

intelcia

DIVERSITY POLICY

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At Intelcia, our collaborators represent the most precious asset we have. It is the richness of their individual differences, experiences, knowledge, inventiveness, innovation, personal expression, unique capacities and talent, that shape our identity and make our company what it is. Their individual contributions are at the heart of our culture and represent an important part of not only our reputation but also our achievements as a Group.

We celebrate and encourage all the differences of our collaborators, this diversity making them - and thus our Group - unique.

Today, at our group's level, our teams are made up equally of women and men at all levels. Our collaborators represent more than 30 different nationalities. In 2023, 60% of our global collaborators are women, the under 25 years old youth make up more than 20 % of our population while the over 50 years old represent 3.5 %. We also give the populations typically excluded from employment their chance and they represent around one quarter of our new recruits, each year.

In this respect, diversity and inclusion are for us a reality that has already been anchored, and on which we intend to rely even more to develop.

To this end, we are committed, throughout all our sites and our countries, to promoting and enforcing the following principles, which reflect our responsibility both internally and in regard to our external ecosystem:

- Have an impeccable career management policy in terms of recruitment, compensation and social benefits, professional development and training, promotions and mobility, social and recreational programs
- Ensure a continuous development of a work environment based on respect, sharing and collaboration
- Encourage teamwork where the participation of collaborators is based on competence and meritocracy, while striving to create composite teams that can take advantage of the richness of their profiles
- Promote respectful communication and cooperation among all employees, who have the responsibility to treat others with dignity and respect at all times
- Raise awareness and provide internal training on the subject, particularly on non-discrimination and anti-harassment
- Include this topic in regular monitoring, through governance committees and key diversity-related monitoring indicators
- Put into place recourse mechanisms, whether through dialogue or alert platforms that can be used to warn of both minor and serious problems
- Integrating the subject into our territorial and solidarity actions whenever possible, in order to give even more meaning to our actions and to have an impact beyond the company and its employees
- Participate in public debate and national efforts on diversity
- Report to our stakeholders in our communications on our progress in this area.

Our commitments to inclusion and diversity are an integral part of our **Commitment to Human Rights** and our **Code of Ethics**, which are also shared with all our internal and external stakeholders.



Karim BERNOUSSI
Co-founder & CEO



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