2021-2025 Diversity roadmap

Gender diversity
30% of women in CODIRS*, NPS+ management positions and among the executives.

Internationalization
- More non-French in CODIRS**, NPS+ management positions and among the executives:
  - 45% non-French among the executives
  - 40% non-French in NPS+
  - 55% à 75% non-French in CODIRS**

Role of manager-coach
- Implication of manager-coaches is key in achieving these targets!

6 keys to success
1. Identify talents to “feed the pool”
2. Use mentoring as a lever
3. Use external recruitment as a lever
4. Organize French language capability
5. Encourage inclusive staffing process for NPS+
6. Promote diversity to support the Company 20-year ambition.