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

Role of manager-coach
6 keys to success:
1. Identify talents to “feed the pool”
2. Use external recruitment as a lever
3. Encourage international mobility
4. Organize French language capability
5. Inclusive staffing process for NP15+
6. Use mentoring as a lever

Gender diversity
30% of women in CODIRS*, NP15+ management positions and among the executives

Internationalization
More non-French in CODIRS*, NP15+ management positions and among the executives

2021-2025 Diversity roadmap

Promoting diversity is a means to support the Group’s 25-year ambition.

More non-French in CODIRS*, NP15+ management positions and among the executives

30% of women in CODIRS*, NP15+ management positions and among the executives

45% non-French among the executives

40% non-French on NP15+ management positions

55 to 75% non-French in CODIRS*

Internationalization
Promoting diversity is a means to support the Group’s 25-year ambition.

Diversity matters!