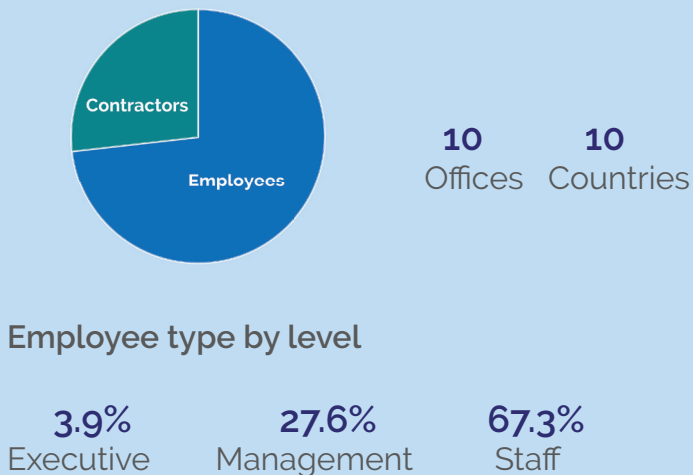


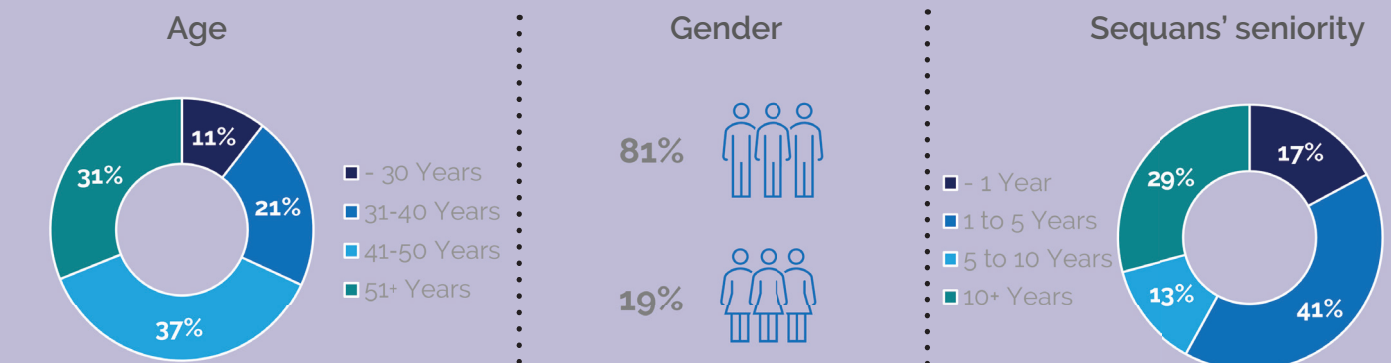


SOCIAL RESPONSIBILITY 2022

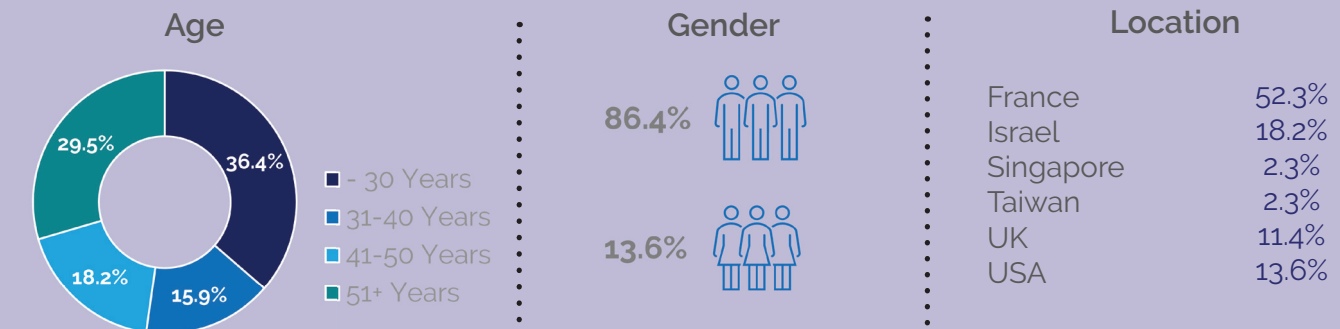
General Information



Workforce as of Dec 31st, 2022



New Hire Data for 2022



Detailed Gender Data

Positions held by women

Board of Directors	11.1%
Executive Officers	7.7%
Managers	18.3%
In Technical Roles	13.5%
New Hires	13.6%

Compensation ratio by gender

	Men	Women
Manager level	1.0	0.84
Technical Roles	1.0	0.92

Our gender equality index
in France for 2022 is
92/100
(minimum authorized is 85/100)

Sequans Communications is an equal opportunity employer. We have numerous office locations around the world and thus have a rich multicultural and multilingual organization.