

SERVIER'S COMMITMENT TO INCLUSION

At Servier, we are committed to therapeutic progress to serve patient needs. We see our employees as a source of richness for the fulfillment of this vocation.

Through our values and Ethics Charter, we promote a work environment that allows us to cooperate harmoniously and express our individual talents. We assert that each person is unique and has their right to respect, whatever their differences.

We, the members of the Executive Committee:

- Consider variety of backgrounds and perspectives as a driver of progress, individual and collective performance and innovation, because the plurality of views enriches the company and every one of us. We reject conformism and fight against self-censorship that prevents the expression of different opinions and assertiveness.
- Are determined to fight discrimination. We are committed to developing an inclusive work environment, in particular a climate of openness and trust which allows everyone to feel accepted as they are and to care for each other. All employment decisions are based solely on job-related factors, including the experience, skills, merit and qualifications of the individual.
- Are personally committed to translate inclusion into individual and collective actions and behaviors.
- Call on all Servier employees to participate actively in our journey to inclusion. We expect all of them to behave benevolently towards each other. We encourage the respectful expression of ideas, regardless of position, hierarchical level or seniority within the Group.

We encourage all managers to be ambassadors for inclusion each and every day. We therefore expect managers to:

- ensure equal opportunities during recruitment process.
- manage equitably and benevolently, forbid all forms of discrimination and exclusion and keep their doors open to all.
- ensure that the variety of backgrounds and perspectives is a driver of progress and innovation, considering competencies, respect of our values, performance, potential and motivation as the only criteria to select or promote team members.
- encourage all employees without distinction to respectfully express their ideas in their daily professional lives, accept different opinions, stimulate initiatives and constructive exchanges.
- lead by example and on a daily basis, ensure the commitment of their teams to respect everyone, listen benevolently and encourage inclusion.

Inclusion is among the pillars of the Group's development and is rooted in our values. We count on each of us to embody this Servier Inclusion Commitment.

**The President of Servier
and the Executive Committee**