



GOVERNANCE

5th focus point

- ▶ **Joint and horizontal governance**
- ▶ **Management of large-scale projects in project mode and implementation of delegation contracts on specific subjects**
- ▶ **Implementation of lean management through group workshops**

- ▶ **Sharing values**

Payment of a uniform profit-sharing bonus for all: €2,050 per employee in 2022

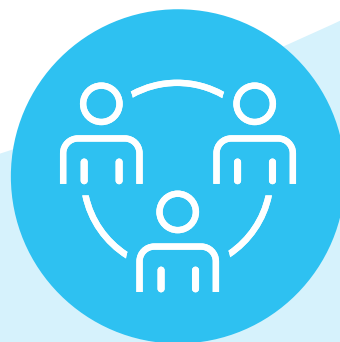
Opening of capital = implementation of employee share ownership

About 4% of the capital reserved for employees in the form of a “manco”

- ▶ **Introduction of a contract on capital gains for all employees**

- ▶ **Transparency**

Training and information on the company's business model, its financial and economic health = transparency of figures



profit-sharing bonus for

€2,050
per employee in 2022