
THE ESSENTIALS 2024
WE ARE MAKERS
ACOME

Our values: commitment, excellence, respect, solidarity

The Scop (cooperative and participative company) status specific to the parent company in France instils cooperative values throughout the group. They are the foundation of a common, shared vision.

Our purpose

Our mission as a responsible industry leader is to provide sustainable network development solutions.
We strive to guarantee the businesses long-term durability by adopting fundamental cooperative values.

Our ambition

To be an innovating international industrial group, a benchmark for automotive, telecom and construction industry networks.

WE ARE MAKERS

Key numbers

ACOME is a French industrial group specialising in high-tech cables and components for automotive, data and telecom networks.

€558m
turnover, of which
61% exports

on 31 December 2023

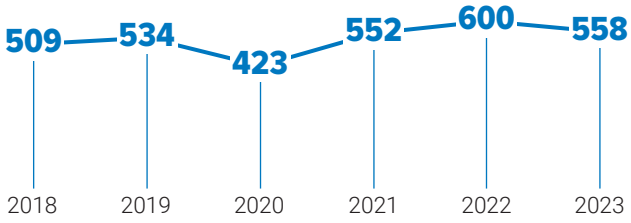
1,700
employees

(average workforce pro-rated on 31 December 2023)

Women **23%**

Men **77%**

Turnover (€m)
on 31 December 2023

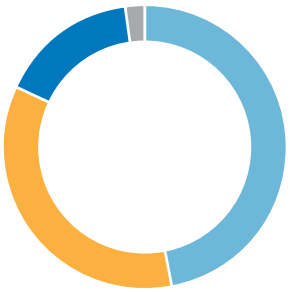


€100m
investments

scheduled between 2021 and 2025, of which **€18.5m** in 2023

14
plants and sales offices in **7** countries

Breakdown of consolidated turnover by activity



Automotive **47%**

Telecom and rail network infrastructure **35%**

Communications networks in buildings **16%**

Other **2%**

€24m
Group gross operating result

A global presence on 4 continents

AN INDUSTRIAL CRADLE in France (Romagny-Fontenay, Manche) and industrial and commercial development as close as possible to its major clients.

Europe

France, Italy, Germany, Denmark, United Kingdom

1,242 employees
of which **1,169** in France
8 plants
5 sales offices
1 Group R&T centre of expertise
3 tech centres
5 logistics platforms

74%
of the workforce

Asia

China

13%
of the workforce

230 employees
3 plants
1 sales office
1 tech centre

Africa

Morocco

7%
of the workforce

120 employees
1 plant
2 logistics platforms

America

USA, Brazil

6%
of the workforce

108 employees
2 plant
3 logistics platforms

Activities

Automotive

A high-tech cable specialist, ACOME delivers solutions for electric, hybrid, connected and driverless vehicles.

Telecom and network infrastructure

Leading provider of telecom infrastructure delivering very high-speed broadband solutions in France and for export.

Construction and transport

Smart city
Telecom infrastructure designed to support the growth of smart, sustainable, scalable cities.

Smart buildings
An innovating range of cables and solutions to make buildings more connected, cost effective, and scalable.

Railway signalling
Quality signalling cables to guarantee rail transport safety and efficiency.

Transforming stations
Supplier of power and control cables for transformer and energy transport stations, as well as underground fibre cables for energy management.

Bringing value to our different markets

Jacques de Heere
Chief Executive Officer

Frédéric Briand
Delegate Managing Director

WE ARE CONNECTION MAKERS

How would you sum up 2023, and what's your approach to 2024?

Jacques de Heere : We have made turning around our economic performance which suffered during the previous financial year a priority.
It's the best way of safeguarding the future, and regaining the capacity to invest to innovate
and grow.

Frédéric Briand : We have a strategy that's based on accelerating innovation, transforming the automotive division to successfully position ourselves on the new-energy vehicle market, and continuing the internationalisation of our telecom business.

WE ARE INNOVATION MAKERS

How are ACOME's activities doing?

J. de H. : One of the highlights is certainly the increase in parent company exports and in the Group's share of international business. Thus, in 2023, the telecom business had already achieved the export targets we had set ourselves for 2025.

That's an undeniable success which proves that our innovations and commercial roll-out are winning over our European neighbours. The acquisition plan we signed with Lynddahl Telecom, a Danish micro-duct specialist, will contribute to building on that momentum. We want to take advantage of this merger to maximise the synergies between our three entities (ACOME, Lynddahl Telecom and Idea Optical) and position ACOME Group as the European leader in passive telecom infrastructure components.

F. B. : We have had great success with strategic platforms for German manufacturers in the automotive sector. It's the reward for the considerable investments that ACOME has made over the last few years in R&D, product development, and especially in power cables, industrial capacity as well as in commercial development.
Attentive to our customers, our busbar project to connect batteries, and the development of recycled/recyclable materials such as PET, takes us to the cutting edge of innovation. These innovations have been very well received by the market, confirming our position as a leading partner.

> « We have the capacity to build for the medium and long term. Which explains why we can position ourselves as a benchmark supplier.
>
> **Jacques de Heere**

J. de H. : In the building sector, ACOME is a cabling leader in France and is very well positioned in Germany. For that, we rely on our long-standing partnership with the two world leaders in electrical distribution – Sonepar and Rexel – for whom we are a key supplier.
In the rail signalling and electricity distribution station control and command sectors, major infrastructure projects in France (Grand Paris / Smart Grid) are also very promising for a company which, like ACOME, cultivates 'Made in France'.

WE ARE TRANSITION MAKERS

In 2023, you defined your environmental and energy transition plan. What does it involve?

J. de H. : Our status as a Scop, which is the hallmark of a company that is responsible in human and social terms, means that we are very clear about these major issues, especially the climate.
As a responsible manufacturer we produce low-carbon solutions to both support our customers environmental and sustainability goals and to make sure we meet our science-based emissions reduction targets (SBTi) by 2050.

F. B. : Our approach covers both products (with R&D focused on the recycling and recyclability of metals and plastics) and plants.
The Mortain site is the first for which a carbon footprint calculation has been carried out, marking the start of our commitment to more sustainable operations. The strategy to reduce the impact of our activities on the three scopes and the resulting action plan have been submitted to the SBTi, Scopes 1. The plan will be rolled out to other industrial sites over the coming months.

WE ARE INDUSTRY MAKERS

What are ACOME's strengths to tackle future transitions?

J. de H. : ACOME relies on its parent company's cooperative status and is built on extremely sound fundamentals. We have a very clear strategic roadmap, and are positioned in high potential, evolving markets.

We have modern, high-performance production facilities on four continents from which we produce millions of miles of cables and connectivity equipment to support our customers' growth. ACOME is renowned for its innovative solutions and quality of service. These are guarantees of longevity.

F. B. : Technologically and industrially, we have the resources to match our ambitions. ACOME has hugely invested in its world-class industrial facilities. We have a strong R&D team that works on subjects as diverse as material science, product development, processes, services, data analysis and artificial intelligence. On a human level, the ACOME Group relies on committed, supportive employees who share the same values in France, Europe, Morocco, China and Denmark. It's a great strength!

J. de H. : The cable sector is a long-term industry. ACOME's main strength is its ability to build for the medium and long term thanks to its company values, its corporate equity, and a strategy focused on the medium and long term to support its markets. That's why we position ourselves as an industry thought leader. Our customers know they can rely on us. ●

WE ARE MAKERS

> « Technologically and industrially, we have the resources to match our ambitions.
>
> **Frédéric Briand**

Innovation at the service of ecological transition

SOLVING environmental challenges, fighting climate change and supporting the digitisation of the economy: ACOME is at the heart of these multiple transitions through the diversity of its activities. Driven as a Scop by a human and social approach to its business, ACOME has defined its energy and environmental transition plan. It is based on a clear vision: clean, useful production, and empowerment.

ACOME has defined its decarbonisation strategy around two complementary and inseparable approaches: the reduction of the carbon emissions of its industrial sites and activities, and a product approach aimed at avoiding carbon emissions. Through this Environmental and Energy Transition (EET) programme which is part of the ACOME 2025 strategic plan, the Group is committed to contributing to global carbon neutrality by 2050.

Carbon footprint of the Mortain industrial site in 2022, for CO_2

188 kt

Carbon footprint

ACOME regularly measures and analyses the carbon footprint of its operations encompassing all direct and indirect emissions (scopes 1, 2 and 3) in France and for the Group.
The first assessment was completed in 2023 for 2022 data, and the measurements are planned annually.

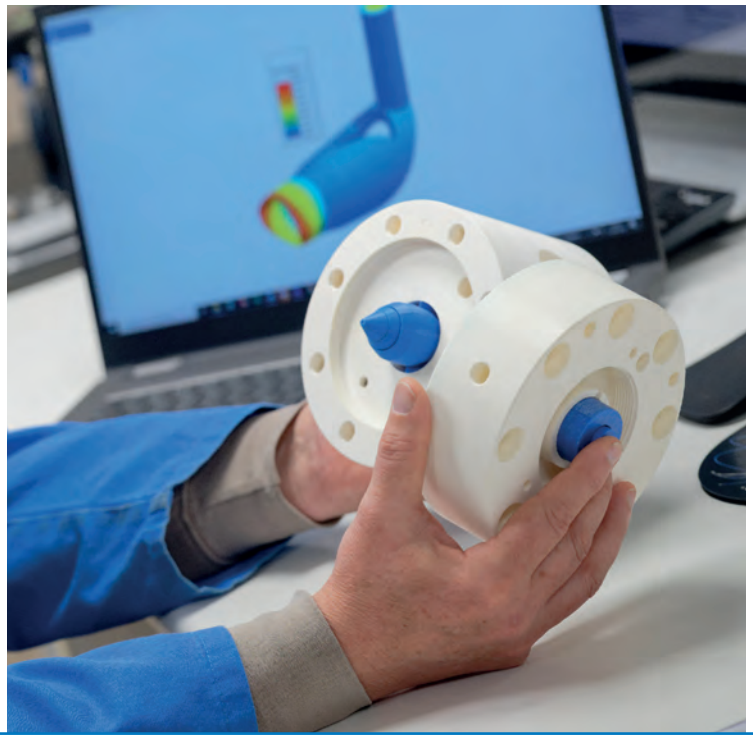
Reducing the impact of the Group's industrial activities

The first step of this plan was kicked off at the Mortain industrial site using a methodology recognised by Ademe (ACT step by step). The carbon footprint of the 50-hectare multi-plant site in France was assessed in 2022 for all three scopes. This trajectory aims to reduce carbon emissions in line with the 1.5°C target for scopes 1 and 2 set by the Paris Agreement (i.e. a 42% reduction by 2030) and below 2°C for scope 3.
It was submitted to Science Based Target (SBTi) in December 2023 with validation expected in the first half of 2024.

The approach has also been kicked off at the Group's various sites. Idea Optical (France) completed its first carbon footprint assessment in April 2024 and is now defining its own transition plan. Our international subsidiaries are also strongly committed to the energy transition.
Acome Do Brasil's commitments, powered entirely by renewable energy, have been recognised by the State of Paraná since 2019.
Since its creation, the Tangiers plant has been equipped with solar panels and state-of-the-art production tools.
In addition to greening its production, ACOME is committed to lowering emission logistics. In France, QR-Drum has been tested in live conditions.
Other avenues are being explored to design the container of the future.
They use recycled plastics, which are lighter than traditional wooden reel.
The ultimate solution was to find the packaging that would eliminate reels.
Less material and less transported means lower CO_2 emissions.

Digital transformation : a challenge for environnemental transition

Both businesses and consumers benefit from very high-speed broadband and mobile infrastructures, and are fast expanding their use of digital technology, through 4K and 8K video, the Internet of Things (IoT), 5G and artificial intelligence.
The environmental impact of digital technology is currently estimated at around 4% of global CO2 emissions.
Data traffic is set to increase sixfold between now and 2030.
Now, this digitisation is not without an impact on the environment: increased energy consumption, greater use of metal and mineral resources and an acceleration in carbon emissions.
On the other hand, digital technology is a powerful lever for the decarbonisation of industry. According to SBTi, it could reduce the carbon footprint of industrial activities by up to 15%.
For ACOME, bringing less carbon-intensive products to market is an essential strategy. To guarantee the long-term survival of its telecom activities, ACOME, a member of the FTTH Council's board of directors and co-leader of a European study, has made it possible to measure the carbon emissions associated with the construction and operation of an FTTH line. It reveals that the fibre sector accounts for 1% of industrial carbon emissions in Europe.



Supporting customers in achieving their own decarbonisation objectives

Making it possible for its customers to reduce their carbon footprint is a major concern for ACOME.
Committed to PEP Ecopasseport® since its foundation, the Group has made eco-design a sustainable value.
Through the EET programme, ACOME is stepping up its focus on innovation in materials, products and services.

Metal and plastic recyclability and recycling are at the heart of R&D

Responsible for 80% of a cable's CO2 emissions, copper is also infinitely recyclable. ACOME's research is aimed at establishing what levels of recycled copper are compatible with its own processes, those of its customers and those of manufacturers.

For telecom and private networks, ACOME is working on the fibres of the future which could be multicore (by multiplying the number of cores in the fibre, the size is reduced almost proportionally) but also, in the longer term, on hollow core fibre.
Concerning plastics, ACOME has identified rPET (recycled polyethylene terephthalate) as the solution to achieving its decarbonisation ambitions, as well as an innovating and ecological response to its needs.

New products to support the automotive transition

To support the development of tomorrow's cars - electric, driverless and connected - ACOME is developing new electricity transport cables adapted to low and high voltages.
They are using new materials (such as XLPE, an alternative to silicone), new structures and new processes.
Twin Skin, with its double skin system for improved heat dissipation and a smaller cross-section for equivalent performance, uses less copper and has less impact on the environment.
Wire wrapping is also an alternative to braids for electromagnetic shielding.
It makes it possible to produce more flexible and lightweight cable.

80%

of a cable's CO_2 emissions come from the coppe

Another advantage for the car industry's environmental transition:
the busbar. This rigid aluminium or copper bar, which would especially replace load cables, is currently being studied by ACOME's R&D department.
These three innovations will allow ACOME to cover the short- and medium-term automotive transition to electric vehicles.
Another technological development anticipated by ACOME is the move towards 48 volts for instrumentation networks.
Requiring less current, these new cables will have a reduced cross-section.

Acting on our ecosystem to better raise awareness

ACOME is a key decarbonisation player in its ecosystem. Group representatives sit on national (PEP Ecopasseport®, Sycabel, FIEEC, FIEV, AFQP), European (Europacable, Sustainability Leadership Team) and international (FTTH Council) bodies.
ACOME is especially actively lobbying for the adoption at European level of the life cycle analysis standard promoted by PEP Ecopasseport®. ●

ACOME 5G Lab: a full-scale lab for industry 4.0

At its flagship Mortain site, ACOME is experimenting with private industrial 5G applications. Supported by France 2030 and in partnership with Alsatis, ACOME has deployed 5G infrastructure to test innovations to improve industrial and environmental performance. Among the six use cases: connected spectacles allowing maintenance staff to benefit from remote expertise, a 5G camera with edge computing data processing, and a stand-alone robot that uses the power of the 5G connection to move around the pilot workshop. Furthermore, the use of discrete sensors connected to this private 5G network means that electricity consumption can be reduced for example.

FRANCE 2030

AUTOMOTIVE

Our growth drivers: high voltage and data cables

Stéphane Samson, Head of the Automotive Division

ACOME has an industrial and commercial presence in the world's major markets. How are you approaching the major changes in the automotive industry?

After three years of disruption to supply and production chains, 2023 marked a return to the possibility of scheduling. Vehicle sales have picked up again, which is positive for ACOME.
The inevitable transition to electric vehicles is leading to the emergence of new manufacturers, particularly in China which dominates the local and international markets.
This fast-paced electrification raises very real operational issues, particularly in terms of batteries, but also in terms of cables, the availability of copper, the suitability of aluminium and, more generally, the recyclability of materials.

What is your strategy to conquer these new platforms?

Our ambition is to strengthen our position as the partner of choice for major brands and their equipment manufacturers. We are putting all our capacity for innovation and industrialisation at the service of segments developing power inside vehicles, both in France and in China. We have strong growth in High Voltage and Low Voltage, while reaffirming our positions in single conductors. On the EMEA platform, the complementary nature of our industrial site in Mortain and our Moroccan plant means that we can cover all those needs. Our marketing is structured and our sales force is sharp. ACOME HV cables are used on the electric platforms of three major German manufacturers, and we are working on future platforms for hybrid cars and electric light commercial vehicles for French manufacturers.

Cables are key components in the architecture of electric and connected cars. How are you addressing weight reduction and environmental factors?

Behind the need to lighten the weight, there is the twin issue of decarbonisation and cost.
A lighter cable is more valuable to manufacturers. That's what R&D and innovation at ACOME have been all about for several years, both in terms of materials, with work on recycled copper and aluminium, and in terms of insulation, with XLPE or recycled PET, or changing cable structure, as with Twin Skin.
And connected vehicles mean data cables. In 2024, we will be launching our first data transmission cables adapted to the highly specific automotive environment. ●

« We are investing in innovation and industrial resources to reaffirm our position as a leading automotive industry player.

Complementary sites: a high-value strategy

Mortain, Tangiers, Wuhan, Irati: four industrial sites with a common focus that allows ACOME to meet the needs of global customers. This strategy, which has been implemented over the years, is particularly relevant at a time when the automotive industry is undergoing a major shift towards electrification.

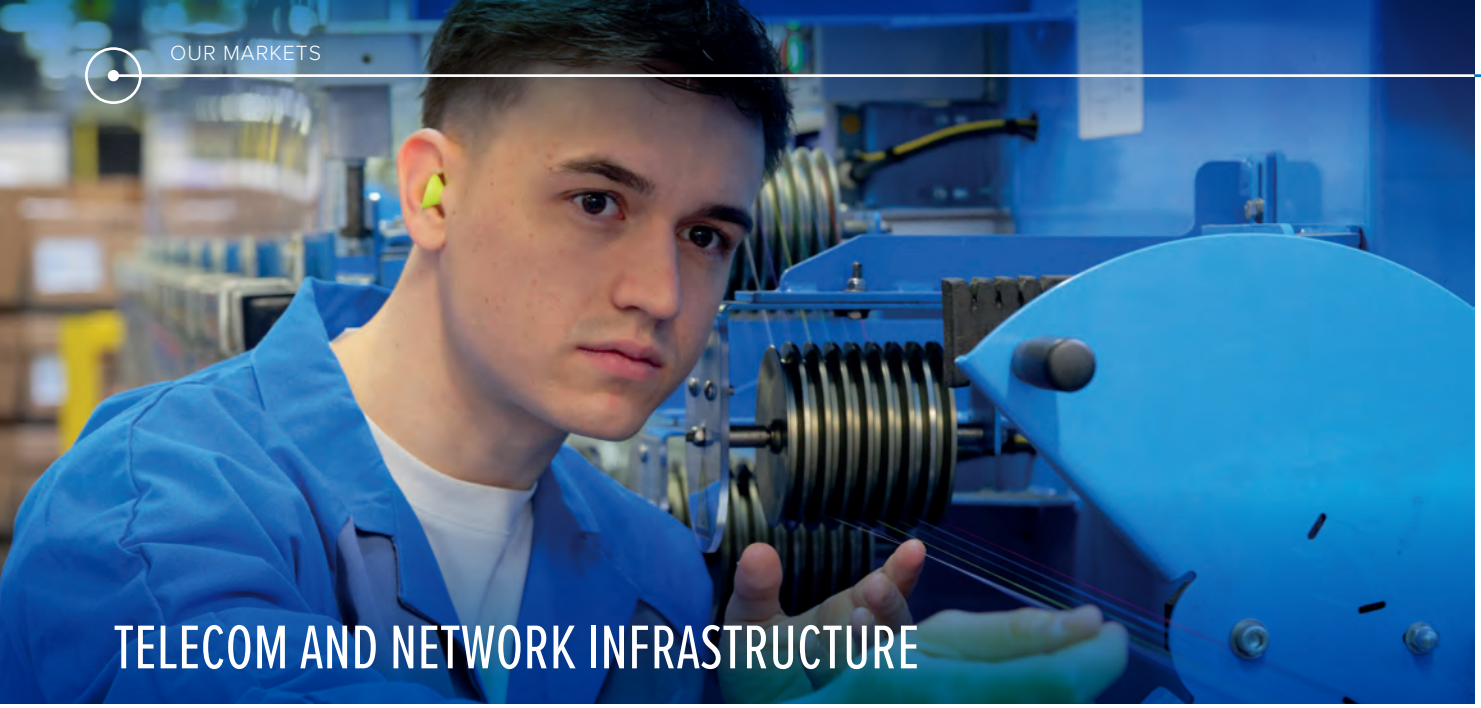
As a result of the war in Ukraine, Morocco has become EMEA's leading producer of harnesses. Established in Morocco since 2016, ACOME is in a good position to supply both the single conductors manufactured in its Tangiers plant and the high value-added power cables produced in its French plant, thereby guaranteeing the volumes expected by European car makers.
To allow the roll-out of the power cable industrial strategy in France, where major investments have been made in the manufacture of HV cables, overcapacity production facilities have been relocated to Morocco.
In China, one in every two vehicles sold is electric, and most of them are produced by Chinese industry. ACOME Wuhan is now working on the approval of cables for that market. The Chinese subsidiary has a major investment plan to develop HV cables.
For Acome do Brasil, the OEMs and Tier-1s are the same as those we have in France and China. The products developed at Mortain and Wuhan can therefore be used by them. Similarly, certain specific features of the South American market generate technical or commercial synergies elsewhere (approvals for FIAT, for example).
ACOME's ambition is to position itself as a benchmark supplier to Chinese car makers, anticipating their future move into Western markets.

Twin Skin, an electric charging ally

Twin Skin, an innovation designed, developed and manufactured by ACOME at its Mortain site, is attracting interest from the car makers. Its secret: an innovative structure based on a second layer of insulation that allows better heat dissipation inside the cable.
That makes it possible to reduce the cross-section size while delivering the same performance (a 0.65 mm2 Twin Skin replaces a conventional 0.95 mm^2 cable for the same electric current).
Each of these power cables therefore contains less copper. Lighter, simpler to install and less bulky, Twin Skin also offers significant cost savings.

In pole position on several German platforms

At Volkswagen, the modular electric platform known as MEB promises greater modularity, autonomy and space. ACOME is proud to be involved in this project, for which it is supplying some 2,000 km of aluminium HV power cables to Leoni. These new cables are also fitted to the ID 2 concept car in the SEBN harnesses.
This project prefigures the first electric model with a series price of less than €25,000.
BMW's new Gen6 batteries, which promise a 30% increase in range and a 60% reduction in carbon emissions, will use the HV cables designed by ACOME. The first models are expected in 2025 with the future iX3. Technical exchanges are also under way with Daimler. Specific cables will be developed for this future electric platform.



TELECOM AND NETWORK INFRASTRUCTURE

Continuous innovation to accelerate our international growth

Jean-Marc Paret, Director of the Telecom and Network Infrastructure Division

Almost a third of the fibre installed in France comes from ACOME's industrial site in Normandy. How will you deal with the forthcoming end of the FttH plan?

ACOME has played a leading role in the construction of France's fibre infrastructure. With 85% of outlets already connected, the roll-out is nearing completion. 2024 and 2025 are shaping up to be dynamic, with Orange due to complete the roll-out of fibre in high density and medium-density areas over those next two years.

To support the fibre roll-out to subscribers, we have increased production capacity for Drop* cables, making 2023 a record year for that activity.

ACOME is stepping up its international growth. How are your different markets doing?

We are successfully pursuing our international growth and have achieved our targets two years ahead of our strategic plan forecasts. In Ireland, one of our main export markets, we are well established at NBI and Eircom. We are also continuing to have great successes on the African continent, especially with the Orange subsidiaries.

Germany - which is aiming for 100% of homes to be connected to FttH by 2030 - and the UK - which is targeting a gigabit for at least 85% of homes by 2025 - have been our two main target markets for the past three years. Our market share there is growing significantly.

In particular, we won major contracts with Deutsche Telekom and Deutsche Giganetz.

What role does innovation play in conquering these new export markets?

Diversifying our product ranges and developing new products is our priority. Drop cable's success in France, Ireland and the United States confirms that view.

We have developed a wide range of cables to German and British standards, and are developing new structures based in particular on our "nanomodule" innovation, which saves installation time. In technology terms, our R&D is working on flexible optical fibre ribbons that can be used for mass splicing, which is particularly relevant to export markets.

Finally, we are relying on our systems approach to provide operators and installers integrated solutions.

The acquisition of Lynddahl Telecom strengthens our position by allowing us to offer a complete catalogue of passive products for the construction of telecom networks: in addition to cables and connectivity products, we now also propose micro-duct. ●

**Strippable optical cables for easy indoor/outdoor installation*

> We are reinventing ourselves to become Europe's benchmark player in the telecom infrastructure market.

A stronger offering thanks to the acquisition of Lynddahl Telecom

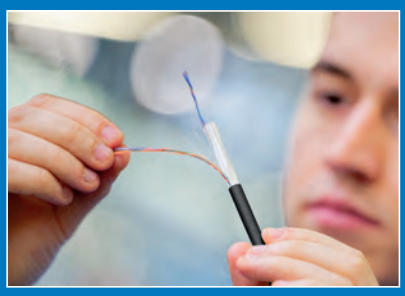
Founded in Denmark in 2020, Lynddahl Telecom is a manufacturer of duct and micro-duct for FttH projects and energy sector companies.
The merger with Lynddahl Telecom allows the ACOME Group - which includes cables designed and manufactured by ACOME and connectivity products developed by Idea Optical in France - to offer a complete range and solution approach for European high-speed fibre networks. With their complementary product portfolios, ACOME, Idea Optical and Lynddahl Telecom also have market synergies to exploit.
Well established in Germany, the Danish company provides the opportunity to address new markets in Scandinavia and the United States, where it will start up a micro-tube production line in the second half of 2024.
With this external growth operation, ACOME has taken a decisive strategic step towards becoming Europe's leading supplier of passive components for fibre networks.

QR Drum and sustainable logistics

QR-Drum is an innovative solution that provides logistic, economic, and ecological benefits during the cable deployment phase.
Thanks to reel location, the visibility of residual cable lengths and improved supply chain monitoring, this passive solution (with no connected objects) helps reduce cable waste and stock levels, therefore also reducing environmental impact.
A basic scan of the QR code on the reel and use of the mobile app and web portal provide operational and global management of cable stocks and subcontractor activity. Validated by major clients, QR Drum is now rolled out. It is an innovating tool to improve the competitiveness and environmental footprint of ACOME and its customers in the logistics field. ACOME is already devising new packaging methods to generate increasingly less waste.
Which is why we're looking at self-supporting reels which will eventually make it possible to do away with drums.

Nanomodules: a revolutionary technological building block for FTTH network rollouts

ACOME's Nanomodule cable promises to reduce the cost of deploying an FTTH cable by approximately 40%. The unique structure of the cable, which is ultra-lightweight, more flexible, and easier to strip due to the absence of gel, simplifies installation. This groundbreaking innovation allows for the connection of individual fibres, thereby preventing the wastage of unused fibres when connecting to the module or eliminating the need to resplice for optical continuity on cut fibres altogether. This results in saving hundreds of thousands of splices that would provide no added value. Additionally, the structure of the technological cable significantly reduces the cable diameter.
A field use case has demonstrated the capability of the Nanomodule cable to be installed in congested ducting without the necessity of removing the old cable. The carbon footprint of a nanomodule cable is reduced by 20 to 30%, depending on the capacity (ranging from 12 to 96 fibres) and the cable structures to which it is compared. The ULW Nanomodule cable, already certified for Physical Infrastructure Access (PIA) by Openreach, can be deployed on British Telecom poles by all UK operators, including Altnets.



CONSTRUCTION AND TRANSPORT

Pioneer and leader in innovating private communications network solutions

Jean-Marc Paret, Director of the Building, City and Transport Division

At a time when the construction industry has been struggling for months, how is ACOME faring?

The commercial building sector has suffered one setback after another since the Covid crisis, having to contend with rising materials and energy prices, inflation, and the growth of teleworking which is reducing the need for floor space. Furthermore, the building cabling market is shrinking: more Wi-Fi and less sockets per workstation means structurally fewer miles of cable to install. The trend is as true in France as in the rest of Europe. Despite this unfavourable economic climate, ACOME nevertheless performed well, especially in the fibre cable sector. Thanks to the ranges we developed in recent years, we have increased our market share and 2023 was a record year for the sector.

What are ACOME's strengths in this market?

Innovation and a long-standing trusting relationship with the world's leading electricity/electronic distributors are the driving forces behind ACOME's private network business.
We are rolling out our roadmap around high added-value cables and connectivity systems, such as Hemera, which is seeing its first significant implementations in a new generation of smart buildings.
ACOME's strong expertise in these new architectures is based on its FttH deployment experience. Finally, our new range of nanomodule LAN cables*, a product revolution that is the result of several years' R&D work, is now available for private networks.

How is the control command activity doing?

We have a favourable position, especially as we can highlight specific 'Made in France' quality and responsiveness. In the rail sector, we have extended our product ranges to meet the most stringent fire resistance (B2ca), requirements which fulfil the Grand Paris Express construction challenges.
As for electricity networks, it's a booming sector borne by energy production decentralisation.
We have all the product ranges needed to connect low-voltage equipment to distribution substations.
These are top markets for ACOME. ●

*Voir page 15

« Marketing high added-value cables and connectivity systems.

Hemera is being installed in the Sagemcom headquarters

Present in 50 countries, Sagemcom is the communicating terminal specialist. Alphabet's new head office in Bois-Colombes (Paris region) was designed by the Wilmotte & associés firm.
It meets the highest energy and environmental performance standards. The smart building's IT network is no exception.
It is based on the deployment of the Hemera system and the POL (passive optical LAN) solution, already tested by ACOME at Orange's world headquarters.
This network technology from FTTH offers high-speed data distribution to the desktop while drastically reducing the networks energy consumption.

Securing the Düsseldorf International Airport runways

To cope with the increase in traffic, the German airport has a project to extend its take-off and landing runways. It was in that context that ACOME, supported by Sonepar Germany, supplied more than 180 km of Acolan ireprotect CLT CCa optical cables to secure high-speed data transmissions.
Fitted with dry seal strengthened fibreglass protection, this innovative type of cable is especially suited to industrial and commercial environments that require maximum network security.

Turin's metro 2: a historic project ready to transform the city

Turin's Metro 2 will begin its pre-construction phase next year. The K23 cable, an urban railway signalling cable (for underground networks) deployed in this project, has become an international benchmark and stands out for its very high fire performance.

Two national champions join forces for the Grand Paris Express

The Grand Paris Express will have 68 new stations.
In partnership with Legrand, ACOME has won half of the already awarded contracts. This high-level relationship with the French industrial group specialised in electronic and electric products allows us to provide system and component guarantees incorporating ACOME cables and Legrand connectors.
This success, which will be followed by others, also shows the Normandy group's responsiveness and capacity for innovation. In response to the client's increased requirements in terms of fire resistance, the entire development team mobilised to adapt the K209 range of optical cables, the SYT2 range of shielded telephony cables and the ACOLAN range of data transmission cables to the EuroClass B2Ca standard in just a few months.

The Scop, the foundation of ACOME's sustainable development

THE SCOP STATUS – a cooperative and participative company – forges ACOME's identity. As the guarantor of a long-term strategy and of our industrial base in France, it is reflected by all the subsidiaries that share the parent company's human values and social commitments.

Promoting cooperative values

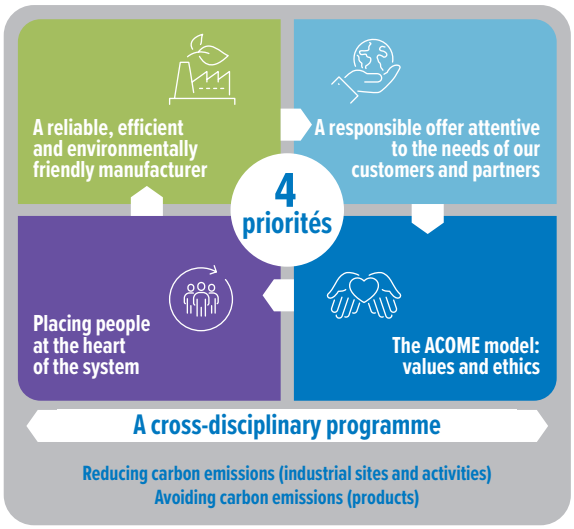
The originality and strength of a Scop lie in the sharing of equity between the employee-partners, which also makes them co-entrepreneurs. That status implies a special form of governance: each parent company (Romagny-Fontenay site and head office) employee qualifies to become a partner after one year with the company, and after three years as an employee at the latest. This democratic approach means that each associate has a vote and contributes to strategic and operational decisions, in particular at the Annual General Meeting. Driven by the ambition to continue the industrial adventure in France and pass the company on to future generations, the Scop guarantees a long-term vision. ACOME's 90 years of existence and the consistency of its strategic plan committed to the environmental and energy transition, are proof.

lescop SOCIÉTÉS COOPÉRATIVES

ACOME mobilises its employees around four values - solidarity, respect, commitment and excellence - which are a common foundation. It proves that a business model that puts people first is fully compatible with economic performance and professional standards. As a company in the social and solidary economy (SSE), the sense of community must take precedence over individual interests. This mode of governance pervades the entire Group with cooperative and entrepreneurial values.

A CSR approach rooted in ACOME's identity and know-how

Sustainable development and corporate social responsibility (CSR) are at the heart of ACOME's strategy: they are inseparable from its status as a Scop, its values and its ambitions. This responsibility is deeply rooted in the strategy as well as in the day-to-day actions and is illustrated in the parent company as well as in the subsidiaries.
Key principles in ACOME's Articles of Association since 2019, carries on those fundamentals:
Structured around four priorities, CSR performance is strengthened by a cross-functional environmental and energy transition programme.



Our social commitments

UN Global Compact

EcoVadis assessment

PRS Green label (Pallet Return System)

Selo clima Paraná 2023 Prize

Normandie Forever

Membership of the French Business Climate Pledge

Involvement in the FRET 2 programme

ACOME ranked 113th in the 2022 Le Point ranking

100% of its industrial sites certified for quality and the environment

Since 2022, all the ACOME industrial sites regardless of their activities or the country in which they are located, have certified their quality and environmental management systems. Lynddahl Telecom in Denmark is no exception. All our sites share the same processes and quality standards. The Group's objective is for 100% of its industrial sites to be quality, safety and environment certified by 2025.

China

1 plant (Xintai)
1 sales office (Shanghai)
2 plants, 1 sales office (Wuhan)

France

Head office (ACOME SA, Paris)
6 plants (ACOME SA, Romagny-Fontenay)
1 plant et 1 sales office (Idea Optical, Lannion)
1 showroom (Idea Optical, Voisins-le-Bretonneux)

Morocco

1 plant (Tangiers)

Brazil

1 plant (Irati)
1 sales office (São Paulo)

- **Quality management:** ISO 9001 version 2015, IATF 16949 version 2016, ISO 13485 version 2016 (Xintai)
- **Environmental management:** ISO 14001 version 2015
- **Occupational health and workplace safety management:** ISO 45001 (Paris, Romagny-Fontenay, Tangiers and Wuhan), Safety standard (Xintai)
- **Cofrac accreditation (fire test laboratory):** ISO EICI 17025 version 2017, Accreditation n°1-1114, scope available on www.cofrac.fr
- **Authorised Economic Operator AEO:** AEO

Sustainable purchasing policy

A precursor in the cable sector,, the Group has been raising its suppliers' awareness of sustainable development and the CSR policy since 2010. The responsible procurement policy is based on the commitment by suppliers to adopt the ten principles of the UN Global Compact, and the implementation of an ISO 14001-compliant environmental management system.

Responsible governance

The Board of directors

Jacques de Heere
Chief Executive Officer

Frédéric Briand
Delegate managing director

Laurent Colibert
Head of Group Industrial Development and Mortain site manager

Sébastien Cordier
Warehouse supervisor, Group Industrial Department

Anne-Sophie Decourrière
Group Communications Director

Régis Desfoux
Logistics specialist, Group Industrial Department

Valérie Faguais
Customer Service Manager, Building City & Transport Division

Céline Lardeur
Copper LAN production manager, building city & transport division

Christelle Larue-Lemartinel
Production team manager, telecom & network infrastructure division

Pierre-Yves Ogier
Chief Financial Officer

Marion Pineau
Management controller

Stéphane Samson
Global automotive systems division directors

The strategic orientation council

Jacques de Heere
ACOME Chief Executive Officer

Frédéric Briand
ACOME Delegate managing director

Aurélien Bergonzo
ACOME Director of Research, Innovation and Technology

Yann Kergoulay
ACOME Head of Strategic Projects

Gabrielle Gauthey
Senior Vice President Carbon Neutrality Businesses, Total

Jacques Chauvet
Independent consultant

Nadine Leclair
Chairwoman of the International Federation of Automotive Engineering Companies (FISITA)

Réf. 06/2024 606FR - In order to improve the performance of its products, ACOME reserves the right to modify the specifications without notice.
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