



SOCIAL RESPONSIBILITY 2024

General Information



10 Offices 14 Countries

Employee type by level

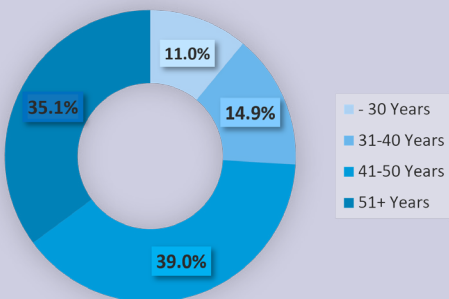


Staff location

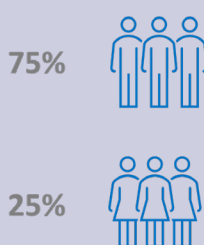
Staff location	Employees	Contractors
China	4.5%	0%
Finland	0.6%	8.6%
France	41.6%	5.2%
Hong Kong	0.6%	0%
Israel	20.8%	6.9%
Singapore	0.6%	1.7%
Taiwan	6.5%	0%
UK	13.6%	10.3%
USA	11%	3.4%
Japan	0%	5.2%
Serbia	0%	1.7%
Ukraine	0%	36.2%
India	0%	20.7%

Workforce as of Dec 31st, 2024

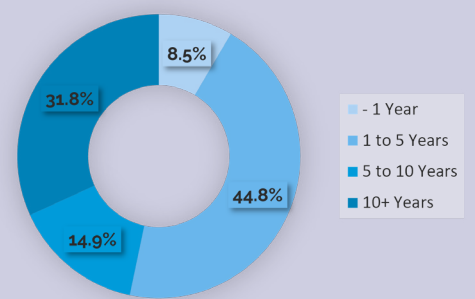
Age



Gender

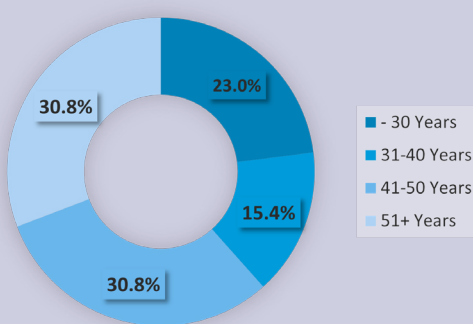


Sequans' seniority



New Hire Data for 2024

Age



Gender



Location

France	46.1%
Israel	30.8%
UK	15.4%
USA	7.7%

Detailed Gender Data

Positions held by women

Executive Officers	1.7%
Managers	32.8%
In Technical Roles	65.5%
New Hires	23.1%

Compensation ratio by gender

	Men	Women
Manager level	1.0	0.45
Technical Roles	1.0	0.33

Our gender equality index in France for 2024 is **89/100** (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.