



Promoting diversity and inclusion through effective recruitment and career management policies moves our company forward. A diverse, inclusive organization increases efficiency and fosters more constructive labor relations. Diversity also has a positive impact on how customers, suppliers, and consumers—whether they are in France or across the globe—perceive the company.

Our company has adopted a Diversity Charter to demonstrate our commitment to cultural, ethnic, and social diversity and inclusion within our organization in France.

Specifically, we are committed to:

- 1. Raising awareness and providing training on equal employment opportunity and diversity to all executives, managers, and employees involved with recruitment, training, and career management.**
- 2. Using and promoting the use of equal employment opportunity practices in all human resource management processes, from recruitment and training to promotion and career advancement.**
- 3. Striving to ensure that our employee population at all levels within the organization reflects the diversity of French society and, especially, its cultural and ethnic diversity.**
- 4. Informing all of our employees of our commitment to diversity and equal employment opportunity and the concrete results of our diversity and inclusion initiatives.**
- 5. Involving employee representatives in shaping and implementing diversity policies.**
- 6. Including a chapter on our commitments to diversity and inclusion in our annual report, with initiatives and practices implemented and results.**