

GROUPE LA POSTE HAS BECOME AN “ENTREPRISE A MISSION”

On 8 June, the Groupe La Poste held an Extraordinary General Meeting of Shareholders to adopt the company's mission statement.

Through this, La Poste will reinforce its position as a company with a positive impact, serving society as a whole.

An “*Entreprise à Mission*” is defined as a company whose social and environmental objectives are aligned with its purpose and set out in its Articles of Association.

Based on a new status established by the French PACTE law, a mission-driven company allows businesses to reconcile economic performance and general interest, in a pro-active manner. This legislative framework contains three successive phases, first introducing the notion of **general interest**, then that of **raison d'être**, and finally that of a **mission-driven company**.

Groupe La Poste has long supported changes in society to enable everyone, everywhere and every day, to benefit from social progress and technological innovation. The Group serves all stakeholders in French society, including citizens, companies, associations and local authorities. The Group's commitment to serving the "general interest" aims to take its public service missions further in order to support the major transitions that society is going through; its actions are constantly guided by taking general interest into consideration, while paying particular attention to the most vulnerable in society.

By adopting a *raison d'être* (purpose) at the beginning of 2021, Groupe La Poste underlined the fundamental meaning of its action and took an important first step towards its goal of becoming a mission-driven company. Developed in consultation with the many stakeholders involved in the Group's activities, and validated by the Board of Directors on 25 February 2021, the *raison d'être* summarises the essence and purpose of La Poste's activities at the service of society: **"At the service of all, and of use to each individual, La Poste is a people-oriented company with a local presence that develops exchanges and builds essential links by contributing to the common wealth of society as a whole."**

Being a mission-driven company implies that the Group invests resources in achieving its objectives. La Poste has made **four specific commitments** that define its contribution to the common wealth of society as a whole:

- contributing to the development and cohesion of the local areas;
- improving social inclusion;
- promoting ethical, inclusive and affordable digital services;
- working to accelerate the ecological transition for all.

To formalise these commitments, Groupe La Poste has set up a Stakeholder Committee to monitor each point independently.

"By adopting this innovative status only a few months after its enactment, La Poste remains true to its heritage as a pioneer, reconciling economic performance and the general interest. Postal workers can be proud of this." Muriel BARNEOUD - Director of Social Commitment, Groupe La Poste

The context of the French PACTE Act

The Act of 22 May 2019 concerning the company growth and transformation, known as the PACTE Act (*Plan d'action pour la croissance et la transformation des entreprises* [Action Plan for the Company Growth and Transformation]) has a dual objective: to promote the growth and financing of businesses, notably SMEs, in order to promote employment, and to redefine the position of companies in society.

Section 176 of the Act allows a company to publicly state that it is a mission-driven company by specifying its *raison d'être* (purpose), as well as one or more social and environmental objectives.

About Le Groupe La Poste

La Poste is a state-owned public limited company, a subsidiary of Caisse des Dépôts and the French State. Le Groupe La Poste is divided into five business units: Services-Mail-Parcels, La Poste Network, Digital Services, GeoPost and La Banque Postale which, with its subsidiary CNP Assurances, is a European leader in banking and insurance as well as green finance.

La Poste has been carbon neutral since 2012 and delivers 17.9 billion items worldwide (letters, printed advertising media and parcels), 6 days a week. Committed to its regional coverage, the Group has 17,000 retail outlets (post offices, local postal agencies, La Poste Relais outlets) and 15,000 points of access to a postal service (Pickup points, business centres, lockers and parcel drive service).

In 2020, Le Groupe La Poste generated €31.2 billion in revenue (40% outside France) and had a headcount of almost 249,000, in 48 countries over 4 continents, of which 190,000 in France. Through its strategic plan "La Poste 2030 - Committed for you", the public company has set itself the goal of becoming the leading European platform for links and exchanges, providing digital, people-oriented, green and socially-responsible services for the benefit of its customers in their projects, and the transformation of society as a whole.

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