



SOCIAL RESPONSIBILITY 2023

General Information



10 Offices **9** Countries

Staff location

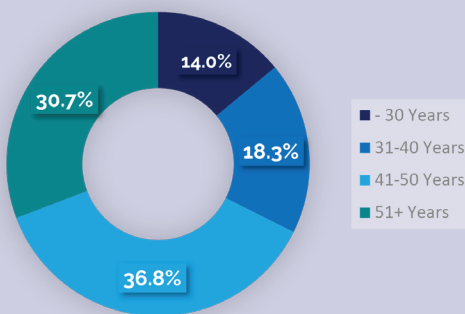
China	2.7%
Finland	0.4%
France	53.2%
Hong Kong	0.4%
Israel	15.9%
Singapore	1.9%
Taiwan	4.2%
UK	12.9%
USA	8.4%

Employee type by level

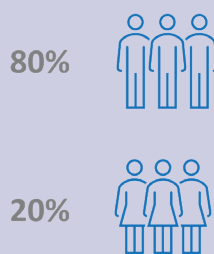
4.5% Executive **26.2%** Management **69.3%** Staff

Workforce as of Dec 31st, 2023

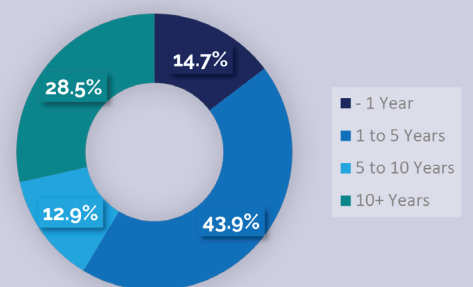
Age



Gender

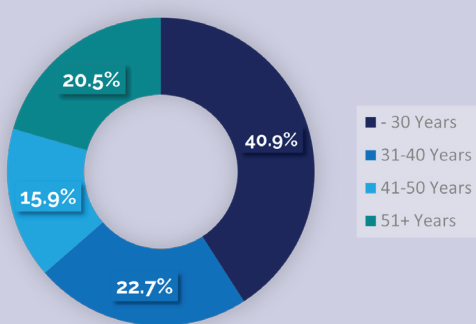


Sequans' seniority

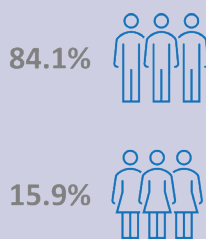


New Hire Data for 2023

Age



Gender



Location

France	47.7%
Israel	20.4%
Taiwan	2.3%
UK	18.2%
USA	11.4%

Detailed Gender Data

Positions held by women

Board of Directors	11.1%
Executive Officers	7.7%
Managers	20.8%
In Technical Roles	21.7%
New Hires	15.9%

Compensation ratio by gender

	Men	Women
Manager level	1.0	0.82
Technical Roles	1.0	0.92

Our gender equality index in France for 2023 is **79/100** (minimum authorized is 75/100)

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