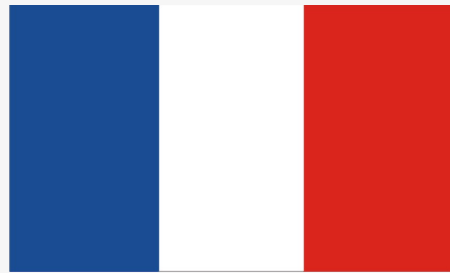




2023 VALUES AND CULTURE SURVEY

GROUP RESULTS

PARTICIPATION RATE BY COUNTRY



54%



66%



86%



96%

GROUP PARTICIPATION RATE

64%

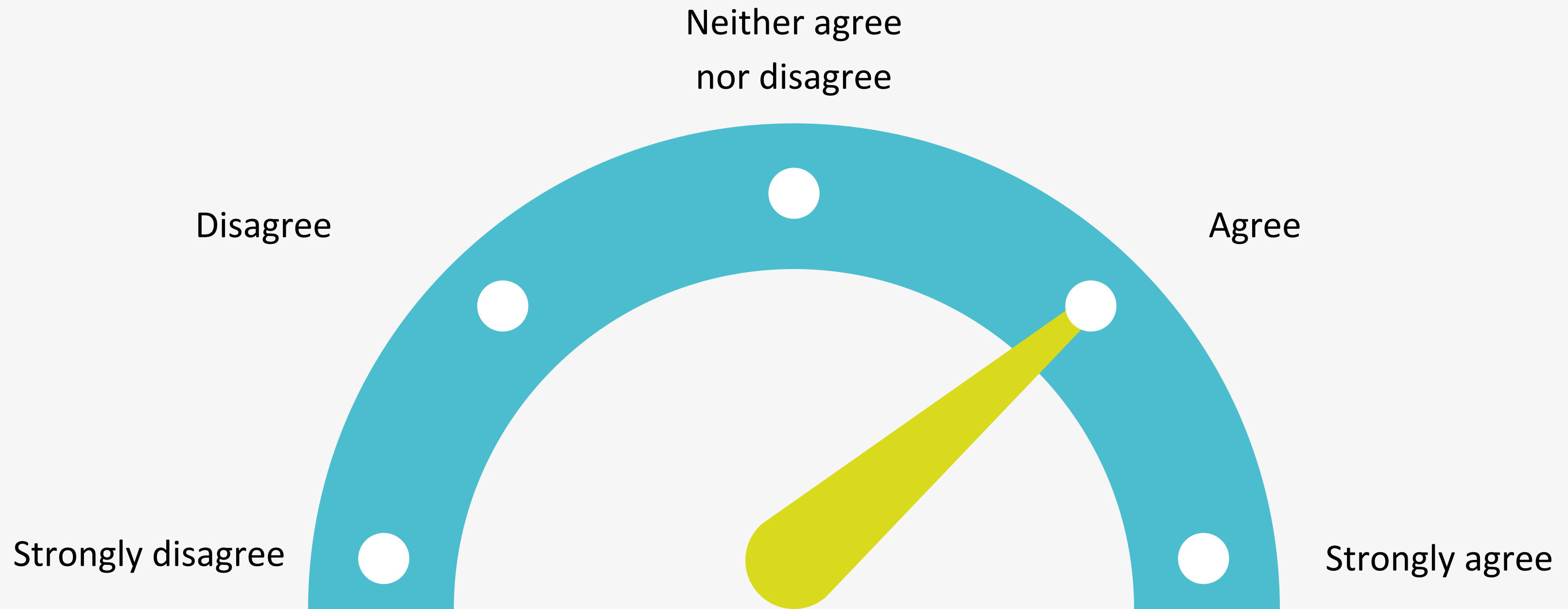
1303 employees
out of 2026.

GROUP RESULTS BY QUESTION

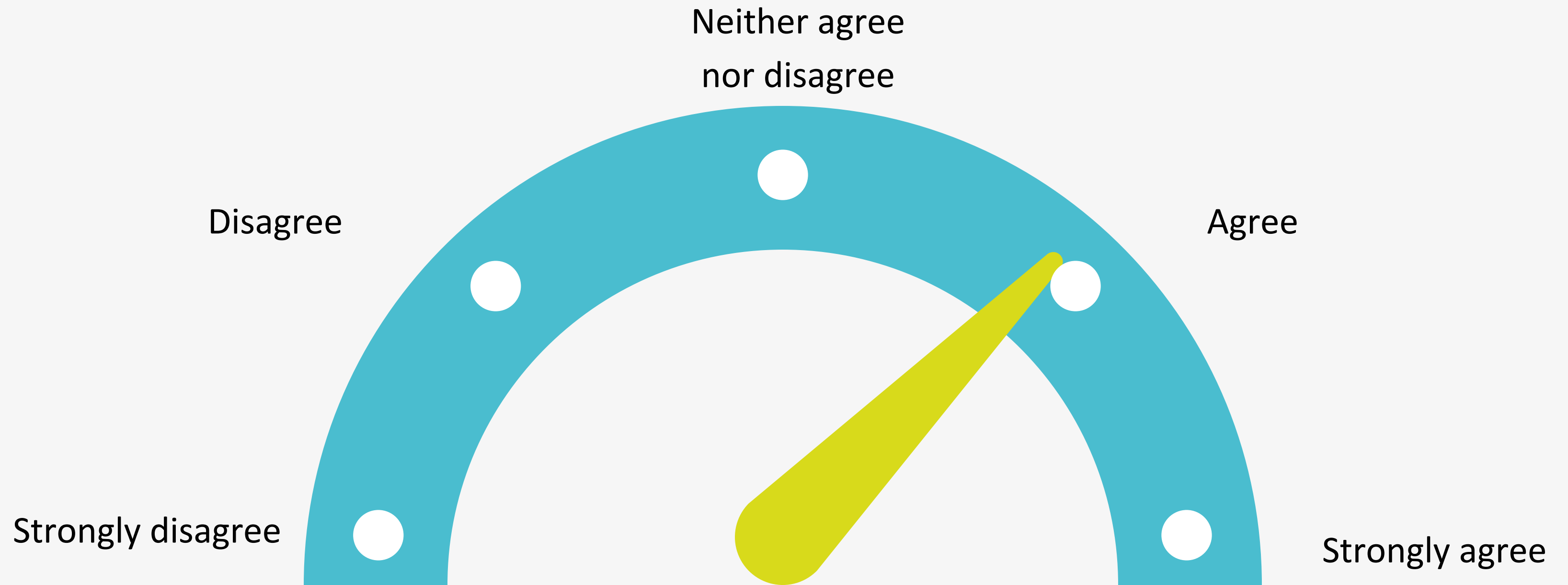
Rating scale :

1. Strongly disagree
2. Disagree
3. Neither agree nor disagree
4. Agree
5. Strongly agree

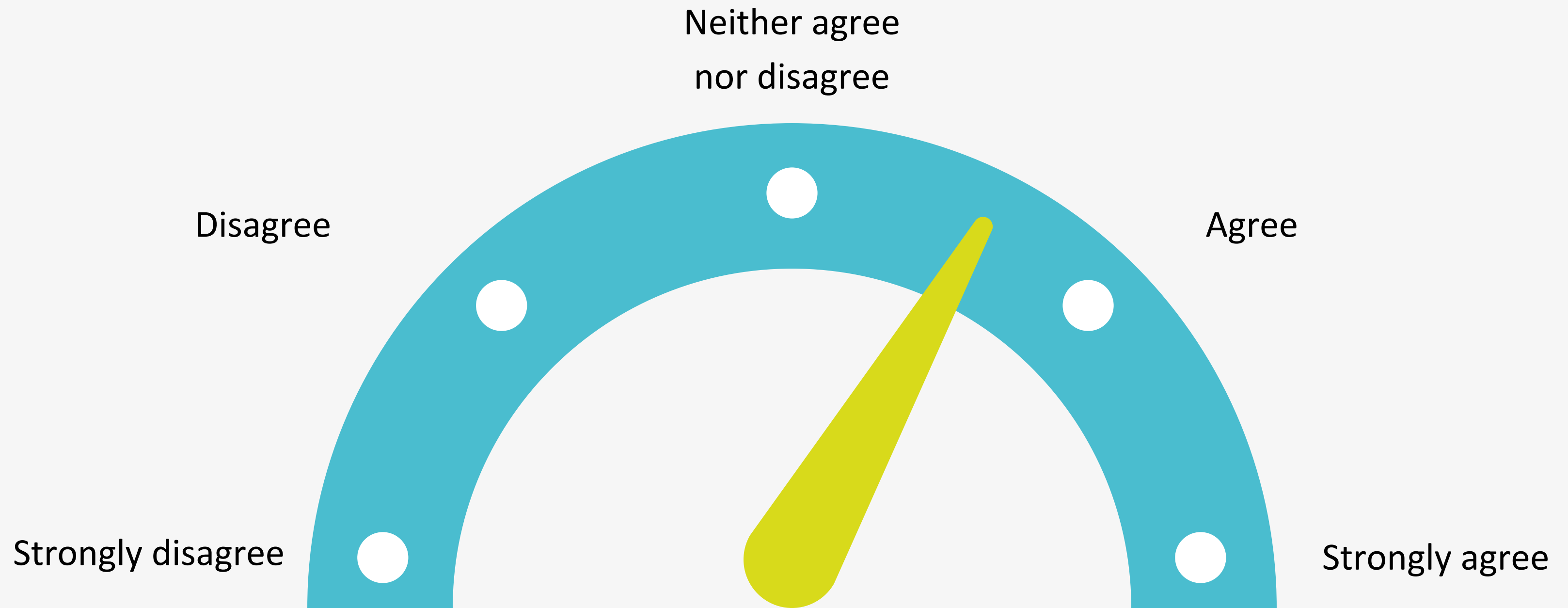
RESPECT: THE WORKING RELATIONSHIP BETWEEN MANAGERS AND EMPLOYEES IS RESPECTFUL.



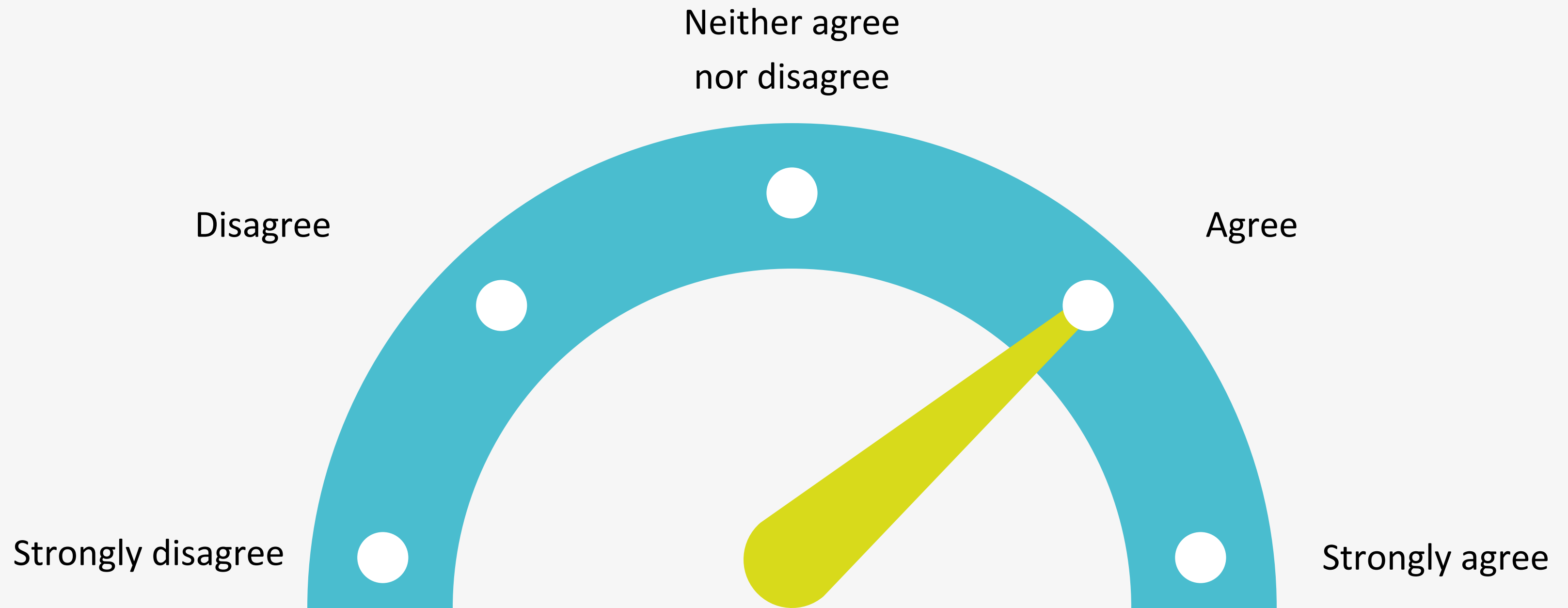
RESPONSIBILITY: YOU ARE SATISFIED WITH YOUR LEVEL OF RESPONSIBILITY.



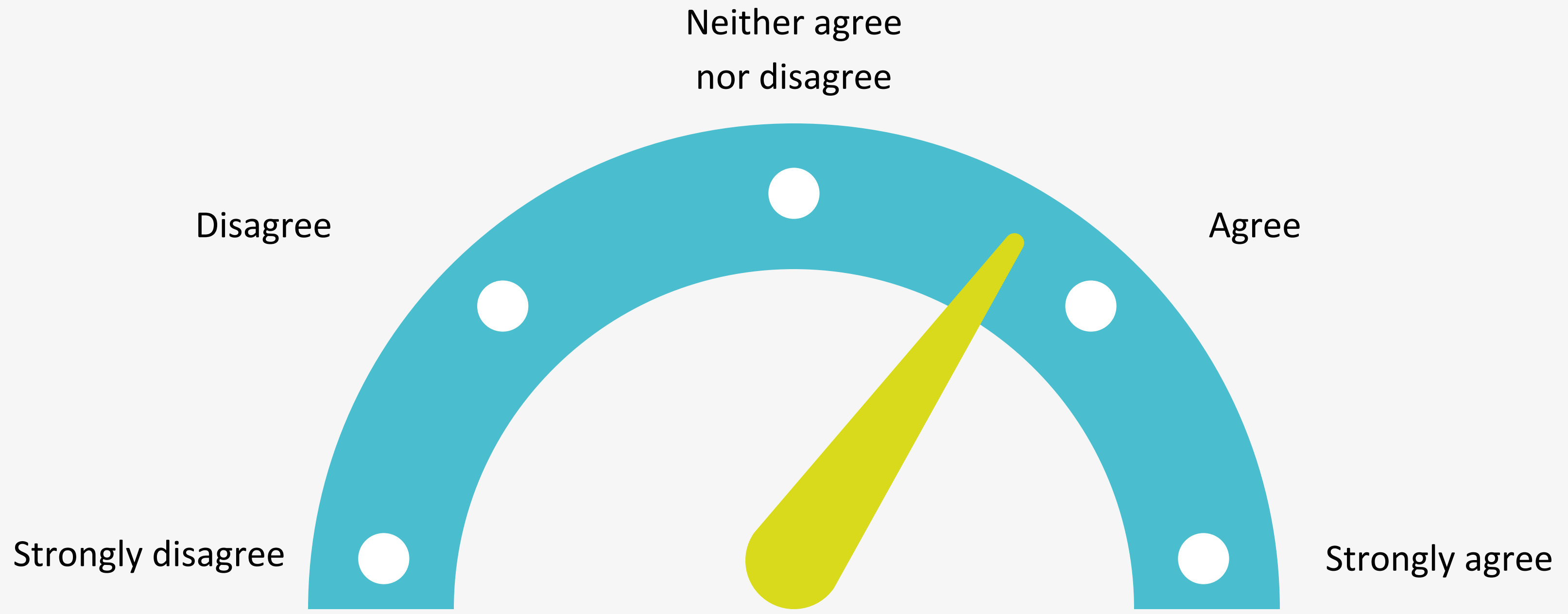
**COURAGE: MANAGEMENT SHOWS COURAGE IN DECISION-MAKING
AND IN DIFFICULT SITUATIONS.**



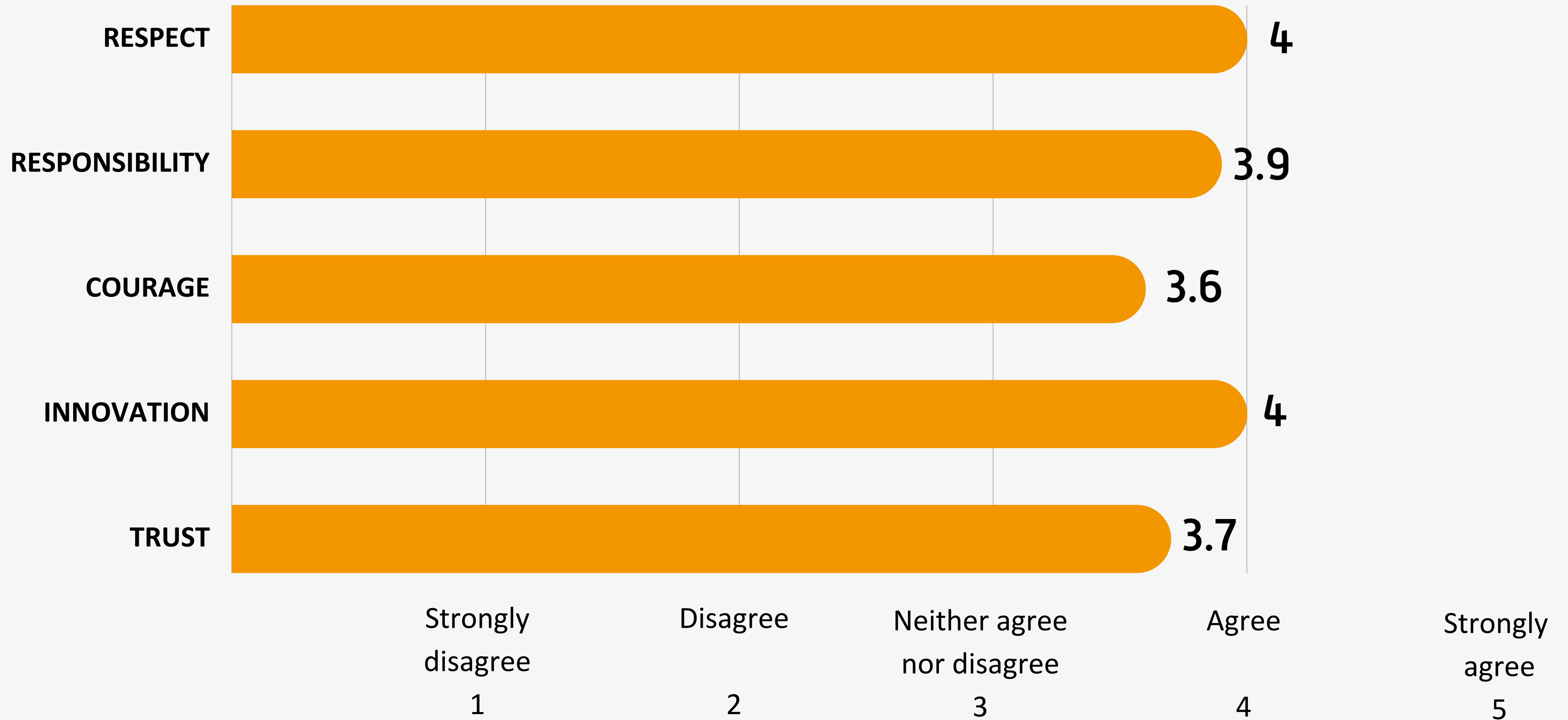
INNOVATION: YOU CAN PROPOSE IDEAS AND TAKE INITIATIVE.



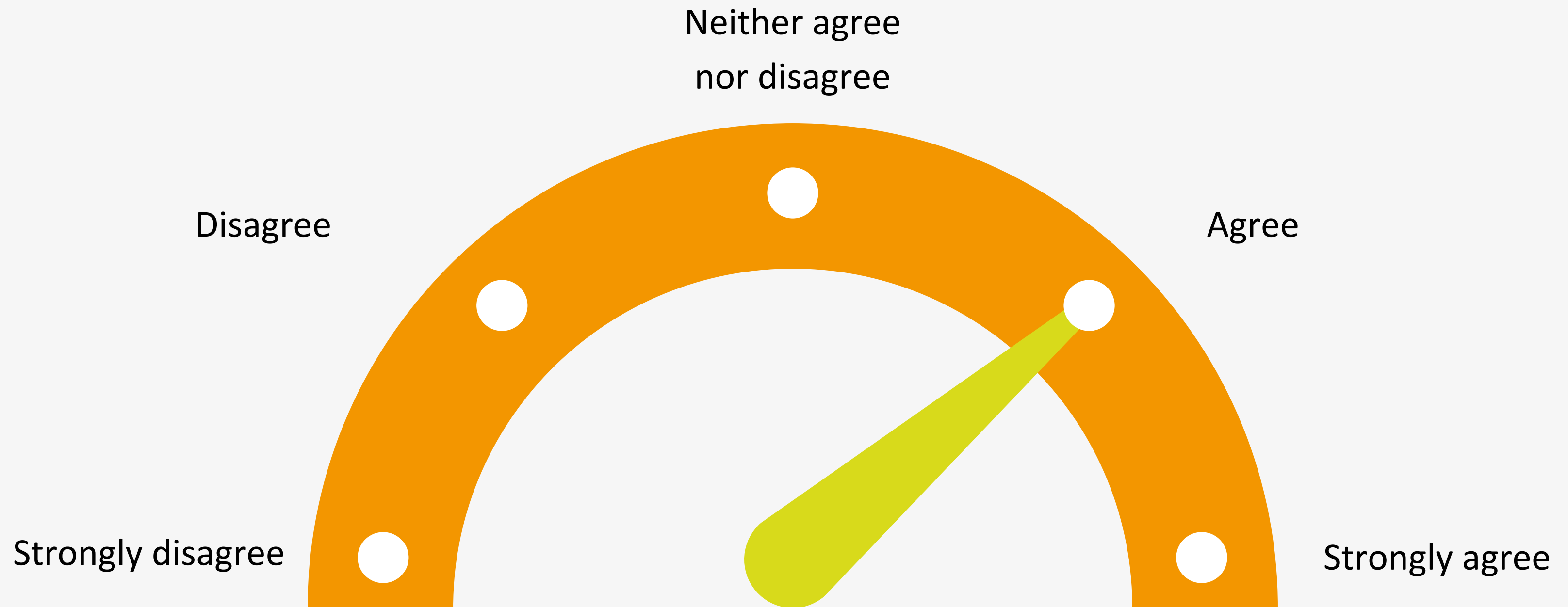
TRUST: YOU ARE CONFIDENT IN THE COMPANY'S STRATEGY AND CAN SEE YOURSELF WITH THE COMPANY IN THE MEDIUM/LONG TERM.



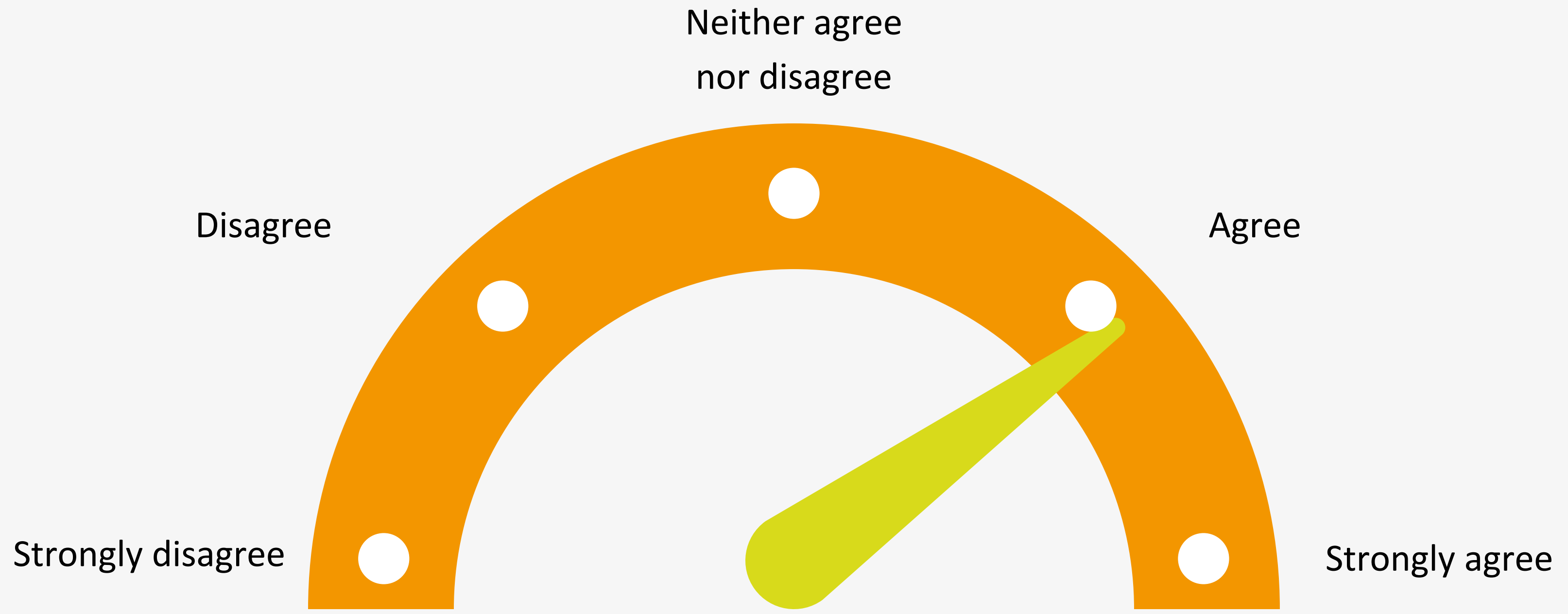
AVERAGE RATING PER QUESTION



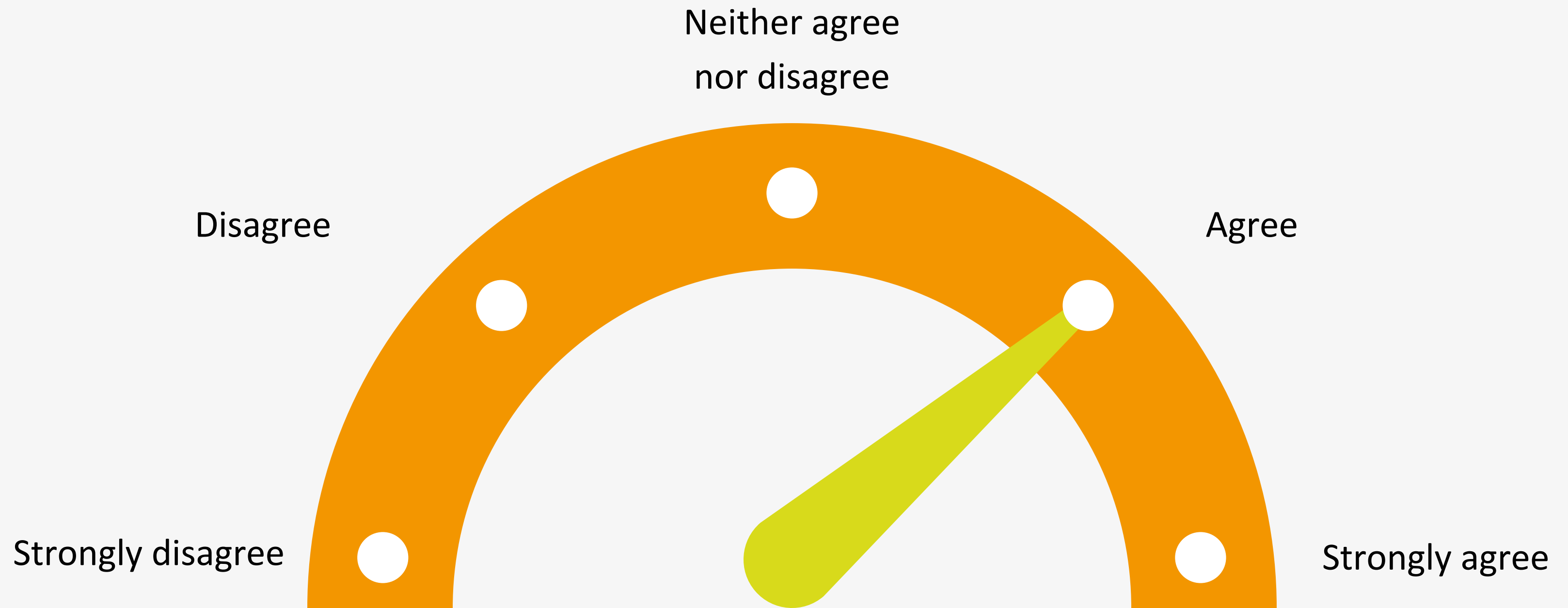
CUSTOMER: YOU FEEL THAT THE CUSTOMER IS AT THE CENTER OF EVERYTHING. MANAGEMENT REGULARLY REMINDS YOU THAT THE CUSTOMER SATISFACTION MUST GUIDE YOU IN YOUR CHOICES AND DECISIONS, WITH AN EMPHASIS ON RESPONSIVENESS AND SIMPLICITY FOR THE CUSTOMER.



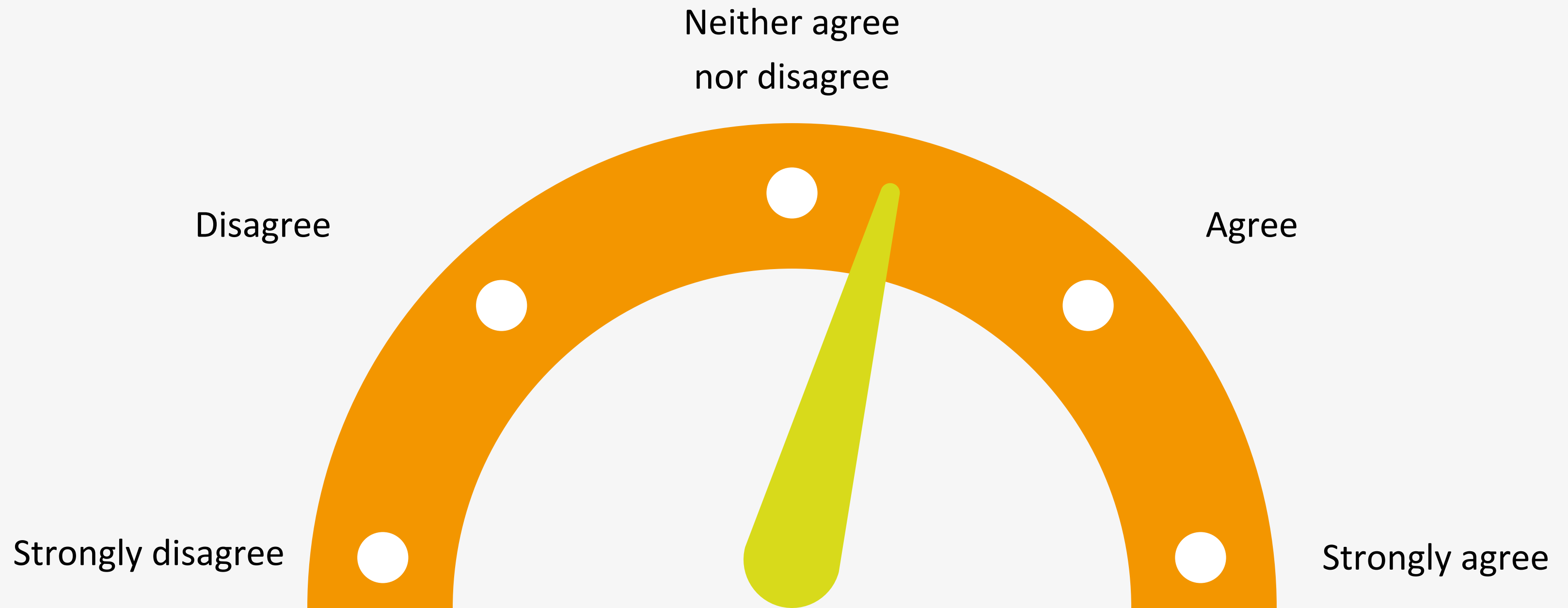
PATIENT: YOU FIND MEANING IN YOUR WORK.



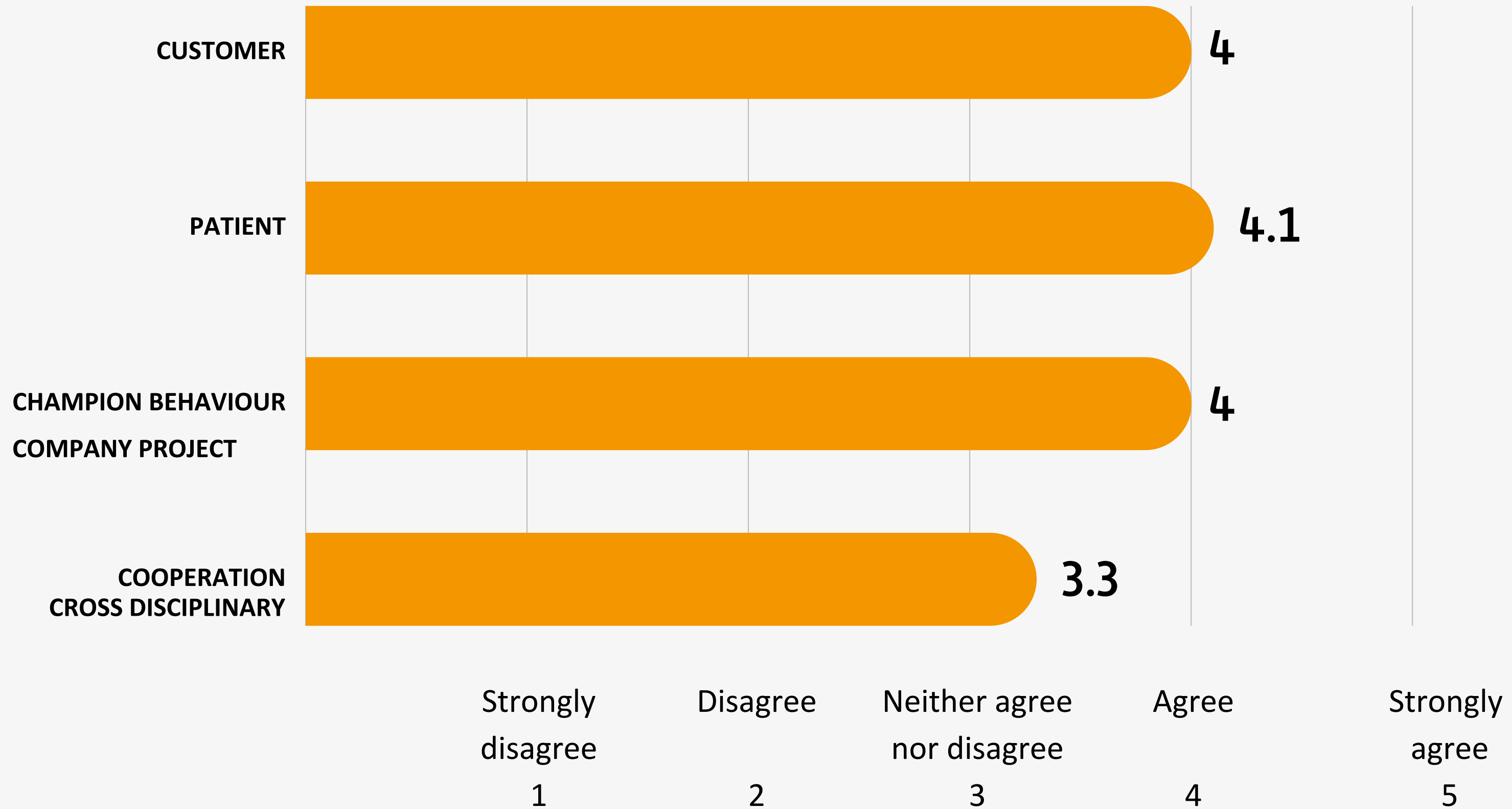
**CHAMPION BEHAVIOR - COMPANY MISSION: YOU COMMIT TO THE
COMPANY'S MISSION AND CULTURE.**



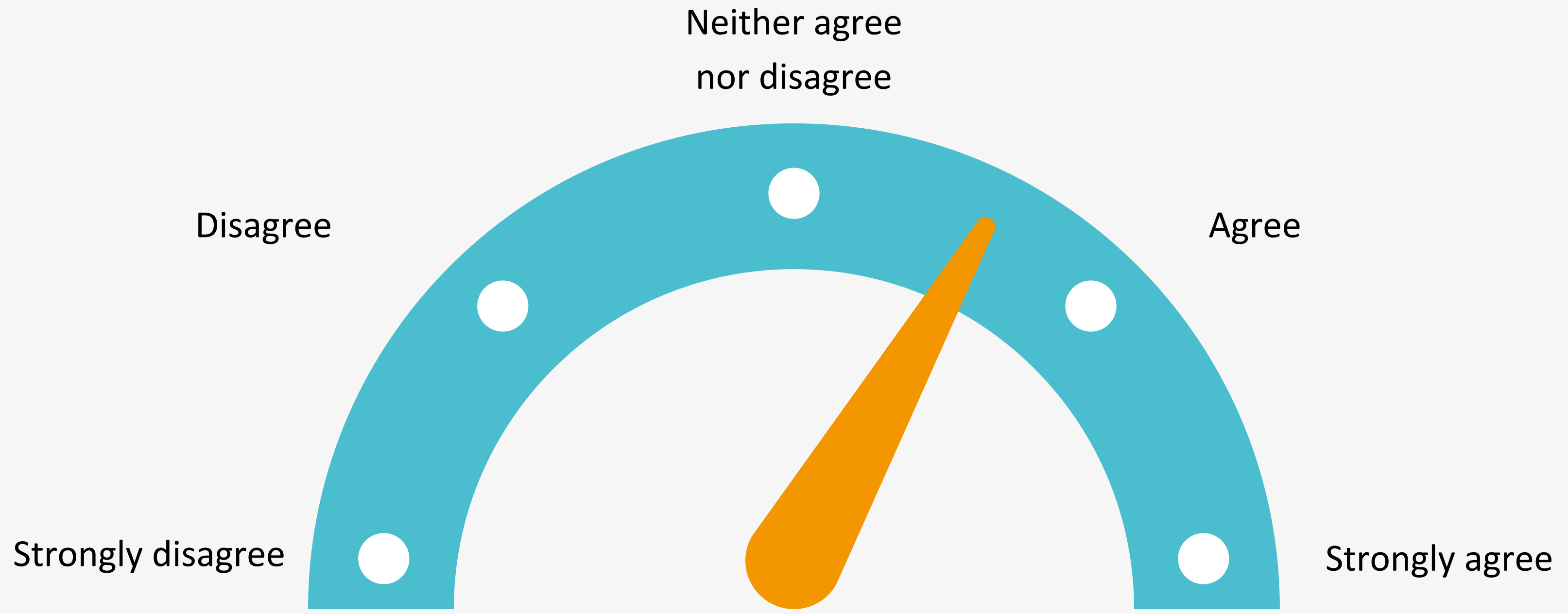
COOPERATION - CROSS DISCIPLINARY: DEPARTMENTS, TEAMS AND OTHER SITES COOPERATE EFFECTIVELY WITHIN THE COMPANY.



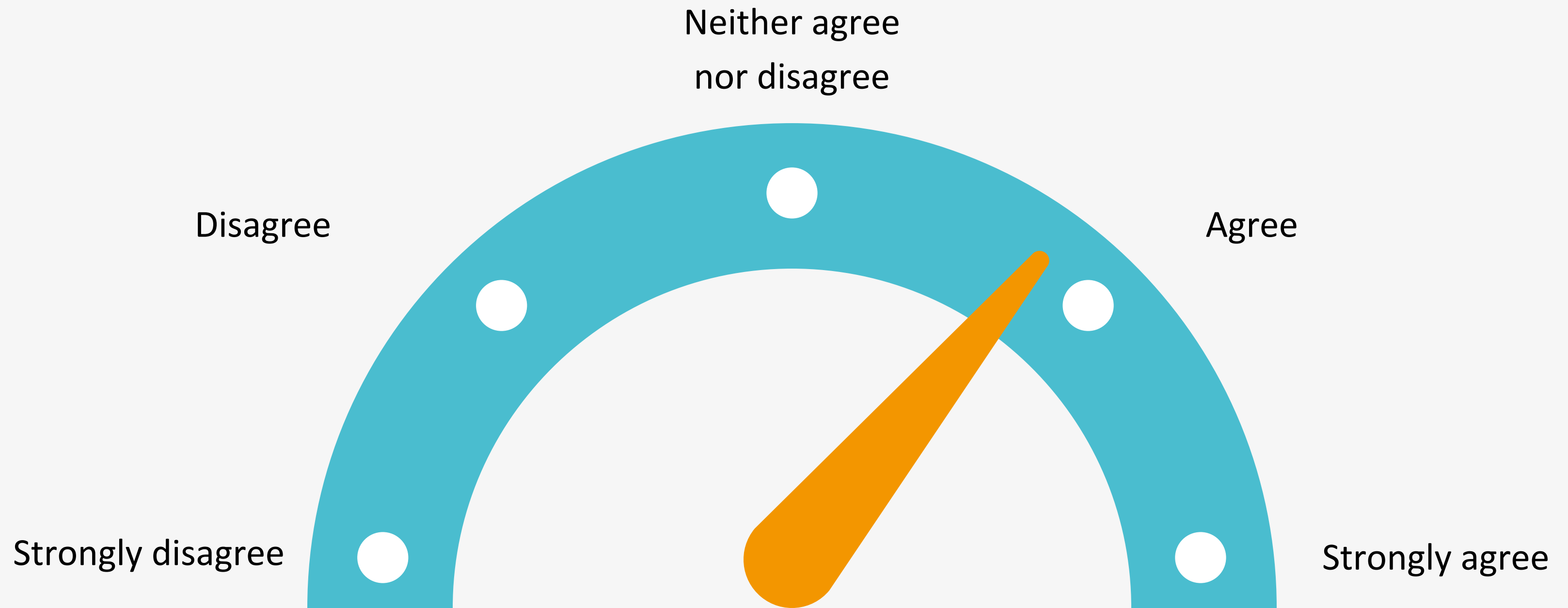
AVERAGE RATING PER QUESTION



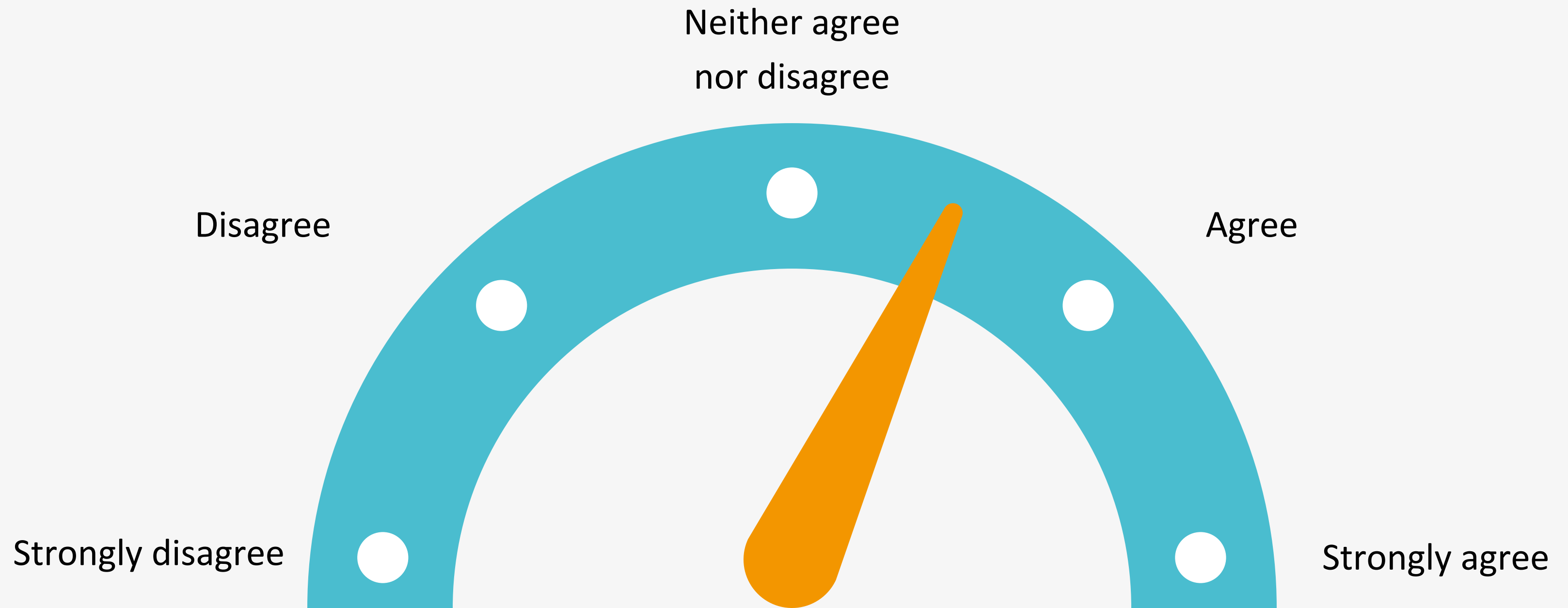
VALUES - EXEMPLARITY: YOU FEEL THAT YOUR SITE'S MANAGEMENT EMBODIES THE COMPANY'S VALUES AND SETS AN EXAMPLE.



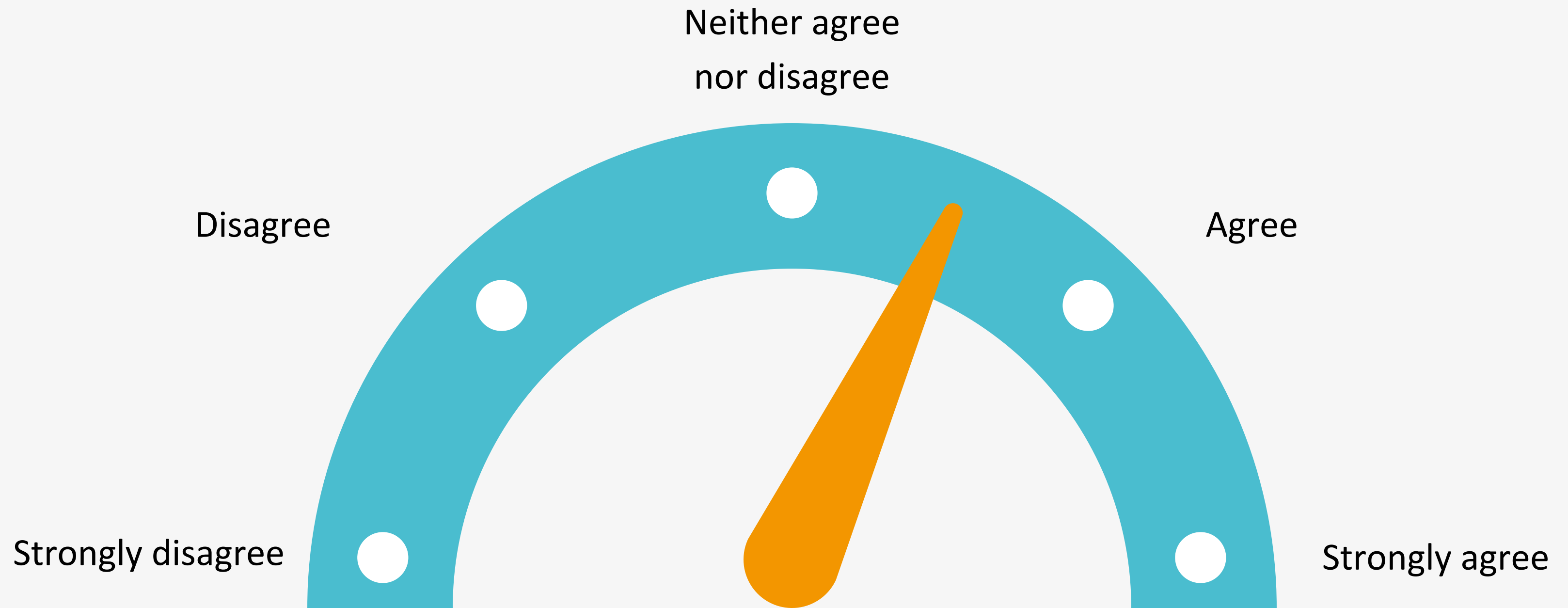
LISTENING: YOU HAVE THE OPPORTUNITY TO PROVIDE INPUT AND FEEDBACK TO MANAGEMENT, AND FEEL THAT YOU ARE BEING LISTENED TO.



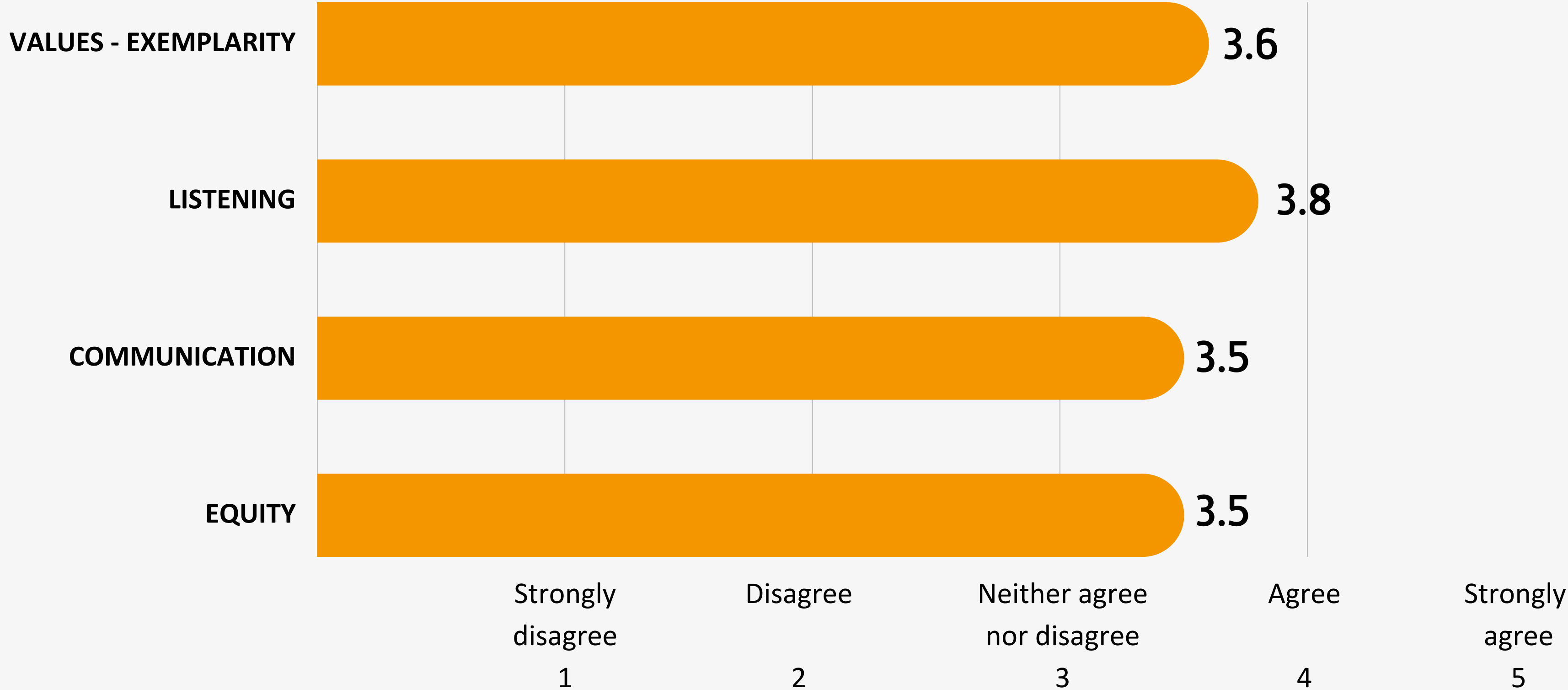
COMMUNICATION: YOUR SITE'S MANAGEMENT COMMUNICATES,
EXPLAINS AND GETS TEAMS TO UNDERSTAND DECISIONS.



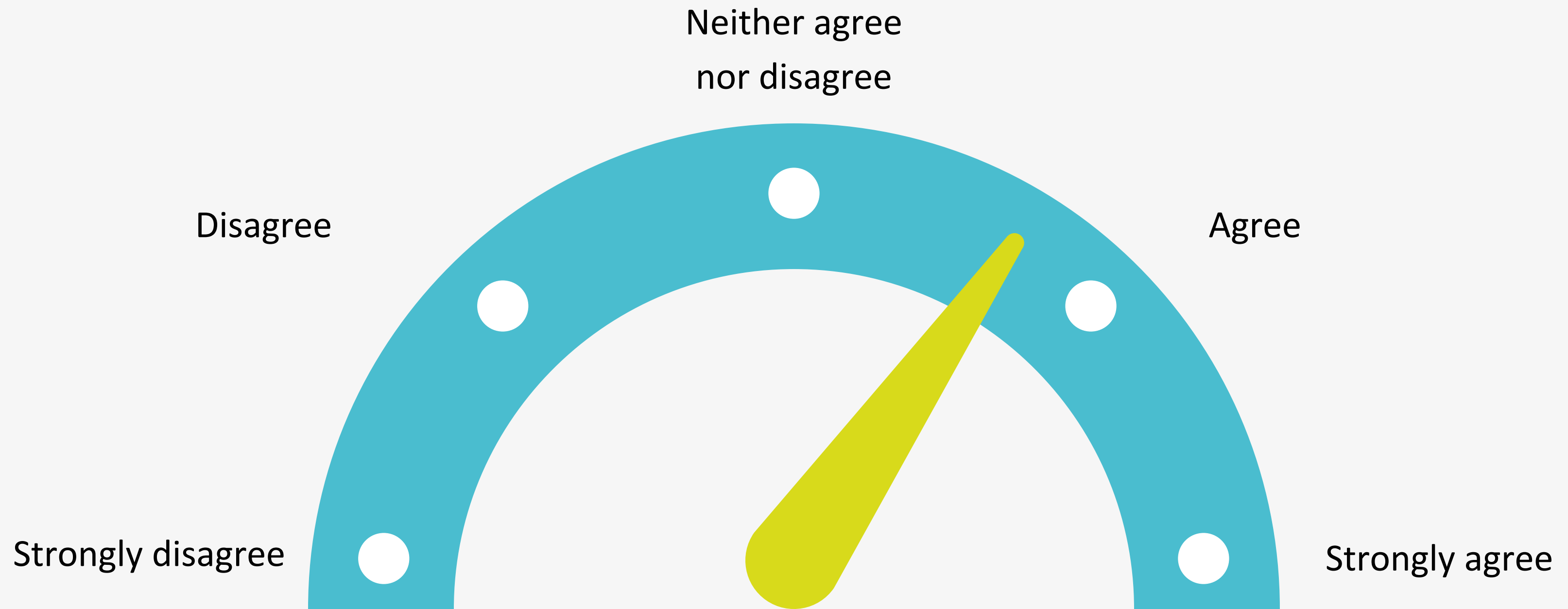
**EQUITY: YOU FEEL THAT MANAGEMENT MAKES FAIR, OBJECTIVE AND
EQUITABLE DECISIONS.**



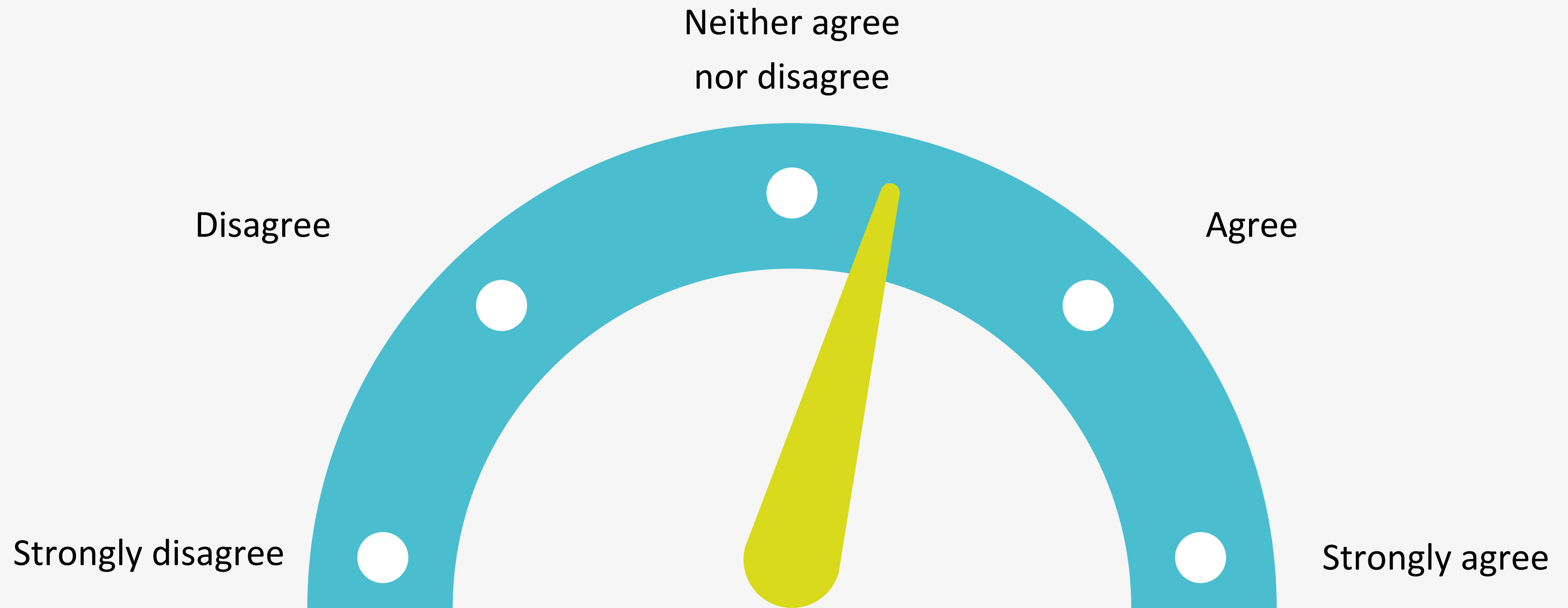
AVERAGE RATING PER QUESTION



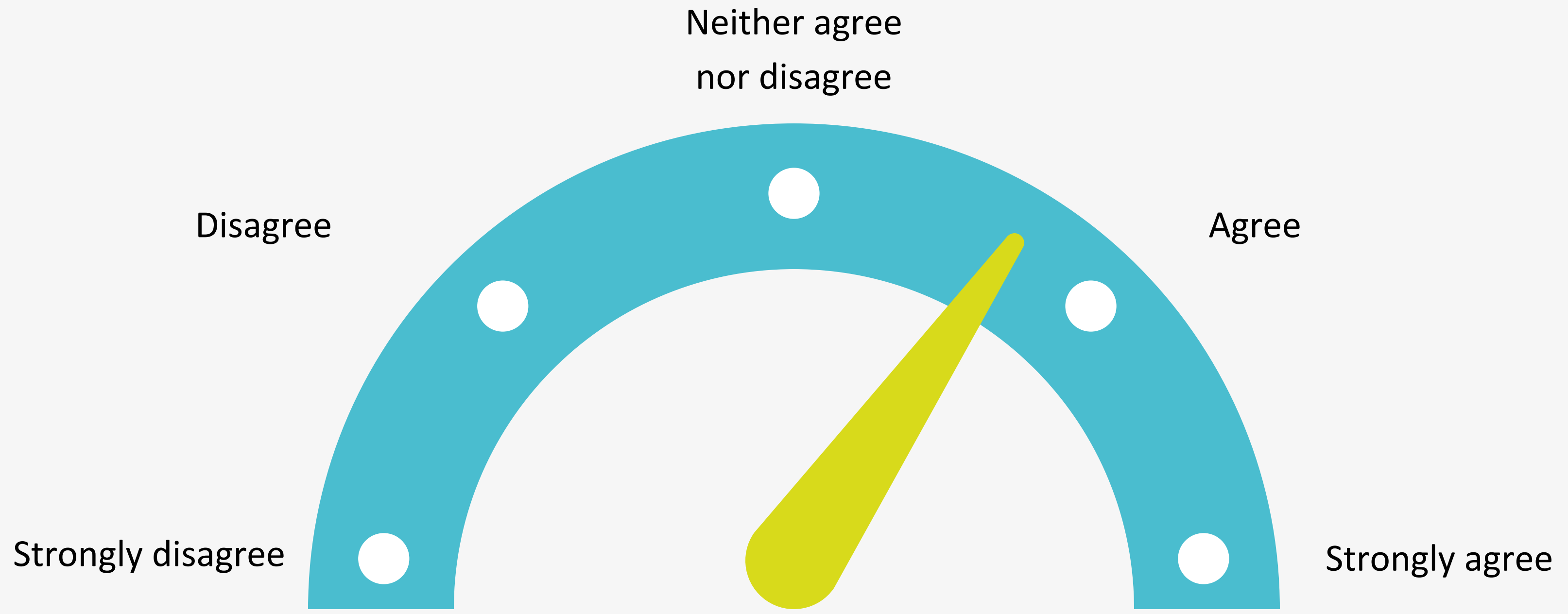
SKILLS DEVELOPMENT - CAREER OPPORTUNITIES: THE COMPANY OFFERS YOU THE OPPORTUNITY TO DEVELOP YOUR SKILLS AND GROW.



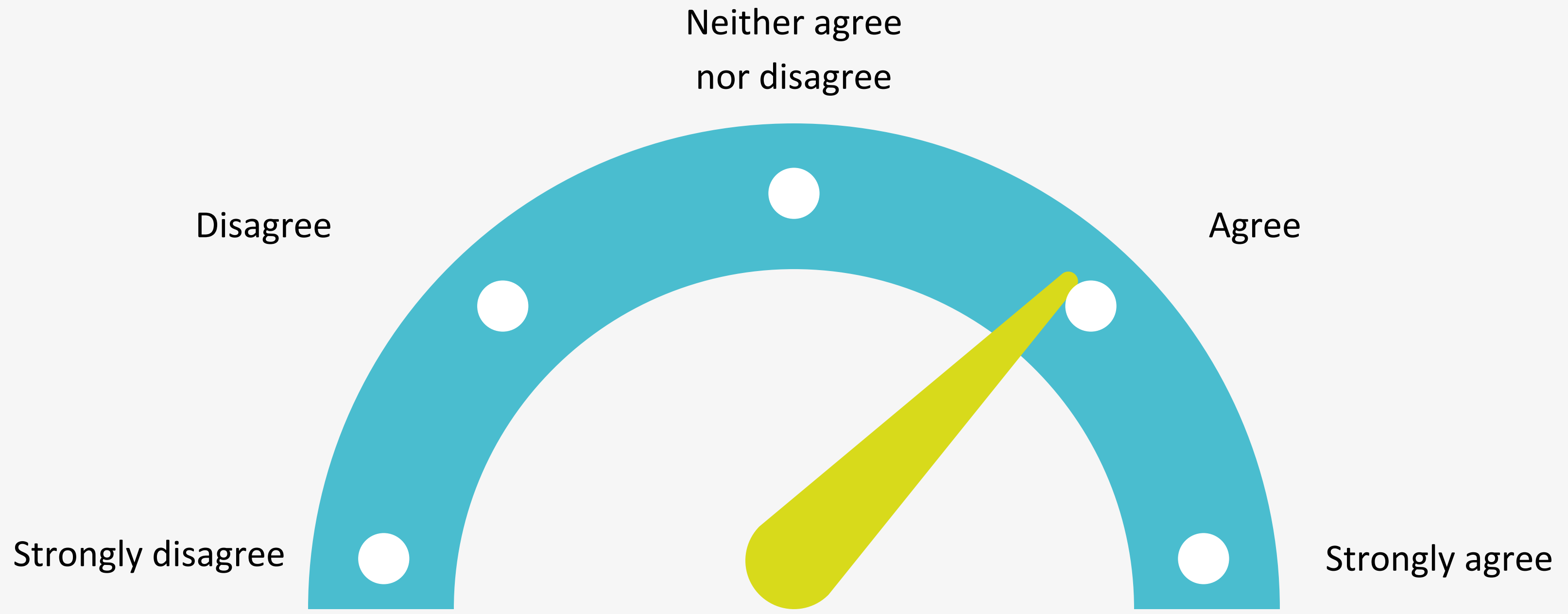
**COMPENSATION - BENEFITS: YOU ARE SATISFIED WITH YOUR
COMPENSATION AND BENEFITS.**



WORKING CONDITIONS: YOU ARE SATISFIED WITH YOUR WORKING CONDITIONS.



REPUTATION: YOU WOULD RECOMMEND UNITHER AS AN EMPLOYER.



AVERAGE RATING PER QUESTION

