1 Offering equal chances to anyone**, whoever they are, wherever they are from, to develop their career;
- S2 Developing a safe work environment** where anyone can feel confident to express themselves, share ideas and feedback;
- S3 Contributing to programs to bring more equity and inclusion** in the digital world.

We believe ethical behaviors foster sustainable business ecosystems.

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

We commit to:

- G1 Always doing business responsibly and in an ethical manner**, compliance of local and international rules;
- G2 Considering our global ecosystem when taking decisions**;
- G3 Building long-term relationships with all**, and to providing and listening to feedback to continuously improve processes and relationships.

In the next section, we will detail the actions we implemented in 2025 to make sure we are staying aligned with our beliefs and making our commitment a reality.

We will review engagement by engagement what was started, completed or where we made progress towards the goals as well as the measures of the Key Performance Indicators (KPIs) that we set to evaluate our progress.

3 Environment

Two key commitments were taken to make streaming more sustainable for the environment.

E1 Our first commitment is **to reduce 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. This requires continuous innovation for our solutions to ever improve their energy-efficiency and reduce their energy consumed to use them but also to enable the reduction of equipment needed to run a video streaming service.

Since 2023, we have decided to measure the ratio streaming efficiency Vs energy consumption on our servers (Gbps/Watt).

After measuring the energy consumption with 2 different processors in 2023 (4th gen Intel Xeon Scalable processor) and in 2024 (AMD Zen4 processor), we did not measure it in 2025 and we decided to focus in 2026 on measuring energy consumption on servers available in Broadpeak catalog.

KPI: Energy consumption of Broadpeak solutions

Year	Value	Target
2023	1,21 Gbps/Watt	-
2024	1,25 Gbps/Watt	-
2025	-	-
2026		≥ 1,25 Gbps/Watt

E2 Our second commitment is **to reduce the CO₂ and other GHG emissions due to our activities (our services, our travels, etc.)**.

Taking this commitment very seriously, we have been measuring our CO₂ emissions since 2023, which we chose as our baseline year. These measures are classified into 3 scopes:

- **Scope 1** covers **direct GHG emissions** from sources controlled by Broadpeak and its activities (examples: fuel combustion, leaks of refrigerants...),
⇒ For Broadpeak: fugitive emissions (leaks of refrigerants);
- **Scope 2** covers **indirect GHG emissions** associated with **energy consumption** (examples: electricity consumption, heat or steam consumption...),
⇒ For Broadpeak: purchased electricity (electricity consumption);
- **Scope 3** covers **other indirect GHG emissions** occurring:
 - **Upstream in Broadpeak value chain**,
⇒ For Broadpeak: purchased goods and services, capital goods, fuel and energy-related activities, upstream transportation and distribution, waste generated in operations, business travel, employee commuting, and upstream leased assets;
 - **Downstream in Broadpeak value chain**,
⇒ For Broadpeak: downstream transportation and distribution, and use of sold products.

In 2025, with the support of Orki, an expert company in emission reduction for businesses, we set a target for CO₂e emissions reduction. We are aiming at reducing emissions by -31% by 2030, compared to our baseline year (2023).




- By **-31% for scopes 1 to 3 by 2030**,
- By **-42% for scopes 1 & 2 by 2030**.

To reach that goal, we have designed a customized plan around 6 categories:

Develop greener solutions

- Optimize the energy efficiency of servers sold to customers
- Explore possibilities of infrastructure mutualization for our customers (servers)
- Add refurbished server options to our product offering
- Keep researching and implementing a cloud-based infrastructure for customers
- Keep developing the deployment of multicast

Targeted CO₂e reduction

-1848,3 tCO₂e

-690,2 tCO₂e

-389,6 tCO₂e

-328,5 tCO₂e

-258,8 tCO₂e

-181,2 tCO₂e

Involve customers

- Increase awareness amongst customers so that they source low-carbon electricity
- Urge customers to switch off servers when they are not being used

-599,3 tCO₂e

-392,2 tCO₂e

-207,1 tCO₂e

Involve suppliers

- Add energy efficiency to purchasing criteria for servers dedicated to customers
- Involve service providers in the CSR approach
- Rationalize customer server purchasing
- Optimize the server supply chain
- Limit purchases of (new) IT equipment
- / Increase purchases of reconditioned IT equipment

-475,6 tCO₂e

-207,1 tCO₂e

-151,4 tCO₂e

-112,5 tCO₂e

-2,8 tCO₂e

-1,9 tCO₂e

Involve staff

- Increase staff awareness regarding the reduction of energy consumption in the office
- Reduce air travel
- Reduce air freight
- Strengthen the carpooling system
- Increase awareness among staff members about the climate emergency

-105,5 tCO₂e

-1,1 tCO₂e

-72,8 tCO₂e

-23,3 tCO₂e

-8,3 tCO₂e

-

Improve energy consumption on premises

- Install photovoltaic panels (-0,9 tCO₂e)
- Reduce energy consumption of Broadpeak's servers
- Control indoor office heating (-1°C) / air-conditioning (+1°C) temperatures
- Optimize the use of a cloud-based infrastructure for Broadpeak services

-17,0 tCO₂e

-0,9 tCO₂e

-2,0 tCO₂e

-0,8 tCO₂e

-13,3 tCO₂e

Optimize waste management

- Sustainably manage the end of life of electronic equipment

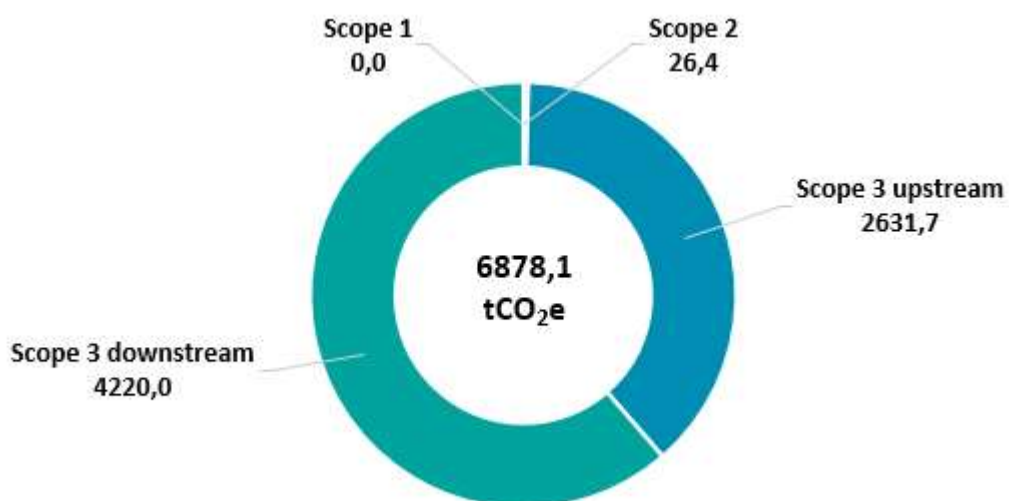
-0,5 tCO₂e

-0,5 tCO₂e

The program was presented to our teams and on Earth Day 2025 (April 23rd) and was made it public on World Environment Day 2025 (June 5th).

Broadpeak's 2025 CO₂ emissions are as follow:

- **6878,1 tCO₂e for scopes 1 to 3 (-29,23% Vs 2023),**
- **26,4 tCO₂e for scopes 1 & 2 (+26,4% Vs 2023).**



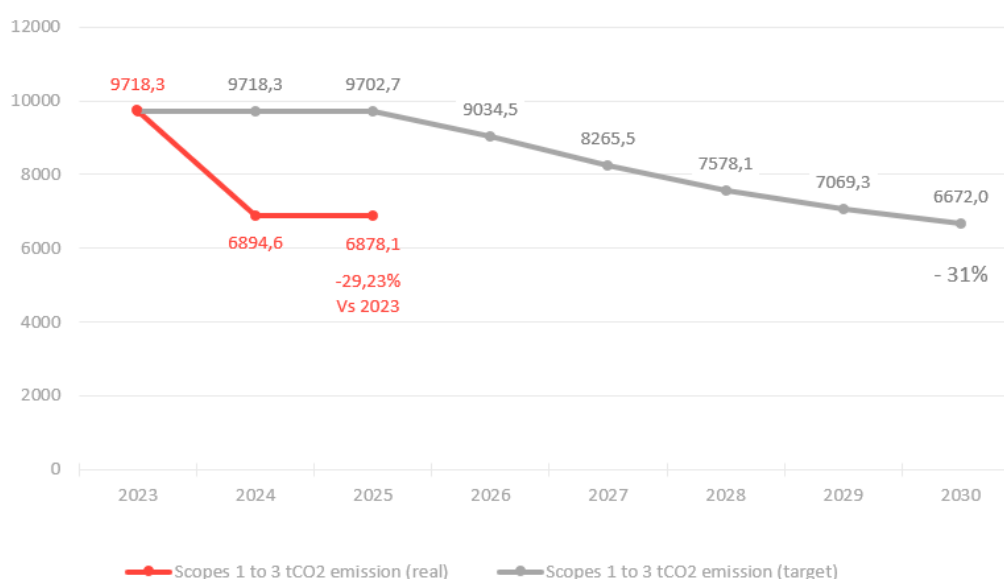
Which is equivalent to:

- Emissions per staff member: 24,39 tCO₂e / staff member (-16,93% Vs 2023),
- Carbon intensity: 0,15 kg CO₂e / € revenue (-37,74% Vs 2023).

KPI: CO₂ emissions (scopes 1 to 3)

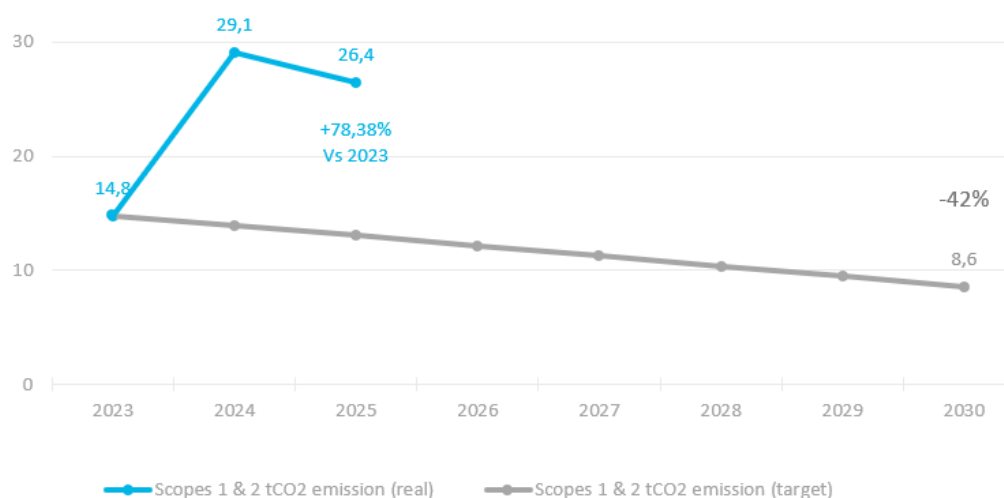
Year	Value	Target
2023	9 718,3 tCO ₂ e	-
2024	6 894,6 tCO ₂ e	≤ 9718,3 tCO ₂ e
2025	6 878,1 tCO ₂ e	≤ 9702,7 tCO ₂ e
2026		≤ 9034,5 tCO ₂ e
2027		≤ 8265,5 tCO ₂ e
2028		≤ 7578,1 tCO ₂ e
2029		≤ 7069,3 tCO ₂ e
2030		≤ 6672,0 tCO ₂ e

For scopes 1 to 3, the progress is as follows:



The carbon footprint remains relatively low in 2025 compared to 2023, in line with the level observed in 2024, despite an increase in purchases of equipment sold to our clients.

For scopes 1 & 2, the progress is as follows:



The sharp increase in CO₂ emissions in 2024 was linked to the relocation of Broadpeak's headquarters, and the consequent increase in office floor space and electricity consumption. The reduction initiated in 2025 is the result of better control of indoor office heating and air-conditioning temperatures, as well as of increased staff awareness regarding the reduction of energy consumption in the office.

Following our CO₂ emission reduction plan, we carried out specific initiatives in 2025:

- ✓ We optimized temperature control in the offices: lowering the maximum **heating temperature** and raising the minimum **cooling temperature**. The temperature continues to be set individually in each office, within the limits defined and managed centrally.
- ✓ In addition to the initiatives already in place to promote **carpooling**, we have established a partnership with BlaBlaCarDaily to make it easier for our teammates to carpool with others who work near our headquarters. 
- ✓ In our continuous efforts to reduce the impact of our travels, we updated our **professional travel policy**, encouraging more eco-friendly transportation and travels.
- ✓ On the occasion of **Digital Cleanup Day** 2025 (March 20th) (www.digitalcleanupday.org), we organized an awareness campaign to highlight IT best practices for more environmental-friendly digital processes.
- ✓ A plogging, the Peak plogging, took place around Broadpeak headquarters, to collect waste in public areas during **World Cleanup Day** 2025 (September 20th) (www.worldcleanupday.org).
- ✓ Our team launched “Mai à vélo” (May by **bike campaign**) challenge, to incentivize more colleagues to cycle to work more often. 

In addition, to strengthen our commitments regarding the environment, and make sure our efforts are aligned within global initiatives, we have decided to we did the following actions in 2025:

- ✓ Submit our target reduction for scopes 1 & 2 (**-42% CO₂e by 2030**) to an independent third-party organization, **Science Based Targets Initiative (SBTi)**. Our plan was approved mid-2025. 
- ✓ Join the **Media Climate Accord**, a global accord from several companies of the media & entertainment industry, to achieve **net-zero emissions by 2040**. This is further proof of our commitment to make the streaming industry globally more environmentally sustainable. 



4 Social

Three commitments guide our actions to provide a safe and inclusive environment, as well as equal opportunities to grow at work.

- S1** Our first commitment is **to offer equal chances to anyone**, whoever they are, wherever they are from, to develop their career.

To do this, we pay special attention to the people we work with, from the recruitment process to the day-to-day support we provide our employees.

We measure our progress via the following KPIs:

- In accordance with French legislation, we measure the gender equality index, which allows us to monitor **equity within our teams** and in particular to assess **salary equality between women and men**;

KPI: Gender equality index

Year	Value	Target
2019	71%	-
2020	75%	-
2021	82%	-
2022	89%	-
2023	82%	-
2024	85%	-
2025	85%	-
2026		≥ 85%

- We also ensure that our employees receive **training** throughout their careers, in order **to increase their knowledge and skills, provide them with new up-to-date tools, and foster their professional development**.

KPI: Average number of hours of training per employee

Year	Value	Target
2022	13,05 hours	-
2023	8,07 hours	-
2024	5,00 hours	-
2025	4,01 hours	-
2026		≥ 7 hours

S2 Our next commitment is **to develop a safe work environment** where anyone can feel confident to express themselves, share ideas and feedback.

At Broadpeak, we have deployed governance bodies that allow direct communication and regular interactions, with all staff members. Amongst the opportunities for feedback and conversations, we have developed: team meetings, steering committees and staff meetings.

In 2025, we also introduced a suggestion box that allows anyone to submit a suggestion for improvement or any other idea, anonymously or not, on any topic.

KPI: Number of suggestions issued

Year	Value	Target
2025	5 suggestions	-
2026		> 12

S3 Our third commitment is **to contribute to programs to bring more equity and inclusion** in the digital world.

For many years, Broadpeak has been involved in several initiatives that promote greater inclusivity and equity in the workplace. In 2025, we continue supporting some of the organizations that we believe have a positive impact in our local communities:

- ✓ We partnered with the **FACE Foundation**, an organization dedicated to inclusion, as part of the **Wi-Filles program**, which aims to support young women to start their career in the digital world.



- ✓ Several of our team members led **sessions at high school**, to raise awareness among young women and promote careers in the digital world.
- ✓ We hosted groups of students through **observation placements**, always with the goal of raising awareness about the various careers available within the digital world.

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

Year	Value	Target
2023	4 actions	-
2024	3 actions	-
2025	3 actions	-
2026		≥ 4 actions

We also carried out specific initiatives to strengthen ties with the local community:

- ✓ 2 **blood donation days** were organized in Broadpeak headquarters and opened to anyone, supporting the local hospitals and health centers.
- ✓ As mentioned earlier, during “Mai à vélo” Broadpeak challenge (May by **bike campaign**), **workshops** were held for our team to learn about bicycle maintenance and repair, extending the life of their vehicle. The trainings were taught by local partners and small businesses.
- ✓ We hosted a **Christmas market** at our premises to simplify our employees’ holiday shopping. We invited local designers, producers and craftmakers to offer more sustainable gift options, while supporting our local ecosystem and communities.



5 Governance

Three commitments were taken to engage all our stakeholders in our CSR approach.

- G1** Our first commitment is **to always do business responsibly and in an ethical manner**, complying with local and international rules.

To fulfill this commitment, we rely not only on our employees but also on our stakeholders:

- We ensure that everyone, not only our staff members but also external stakeholders, is aware of CSR good practices:

**KPI: % of staff members trained in CSR good practices
(obligations, ethics, right to alert...)**

Year	Value	Target
2023	70,60%	-
2024	68,28%	-
2025	94,51%	-
2026		100,00%

**KPI: % of external people trained in CSR good practices
(obligations, ethics, right to alert...)**

Year	Value	Target
2023	85,71%	-
2024	85,00%	-
2025	88,64%	-
2026		100,00%

In 2025, we trained our administrators and our insiders in CSR practices.

- We also ensure that our suppliers are committed to CSR practices:

KPI: % of suppliers involved in a CSR approach

Year	Value	Target
2023	26,02%	-
2024	35,29%	-
2025	28,80%	-
2026		> 60%

G2 Our second commitment is **to consider our global ecosystem when taking decisions**.

We always keep the ultimate need in mind when outsourcing. Therefore, whenever possible, we choose suppliers who are geographically close to our customers or to our own operations.

**KPI: % of suppliers from the local geographic area
(local purchase)**

Year	Value	Target
2023	79,08%	-
2024	80,20%	-
2025	62,83%	-
2026		> 80%

G3 Another commitment is **to build long-term relationships with all**, and to provide and listen to feedback to continuously improve processes and relationships.

These long-term relationships involve our employees and are measured by our employee turnover rate:

KPI: % of turnover

Year	Value	Target
2021	23,04% (*)	-
2022	20,65% (*)	-
2023	9,17%	-
2024	8,60%	-
2025	7,56%	-
2026		Between 5% & 10%

(*) High turnover rate, linked to a large number of hires in 2021 and 2022.

We also measure our stakeholder Net Promoter Score (NPS).

**KPI: Stakeholder satisfaction measurement
(Net Promoter Score)**

Year	Value	Target
2023	93	-
2024	-	-
2025	69	-
2026		> 70

In 2023, we measured the NPS from staff members. In 2025, we focused on customers.

Since 2017, our CSR performance has been assessed by EcoVadis, an independent third-party organization.



EcoVadis reviews the data collected and provides a documented CSR assessment. Its methodology is based on international CSR standards such as the Global Reporting Initiative (GRI), the United Nations Global Compact and the ISO 26000.

The EcoVadis assessment is divided into the following areas:

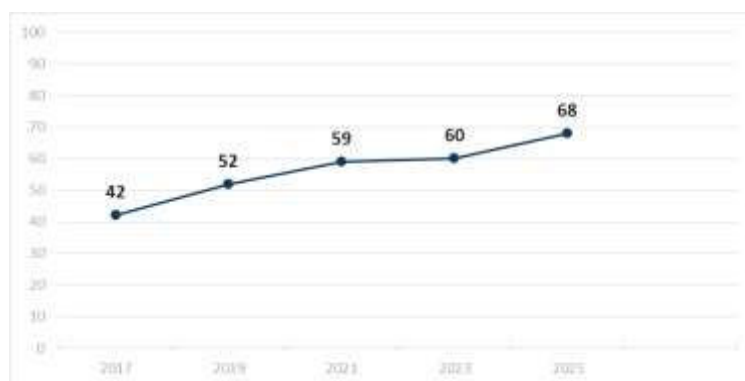
- Environment
- Labor & human rights
- Ethics
- Sustainable procurement



In 2025, Broadpeak received the **bronze medal** in recognition of its CSR performance.



With an overall score of **68/100**, Broadpeak is among the top 35% of all companies assessed by EcoVadis over the past year, and has once again improved its overall EcoVadis score.



This recognition confirms the progress made across our CSR approach while highlighting the need to continue strengthening our practices, particularly in areas where stakeholder expectations and international standards continue to evolve.

6 Looking Ahead

In 2025, Broadpeak continued to translate its CSR commitments into concrete actions across the environmental, social and governance pillars. The progress achieved this year confirms that sustainability is becoming an increasingly integral part of the way we design our solutions, work with our teams, engage with our customers and suppliers, and contribute to our local ecosystems.

The results presented in this report show encouraging progress, particularly in reducing our overall carbon footprint compared with the 2023 baseline, strengthening initiatives that support inclusion and local communities, and continuing to deploy responsible business practices. They also highlight the areas where continued effort will be needed, especially to achieve our 2030 climate objectives and further improve the impact of our activities throughout our value chain.

Looking ahead, Broadpeak will continue to build on the actions initiated in 2025. We will also keep improving our CSR monitoring framework, including by further refining our KPIs to make them even more relevant, meaningful, and actionable. By monitoring our progress closely and working collectively with all stakeholders, we aim to make our CSR commitments a long-term driver of performance, trust and positive impact.

