

THE 2023 ESG REPORT

SUSTAINING TOMORROW, TODAY

TOFANE



EXECUTIVE SUMMARY

TOFANE GLOBAL ESG REPORT 2023

Tofane Global is committed to “Sustaining Tomorrow, Today.”

This executive summary provides an overview of our progress in the areas of Environmental, Social, and Governance (ESG) during 2023.

The report demonstrates our diligence in reducing our environmental footprint, fostering a diverse and inclusive workplace, enhancing governance practices, and contributing to the betterment of the communities in which we operate. You will also find our strategic goals, initiatives, and the metrics we use to measure our progress.

We remain dedicated to our mission and are working towards even more ambitious ESG goals for the coming year. We value the trust and support of our stakeholders and pledge to continue our journey towards a more sustainable and responsible future.

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LETTER FROM LEADERSHIP

This report is a testament to our commitment to “Sustaining Tomorrow, Today.”

It is a transparent account of our journey, outlining the efforts and progress we’ve made in aligning our business with the principles of sustainability. It’s a reflection of the values that drive us, and the responsibility we shoulder as a global corporate citizen.

Within these pages, you will find an overview of our performance across the environmental, social, and governance dimensions. We aim to provide a comprehensive view of our efforts, milestones achieved, challenges encountered, and the steps we have taken to overcome them. Our goal is not only to meet our stakeholders’ expectations but to surpass them, setting new standards for responsible corporate behavior.

Thank you for joining us on this journey toward a more sustainable and promising future.



Alexandre Pébereau
CEO & Founder, Tofane Global
CEO, iBASIS

Tofane Global is a group specialized in international communications services and digital platforms. The parent company of iBASIS, Tofane is focused on driving growth and innovation in messaging, voice, mobile, IoT, security, and cloud technologies.

Targeting in each key domain is determined by the complementarity of new technologies and expert teams on a global scale. This strategy enables Tofane to deliver increased effects of scale that optimize the performance of its customers.

This report provides a comprehensive account of our Environmental, Social, and Governance (ESG) initiatives, performance, and impact during the 2023 Fiscal Year. It serves as a transparent and accountable communication tool, enabling our stakeholders to assess our commitment to sustainability and responsible business practices.

Our success depends on our efforts in the pursuit of the collective goals of improving our organizational equity, sustainability, and governance. Recognizing this, we aim to implement programs that align these interests and empower employees to make positive contributions.

While there are always new goals to be set, initiatives to launch, and programs to introduce, I am proud of our accomplishments and that we share this mission as a company ethos.



Paul Heilbronner
Executive Vice President
Group Human Resources & ESG



United Nations
Global Compact

We are proud to be a Member of the United Nations Global Compact Program, committing ourselves to meet fundamental responsibilities in four areas: human rights, labor, environment, and anti-corruption.





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ENVIRONMENTAL PERFORMANCE



Tofane Global strives to implement eco-friendly practices and drive efforts to minimize our environmental impact and contribute to a healthier planet.



Energy Consumption

Efficiently managing energy consumption is a key priority, and we are actively tracking it in our data centers to identify opportunities for improvement. One initiative involves energy optimization by slightly increasing the temperature in a specific data center, which will contribute to energy savings without compromising performance or equipment integrity.

In another, we are implementing presence detectors in offices to automatically turn off lights when spaces are unoccupied – a simple yet effective measure to reduce electricity usage and promote responsible energy management across our facilities.



Carbon Emissions

Tofane Global's calculated carbon footprint across Scope 1, 2, and 3 totals 1,800 tons of equivalent CO2 emissions.

To offset this environmental impact, we've taken proactive steps by funding two crucial projects: in Indonesia, we're supporting reforestation efforts to capture and store carbon, while in Brazil we're contributing to the creation of a factory that generates electricity from landfill gas, turning waste into a sustainable energy source. We're also closely monitoring and tracking professional travels to minimize our carbon footprint further.



Waste Management

Waste management is an integral facet of our corporate responsibility. We've implemented a waste sorting initiative in all our offices, encouraging the responsible disposal of recyclables and waste materials.

We have also donated old laptops to charitable organizations, thus minimizing waste and extending the life of the devices, as well as giving back to and supporting our community.

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SOCIAL PERFORMANCE

Our corporate social responsibility goals are anchored in fostering community, well-being, and inclusivity for our nearly 400 employees globally.



Impact Day

iBASIS introduced IMPACT DAY as a way to give back to the communities in which we do business around the world.

We organized and participated in activities such as a blood donation drive, building beds for children, filling backpacks for veterans, working at local food pantries, supporting biodiversity efforts, in a woodshop for people with learning disabilities and autism, and teaching children at an orphanage about natural farming.

- ➔ Built a house in Lexington with Habitat for Humanity
- ➔ Emergency Care training in France
- ➔ Food bank and dinner with the elderly in The Netherlands
- ➔ Reforestation in Lebanon
- ➔ School activities and blood donation in India
- ➔ Make a Wish in Portugal
- ➔ Food distribution for underprivileged communities in Miami



International Women's Day

Every year, we mark International Women's Day by celebrating the achievements of several outstanding women from our company, underscoring our dedication to recognizing and promoting gender diversity as well as fostering a diverse and inclusive work environment.

Additionally, the iBASIS community nominated over 70 female employees who demonstrate a commitment to equity and inclusion for the iBASIS Women's Day Awards. Recipients were team members who consistently exemplify these qualities in our organization.

Offices supported local organizations through outreach activities ranging from donating books and basic hygienic items for mothers and babies to women's shelters, monetary donations, participating in employment interview and resume workshops.



New Employee Onboarding

"101 Training" for newcomers offers a comprehensive one-week training program on iBASIS, with active participation from management. Training videos are shared on the iAccelerate platform, and "Connect & Learn" sessions provide mandatory training on security, GDPR, and our Code of Conduct, among other content.

We've provided access to over 16,000 courses via LinkedIn Learning, and ensure continued success and development with biannual appraisal meetings.



Workforce Diversity and Inclusion

Promoting workforce diversity and inclusion is a fundamental aspect of our corporate values. Currently, 33% of our workforce is comprised of women, reflecting our commitment to gender equity. Our recruitment policy ensures at least one woman is included in every shortlist, fostering a more inclusive hiring process.

Operating in 27 countries with a diverse workforce representing over 35 different nationalities, we celebrate this global perspective.



Internships

We actively support diversity through internship programs internationally, in collaboration with the VIE program from the French government.

This initiative provides opportunities for individuals from disparate backgrounds to gain valuable experience within our organization.



Hybrid Working

We have adopted a hybrid way of working, with a minimum of two days in the office to ensure a safe and flexible work environment. The addition of live plants throughout our offices promotes better air quality, overall employee wellbeing, and an enhanced aesthetic.

Prioritizing the safety of our employees, we deliver Emergency Care training in Paris as well as Anti-Stress Training in support of mental health.

SOCIAL PERFORMANCE

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Mental Health Day

In observance of Mental Health Day, global locations organized myriad activities. In the United States, a Wellness Fair and meditation sessions were held, while in France activities included Relaxation and Sophrology.

Portugal hosted massages and workshops, while India featured yoga sessions. These initiatives aimed to promote mental well-being and provide varied avenues for relaxation and self-care.



Engagement Survey

Our third, company-wide engagement survey was conducted in November 2023, with a commendable 86% participation rate. Notably, the engagement rate surged to 71%, a significant increase from the 65% achieved in 2022.

The survey comprises a comprehensive set of 57 questions, with employee satisfaction calculated based on responses. These insights guide strategic initiatives to enhance overall workplace satisfaction and collaboration.



Digital & Physical Clean Up Day

On our Digital & Physical Clean-Up Day, employees were encouraged to declutter their desks and delete outdated files from their computers. The initiatives extended to cleaning the archives room to optimize space utilization.

Removing obsolete files provides the benefits of freeing up space on data centers and also contributing to an organized and efficient work environment.



Charitable Contributions

Various events are organized throughout the year under our Charitable Contributions group. One noteworthy initiative involves supporting the Merrimack Food Bank in Lexington, where we assemble and donate Thanksgiving food baskets to those in need.

Additionally, Tofane supports future leaders in telecommunications through donations to the scholarship foundation of the ESCP Business School scholarship foundation in Paris, France.



Learning & Development

Bi-weekly Connect & Learn sessions cover diverse topics to enhance employees' understanding of our products and solutions, while specialized management training sessions are organized for managers to foster leadership skills and effective team management.

High-potential employees (HIPOs) also benefit from tailored training programs designed to accelerate their professional growth within the organization.

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GOVERNANCE

Our governance practices are designed to ensure transparency and accountability.

We maintain a robust governance structure, holding monthly meetings with the Supervisory Board to align our strategic decisions with the highest standards of oversight.

Additionally, we hold quarterly meetings that include all employees, fostering open communication and engagement across our organization.



Board of Directors

Our Board of Directors is comprised of five Members, one of whom is an independent director, emphasizing the importance of diverse and unbiased perspectives in our decision-making processes.



Ethics

Ethics and compliance are central to our operations. Every new employee signs our Code of Conduct, Anti-Bribery, and GDPR policies in addition to their mandatory training sessions in these areas, reinforcing our commitment to ethical business practices and data privacy.



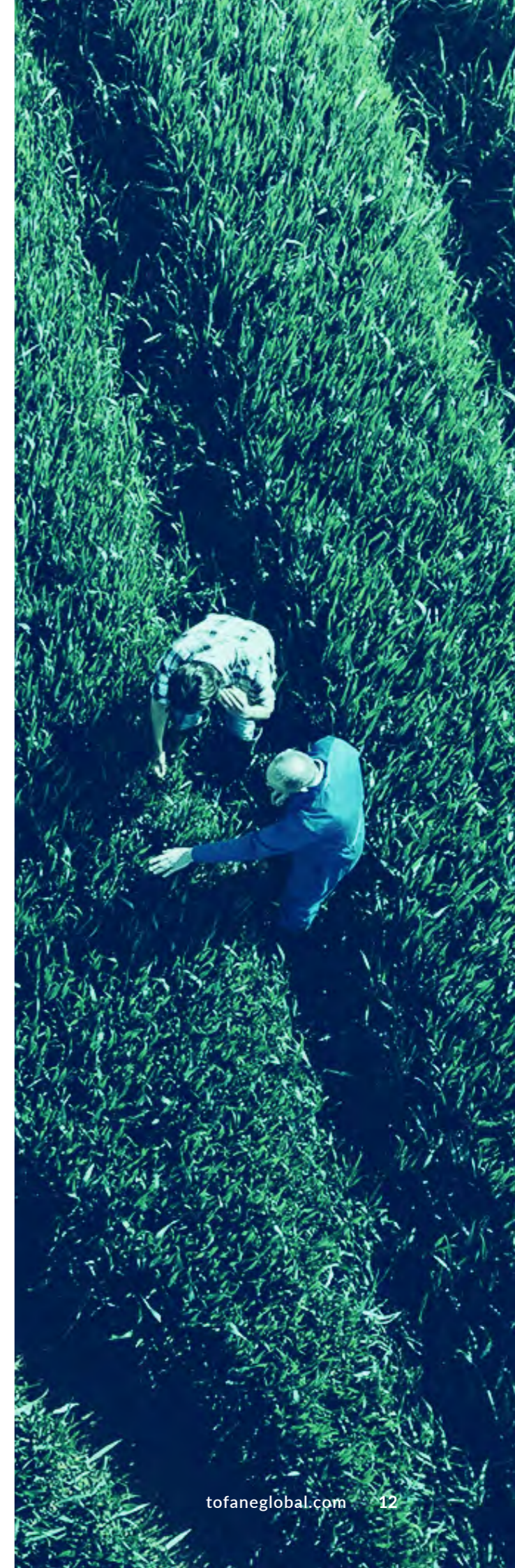
Profit Sharing

Profit sharing is a key component of our corporate strategy. We actively engage our employees by granting them phantom shares, allowing them to share in the added value created by the company. This approach not only aligns their interests with the company's success but also promotes a shared responsibility in safeguarding our future.



Remuneration Committee

Comprised of two board members and two members from the Executive committee, whose primary responsibility is to formulate board recommendations regarding compensation packages for the CEO and executives. This ensures a comprehensive and transparent process in determining compensation structures, aligning with our dedication to effective Governance.



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We believe that having strong sustainability metrics will make us more resilient and create added value as both an employer and partner.

PERFORMANCE METRICS & DATA

Improving our sustainability performance as an organization has become an increasingly important part of our approach to making business decisions.



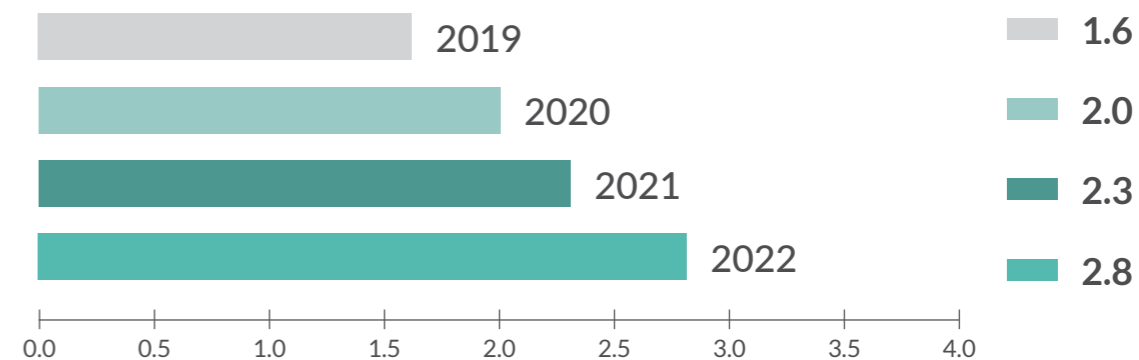
Valuing Accountability

By reaffirming our support of the Ten Principles of the UN Global Compact in the areas of Human Rights, Labour, Environment, and Anti-Corruption, we hold ourselves accountable to integrating them into our business strategy, culture, and daily operations.

Tofane Global believes strongly in not only upholding our basic responsibilities to people and our planet, but also setting the stage for long-term success by creating a professional environment deeply rooted in respect, trust, and equity.

Progression Chart

ACA Nexia, an external audit, assesses our performance every year on behalf of our shareholders. Each item is rated from 0 (no actions in the past two years) to 4 (many coherent actions whose results are measured with indicators and communicated to stakeholders) and weighted depending on the level of importance.



ACA Nexia, an external audit, assesses our performance every year on behalf of our shareholders.



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LOOKING TO THE FUTURE

As we chart our course into the future, our commitment to Environmental, Social, and Governance goals remains steadfast and resolute.

With a clear vision in mind, our targets include both maintaining our current ESG assessment at 2.8 and ambitiously striving for a 3 rating.

This commitment is deeply ingrained in our corporate ethos, led by a CEO who actively champions ESG principles.

ESG is not merely a checkbox but a recurrent focal point during executive discussions and engagements with shareholders. By embracing regular dialogue and collaboration, we aim to propel our organization forward, striving not just to meet but to exceed our ESG objectives for a sustainable and socially responsible future.



Alexandre Pébereau
CEO & Founder, Tofane Global
CEO, iBASIS



Roland Haidner
Group CFO



Patrick George
Executive Vice President
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Nicolas Barret
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Executive Vice President
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Paul Heilbronner
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Group Human Resources
& ESG

