

Diversity, Equity and Inclusion Policy

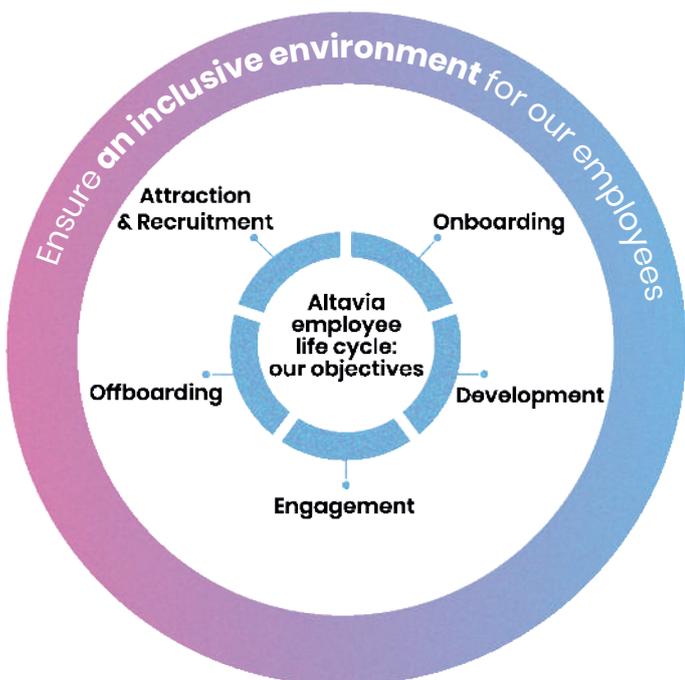
"Our people are our greatest asset, and we are committed to promoting a shared culture and common values while celebrating our diversity."

Why a Diversity, Equity and Inclusion (DEI) Policy?

Our commitment to DEI is fully aligned with the “Social Responsibility” pillar of our CSR strategy. It aims to ensure an inclusive environment for our employees and our broader ecosystem, while fostering a workplace that enables every talent to grow and thrive.

At Altavia, people are at the heart of everything we do. We strive to build an agile, inclusive, and responsible ecosystem. We want to be a company where everyone feels valued and free to be themselves – reflecting the diversity of the clients we serve. Operating in 45 countries, we view the diversity of our talents as a vital asset that fuels our expertise, drives our creativity, and enhances the relevance of the solutions we deliver to our clients.

Our core purpose, “Retail for humans,” inspires us to create meaningful connections between brands, retailers, and consumers – a mission deeply linked to our commitment to diversity and inclusion.



Our DEI commitment is rooted in the values that guide our everyday actions:



Agility, to adapt effectively to diverse environments



Humanity to respect and celebrate each person's uniqueness



Passion to nurture our collective engagement



Progress to continuously improve our practices



Trust to foster an environment where everyone can thrive and contribute fully

This ambition echoes the philosophy of Altavia's Human Capital policy, “The Art & Style,” and reflects our broader commitment to corporate social responsibility. Wherever Altavia operates, we seek authentic individuals whose values align with our own. We firmly believe that the diversity of our people is a key driver of well-being at work and directly contributes to the Group's overall performance and sustainable success.

That's why we are deeply committed to promoting an inclusive culture – both globally and locally – and to supporting the personal and professional growth of every employee. In this respect, our **81% inclusion rate**, measured in the 2024 employee engagement survey, is a tangible reflection of our efforts and reinforces our determination to go even further on this journey.

Beyond the initiatives led locally by our teams, the Group demonstrates its commitment to diversity through its adherence to several global frameworks:

- **Signatory of the United Nations Global Compact (since 2018)** and committed to advancing the **Sustainable Development Goals (SDGs) promoted by the UN.**
- **Respect for the fundamental principles and rights** set out in the **Universal Declaration of Human Rights** and the **Charter of Fundamental Rights of the European Union.**

What are our commitments to Diversity, Equity and Inclusion?

Fair and responsible compensation, ensuring respectful treatment for every employee.

Altavia is strengthening its commitment to a fair and responsible compensation policy, built around two complementary pillars: **gender equality in the workplace** and the **progressive adoption of a living wage** as the minimum salary benchmark.

By 2030, our goal is to eliminate any unjustified differences in treatment between women and men in equivalent positions – whether in terms of pay, benefits, or responsibilities. To track our progress, we rely on the French **Gender Equality Index (EGAPRO)**, which we are gradually rolling out internationally.

At the same time, we recognize the importance of ensuring a decent standard of living for all our employees. With this in mind, we are progressively adopting the living wage as our baseline salary standard.

Targets:

- **2027:** 100% of employees earn at least the living wage, and achieve an EGAPRO Index score of **85/100.**
- **2030:** EGAPRO Index score of **90/100.**

Generational inclusion to support all our employees throughout their professional journey.

At Altavia, we believe that age diversity is a powerful driver of collective performance. This is why we are committed to fostering stronger generational inclusion by creating an environment that encourages exchange, collaboration, and mutual learning across age groups.

Our approach is built around three complementary pillars:

- **Encouraging intergenerational dialogue** to spark innovation through the sharing of perspectives, experiences, and ideas.
- **Valuing the expertise of our senior employees** by facilitating knowledge transfer through mentoring, tutoring, and experience-sharing initiatives.
- **Supporting young people** entering the job market by providing meaningful learning opportunities through internships, apprenticeships, and professional assignments.

Targets:

By 2027: Achieve an **80% positive response rate** to the engagement survey question “I feel comfortable and that I belong in this company,” as a measure of generational inclusion

At least two intergenerational initiatives per business unit per year, such as events, projects, mixed working groups, or mentoring programs.

Employment of people with disabilities to foster a more open, respectful, and inclusive workplace.

Altavia reaffirms its commitment to the **inclusion and employment of people with disabilities.** Beyond meeting legal obligations, we pursue a proactive policy of integration and support, grounded in concrete and sustainable actions.

We develop **local partnerships with Sheltered Workshops and Support Services (ESAT)**, promoting inclusion in our daily practices and supporting a **social and solidarity-based economy.**

We also ensure that **workstations are adapted**—with expert guidance when necessary—to provide every employee with an accessible and comfortable working environment.

Throughout the year, we carry out **awareness-raising initiatives**, including dedicated events such as **Disability Awareness Week**, expert talks, and internal campaigns that shed light on disabilities, whether visible or invisible.

This commitment is part of a broader **continuous improvement and progress-oriented approach**. In France, we aim to fully embody this ambition by pursuing recognized initiatives such as the “**Activateur de Progrès**” label. This movement, led by **Agefiph**, allows us to formalize and showcase our actions while connecting with a network of like-minded, committed organizations.

Beyond our borders, Altavia explores and draws inspiration from the best international practices in disability inclusion. We aim to align with globally recognized certifications and programs to ensure that our policy for people with disabilities is consistent and ambitious, regardless of the country in which we operate.

Targets:

- **2027:** 80% of employees sensitized through workshops, conferences, internal communications, and testimonials, with **at least one annual event** organized in partnership with an ESAT or an inclusive company.
- **2030:** 90% of employees sensitized, with **two annual events** organized in collaboration with an ESAT or an inclusive company.

What are our Diversity and Inclusion action plans?

To achieve these objectives, Altavia has defined the scope of its actions and the measures to be implemented. To ensure a **harmonized yet flexible approach**, these measures can be adapted within each of our entities to reflect local context and comply with applicable regulations.

Our progress is monitored rigorously: **key indicators are tracked regularly** and reported systematically within each business unit. This enables local entities to assess their own progress, identify areas for improvement, and implement **specific action plans** to strengthen inclusion on the ground.

01

Training & Awareness

Delivered in-person or remotely through webinars, events such as DuoDay, e-learning modules, and inspiring testimonials.

02

Recognition & Communication

Promoted internally and externally via inspiring stories, conferences, newsletters, and social media campaigns.

03

Performance Measurement & Monitoring

Assessed through our employee engagement survey, the Altavia Sustainability Committee, and feedback loops to support continuous improvement.

Governance of our DEI Policy

Altavia places **diversity, equity, and inclusion at the heart of its corporate strategy**, with dedicated governance at the highest level of the organization.

- The **Sustainability Committee** is tasked with overseeing and challenging the Group's DEI strategy. It serves as an expert reference within Altavia's **Board of Directors**, ensuring the Group's DEI initiatives are both impactful and ambitious.
- This commitment is fully shared and supervised by the **Executive Committee (Comex)**, ensuring that DEI considerations are integrated into all key decisions and strategic directions of the Group. In practice, DEI matters are led by the **Human Capital and CSR departments**, whose

representatives sit on the Group Comex, providing legitimacy and direct influence at the highest level.

- **Annually**, key diversity initiatives and performance metrics are presented to the Board of Directors, demonstrating our commitment to **transparency and accountability** across all levels of the company.

This governance approach allows us to **objectively measure progress** and communicate openly about our initiatives and results.

The **Group Management** is committed to mobilizing the necessary **human, technical, and financial resources** to achieve the set objectives and realize this ambition.

Signature Sydney Palti



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Date

October 30, 2025

Definitions:

Diversity refers to everything that makes each individual unique, such as age, family situation, socio-economic background, ethnicity, disability, gender, sexual orientation, religion, and more.

Equity is about ensuring fair and tailored treatment that meets each person's individual needs, providing equal opportunities for success.

Inclusion describes the process of engaging and empowering a diverse population by guaranteeing equitable treatment and access to fair opportunities.