

TAKING ACTION FOR SUCCESSFUL TRANSFORMATION

*“La Poste, a group that cares about its employees,
develops their skills and is committed to people-oriented
innovation and performance”*

HR policies to help us succeed together



February, 2026

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EDITORIAL

La Poste Group operates in an environment undergoing radical transformation. In this fast-moving context, marked by unprecedented shifts in certain economic indicators, it is essential to know where we are headed.

All successful and sustainable forward-looking transformations are rooted in people – which means the HR function has a major role to play. To help bring transformation projects to fruition, human resources policies must be proactive while ensuring that the fundamentals are upheld. Our task is facilitated by our strong social dialogue and the ongoing commitment of the trade unions to drive forward our HR policies, which is vital for building broad-based performance that benefits all our stakeholders while safeguarding the company's long-term future.

In collaboration with the human resources departments of the various business lines, we have updated the group's HR policies to ease future transitions and ensure that each and every employee is equipped to embrace their role to the fullest extent.

Employees, managers, HR managers and external stakeholders, this document sets out why we do what we do, highlighting the underlying values that unite us and help us to succeed together.

VALÉRIE DECAUX

**Executive Vice President
La Poste Groupe Head of Human Resources**

HR POLICY

"A RESPONSIBLE HR POLICY TO SUPPORT THE GROUP'S DEVELOPMENT"

BACKGROUND

The group upholds its primary responsibility to protect, respect and promote human rights in all its activities.

In the face of unprecedented changes to its environment, the group is implementing an ambitious and meaningful human resources policy designed to promote each employee's professional development. The policy aims to provide a clear frame of reference and tools for successfully managing the **rapid transformation of the group's historical business lines and the development of new activities.**

The **"La Poste 2030, committed for you"** strategic plan is preparing the group to support customers through major transitions – digital, ecological, regional and demographic. Meanwhile, La Poste's status as a mission-led company, adopted in June 2021, has strengthened its positive impact on society. All of the challenges set out above are supported by human resources policies that demonstrate the group's commitment to its employees.

More than 227,000 employees are mobilised every day in distribution, logistics, banking, insurance and IT, in France and abroad, wherever the group is present, serving customers.

AMBITION AND VALUES

"Our ambition for 2030 is to build cohesion.

La Poste is a group that cares about its employees, develops their skills and is committed to people-oriented innovation and performance"

La Poste Groupe's human resources policy is rooted in its core values of openness, consideration, fairness, accessibility, proximity and service, and is in line with its overriding aim of making a positive impact on society.

As a socially responsible company that respects human rights, La Poste has always been committed to improving well-being at work and developing skills and career paths.

HR POLICY

La Poste's core values are:

- **DIVERSITY (INCLUDING SOCIAL DIVERSITY) AND INCLUSION** reflecting its commitment to social responsibility
- **GENDER EQUALITY** and combating all forms of discrimination
- **SUPPORTING AND LISTENING TO EMPLOYEES** to help them progress throughout their careers
- **INTEGRATING YOUNG PEOPLE INTO THE WORKPLACE AND RETAINING OLDER EMPLOYEES**

The **labour-management agreement** embodies these values and the principle of well-being at work that enable La Poste to reconcile **quality of service for customers with performance, engagement and pride for employees.**

To provide the closest possible support to employees, the human resources and management teams are committed to embodying La Poste's values on a daily basis.

POLICY AND ACTIONS

- La Poste Groupe's **aim of positively impacting its people** is underpinned by its core **values and human resources policy.**
- La Poste Groupe has adopted a **human rights policy** that reflects its commitment to protecting, respecting and promoting human rights in all its activities, throughout its value chain, in France and internationally.
- The **human resources policy** is an extension of the group's human rights policy. It covers **five areas:**

- 1** Improving **WELL-BEING AT WORK AND PROTECTING OCCUPATIONAL HEALTH AND SAFETY** for employees.
This is a driver for both La Poste's overall performance and employee engagement.
- 2** Anchoring the **RESPONSIBLE EMPLOYER** policy at the heart of its actions. Social and societal responsibility are key considerations in all of the group's actions and are at the heart of the human resources policy, in line with La Poste's purpose.
- 3** Developing the **EMPLOYABILITY OF EMPLOYEES**, prioritising internal mobility. La Poste supports employees as they transition to new roles and offers innovative career paths, such as "pioneer paths" and "signposted pathways" – certified training programmes recognised in the job market.
- 4** Implementing a fair, high-quality **COMPENSATION POLICY** that reflects individual and collective performance and each person's level of responsibility. We provide high-quality health and death/disability coverage and a range of benefits in kind tailored to the needs of employees.
- 5** Promoting **ongoing and constructive social and economic dialogue with employee representatives.** The quality of social dialogue is an integral part of the life and development of La Poste.

KEY FIGURES

- **More than 227,000** employees in 2025
- **78%** of employees are employed in France and **22%** are employed abroad.

50.8% of the workforce are women and the gender equality index is

99/100.

- **9,600** recruitments in 2025 in France and more than **16,000** across Europe.

La Poste is a leading recruiter. It employs **more than 3,500** work-study students every year.

- **13,800** employees have disabilities.
- **More than 13%** of employees benefit from career progression each year.
- **More than 4,500** employees are on certified career paths.
- **100%** of group employees in France are covered by employee agreements.
- **5,900** employees and family caregivers identified and supported

HUMAN RIGHTS POLICY

AN AMBITIOUS POLICY

La Poste places its social responsibility and commitments in this area at the heart of its business model and strategic plan. In 2021, La Poste became a mission-led company, demonstrating its determination to have a positive impact on society as a whole. Protection, respect and promotion of human rights are the cornerstones of its social responsibility.

The United Nations defines human rights as: “rights inherent to all human beings, regardless of race, sex, nationality, ethnicity, language, religion, or any other status. Human rights include the right to life and liberty, freedom from slavery and torture, freedom of opinion and expression, the right to work and education, and many more. Everyone is entitled to these rights, without discrimination.”

These rights are recognised and described in a number of international conventions and commitments, including:

- the **Universal Declaration of Human Rights**;
- the **UN Guiding Principles** on Business and Human Rights;
- the Declaration and **fundamental conventions of the International Labour Organization (ILO)**¹;
- the **OECD Guidelines** for Multinational Enterprises;
- the principles of the **United Nations Global Compact**.

La Poste Groupe (including La Poste SA, La Banque Postale, CNP Assurances and Geopost) is a member of the United Nations Global Compact.

These standards form the **basis** of the group's commitment to being **exemplary** in protecting, respecting and promoting human rights in all its activities.

Human rights form an integral part of La Poste's **ambitious policy** as an **employer, contractor** and **service provider**. Promoted by the Executive Committee and the management bodies of the group and its subsidiaries, this policy contributes to the implementation of the group's duty of care². It is complemented by the group's commitments in the fields of occupational health and safety³, the environment⁴ and personal data protection⁵.

¹ Conventions 87 and 98 on freedom of association and the right to collective bargaining; Conventions 29 and 105 on the prohibition of forced labour; Conventions 138 and 182 on the abolition of child labour; Conventions 100 and 111 on non-discrimination. La Poste also refers to Convention 190 on violence and harassment.

² Actions relating to the duty of care are detailed in the appendix to the Universal Registration Document, which is available at www.lapostegroupe.com/en.

³ La Poste's well-being at work and occupational health and safety policy is available at www.groupe.laposte.com/en.

⁴ La Poste Groupe's commitments to the environment and regional social inclusion are detailed in the Universal Registration Document and in the group's social commitment policy, both of which are available at www.groupe.laposte.com/en.

⁵ La Poste Groupe's personal data protection policy, which incorporates compliance with the General Data Protection Regulation (GDPR), is described in its Data charter, which is available at www.lapostegroupe.com/en.

HUMAN RIGHTS POLICY

LA POSTE GROUPE'S COMMITMENTS

La Poste Groupe is committed to:

- preventing all forms of harm to **human rights** and ensuring that it is not a party to human rights violations;
- prohibiting all forms of psychological or physical **abuse** and, more generally, any form of inhuman, cruel or degrading treatment;
- prohibiting all forms of **forced or compulsory labour, child labour**, and human trafficking⁶;
- prohibiting all forms of **discrimination**⁷, on the grounds of gender, age, health or disability, pregnancy, sexual orientation, nationality, social background, membership of a community, political, trade union or religious beliefs;
- defending **freedom of association** and the **right to collective bargaining**;
- defending the right to an **adequate wage**;
- prohibiting any form of invasion of **privacy**.

La Poste Groupe is **committed to rigorous compliance with the obligations** of the General Data Protection Regulation (GDPR). The group **refrains from** setting up **any system likely to infringe on the privacy** of its staff, service providers or subcontractors.

La Poste guarantees the confidentiality of items of correspondence and the integrity of their contents. Postal workers swear an oath to "scrupulously respect the integrity, confidentiality and privacy of correspondence, including electronic correspondence".

La Poste Groupe conducts its activities **in compliance with the labour legislation** of the countries in which it operates. If local provisions limit the protection of human rights within the meaning of international standards, **La Poste Groupe seeks the best possible solutions** to achieve this protection for its own employees and those of its subcontractors.

The **subsidiaries** of La Poste Groupe incorporate these **commitments** into their own **policies** (human rights policy of La Banque Postale and Geopost, CSR policies of CNP Assurances, Docompost and Médiaposte) and **agreements** (Geopost agreement with UNI Global Union and its addendum).

⁶ As defined by the ILO.

⁷ As defined in Article 225-1 of the French Criminal Code (*Code pénal*).

HUMAN RIGHTS POLICY

BEING AN EXEMPLARY EMPLOYER

As an exemplary employer, La Poste Groupe promotes human rights in its policies, human resources management processes and social dialogue. In doing so, it seeks to extend and amplify its international commitments.

Committed to quality employment conditions, fighting discrimination and preventing all forms of violence in the workplace, it implements **proactive measures** in favour of:

- **gender equality** and **combating sexism**;
- preventing and dealing with moral or sexual **harassment**;
- supporting **victims of domestic violence**;
- inclusion across the business lines of **people with disabilities**;
- **respecting diversity** and **inclusion** and combating **prejudice** and stereotypes;

La Poste and its French subsidiaries regularly sign **employee agreements** promoting human rights with representative trade unions⁸.

La Poste SA, La Banque Postale, CNP Assurances, Geopost, Mediaposte and Docaposte have drawn up codes and regulations setting out their commitments in terms of respect for diversity, inclusion and combating discrimination.

- La Poste Groupe is a **signatory of the Diversity Charter**.
- The Services-Mail-Parcels business line has been awarded a **Diversity label**.
- La Poste SA upholds the principle of non-discrimination and sets it out in its internal rules.
- La Banque Postale has drawn up a manifesto on equal opportunities, diversity and inclusion.
- Geopost has incorporated the principles of diversity, inclusion and non-discrimination into its code of conduct.

Regular **communication campaigns** are organised to promote these principles among employees.

La Poste Groupe's **international activities** are mainly carried out by **Geopost** subsidiaries, in almost 50 countries worldwide. In their role as transport and delivery companies, these subsidiaries are committed to ensuring that **human rights are respected** in the countries where they operate. They are **especially attentive** to **people who are likely to be the most at risk** of human rights violations, in particular women, children, disabled workers, national, ethnic, religious or linguistic minorities and migrant workers.

In 2017, Geopost signed a collective bargaining agreement with UNI Global Union, and it has also signed local agreements, reaffirming its commitment to supporting fundamental human rights and freedom of association throughout its value chain.

In the countries in which they operate, Geopost subsidiaries implement this commitment through local initiatives aimed at preventing and managing human rights risks.

⁸ Measures relating to subjects such as compensation, working hours, holidays, social security coverage, gender equality in the workplace and disability inclusion, are regularly the subject of employee agreements at La Poste SA.

HUMAN RIGHTS POLICY

BEING A RESPONSIBLE AND ETHICAL PURCHASER AND BUSINESS PARTNER

Respect for human rights is a responsibility that La Poste Groupe applies to its suppliers, service providers and subcontractors with whom it has an established commercial relationship, and to the employees of these companies.

La Poste Groupe acts as a responsible and ethical purchaser, working with its partners to **achieve progress together**.

It chooses its suppliers, service providers and subcontractors with a view to giving priority, wherever possible, to **players who share all its values**.

It ensures that it does not exert any pressure on them that could lead them to violate human rights and fundamental freedoms. These principles are incorporated into contractual arrangements.

La Poste Groupe's **responsible purchasing policy** demonstrates the group's commitment to acting as a responsible purchaser.

To ensure the operational implementation of these commitments, La Poste Groupe's **Responsible and Ethical Purchasing Charter**⁹ sets out the **reciprocal human rights commitments** between the group and its contracted suppliers at every stage of the contractual relationship and service delivery, both in France and abroad, including services provided at postal sites.

Reciprocal commitments for the group and its suppliers to:

- **respect, promote and implement the principles of the Universal Declaration of Human Rights**, the United Nations Global Compact and its Guiding Principles, the OECD Guidelines and the fundamental conventions of the ILO;
- **comply with legislation** on working hours, compensation, training, trade union rights and freedom of association, and the fight against illegal or undeclared work;
- **respect the rights** of indigenous and tribal peoples and communities;
- **not practice any form of discrimination** and to promote equal professional treatment;
- ensure that services and products are provided or manufactured in **conditions that respect the fundamental rights** of individuals and communities, and are safe for end users;
- **take appropriate measures, in consultation with the relevant company**, if a situation contrary to respect for human rights occurs on a postal site against a member of staff or an external company employee.

⁹ La Poste Groupe's responsible purchasing policy and Responsible and Ethical Purchasing Charter are available at <https://www.lapostegroupe.com/en>. The charter also includes other commitments, particularly in the field of occupational health and safety.

HUMAN RIGHTS POLICY

Group companies can draw up responsible purchasing charters tailored to the specific features of their field of activity or the regions in which they operate. These charters specify the companies' requirements in terms of the protection of human rights.

Examples include La Banque Postale and Geopost, whose charter is currently being incorporated into the contractual arrangements of its subsidiaries.

La Poste Groupe may also **verify the proper implementation of these commitments** through operational controls or audits.

- If the group's principles have been breached, a **remedial action plan** is drawn up and implemented jointly with the partner concerned.
- In the event of serious human rights violations, **La Poste may terminate the contractual relationship.**

La Poste Groupe incorporates respect for human rights into the analysis and evaluation of its **partnerships** and **mergers and acquisitions.**

HUMAN RIGHTS POLICY

SUPPORTING RESPECT FOR HUMAN RIGHTS THROUGH ITS BANCASSURANCE ACTIVITIES

La Banque Postale and its subsidiaries integrate human rights issues into their business policies¹⁰.

In terms of **investment and financing**, La Banque Postale has adopted a **Responsible Financing and Investment Charter** as well as **strict exclusion policies** covering certain countries, companies and organisations. These apply in the event of serious and/or repeated violations of the United Nations Global Compact principles, international codes of conduct or conventions, or a failure to respect trade union freedoms or fundamental human rights of employees, subcontractors and suppliers.

In its **asset management activities**, La Banque Postale Asset Management promotes human rights and gender equality.

Throughout its investment activities, LBP AM implements measures aimed at preventing and mitigating any potential human rights impacts that may arise from the activities of the issuers (states or companies) in which it invests.

LBP AM implements a proprietary extra-financial analysis methodology called "GREaT" based on environmental, social and governance (ESG) criteria. Six of the thirteen criteria in the methodology address salient human rights risks.

The GREaT rating, and its variations dedicated to sovereign assets and real and private assets, are central to the process of selecting securities for socially responsible investment (SRI) funds and are integrated into LBP AM's management decision-making tools.

These methodologies seek to exclude issuers most exposed to high human rights risks and favour those that best manage their exposure to such risks.

They are accompanied by an exclusion policy linked to violations of human rights and LBP AM's fundamental ethical standards, and an engagement policy focused on preventing, mitigating and remedying negative impacts on human rights.

As part of its **responsible investment strategy**, CNP Assurances conducts its operations across its various asset classes in accordance with the Principles for Responsible Insurance and the Principles for Responsible Investment, to which it is a signatory.

¹⁰ La Banque Postale is a signatory to the Principles for Responsible Banking, the Principles for Responsible Investment, the Principles for Sustainable Insurance and the Equator Principles.

¹¹ Via its subsidiary LBP Asset Management.

¹² These principles aim to promote the consideration of environmental, social and governance (ESG) issues in insurance and investment decisions and activities (<https://www.unepfi.org> and <https://www.unpri.org>).

HUMAN RIGHTS POLICY

CONTINUOUS IMPROVEMENT IN THE RESPECT AND PROMOTION OF HUMAN RIGHTS

La Poste Groupe and its subsidiaries carry out an annual assessment of the risks of serious violations of human rights and fundamental freedoms associated with their activities and those of their suppliers, in accordance with France's duty of care law.

Risk mapping informs the group's **Duty of Care Plan** and risk prevention systems¹³. **The Duty of Care Steering Committee oversees** these processes at group level.

Employees are made aware of the group's human rights commitments through internal **communication campaigns** and **training**.

Employees have access to a dedicated whistleblowing system¹⁴ enabling them to report any violations of human rights and fundamental freedoms observed in the course of their duties.

A similar whistleblowing system has been set up for employees of the group's suppliers and subcontractors.

La Poste Groupe **works with several non-governmental organisations and non-profits to discuss and share best practices**¹⁵ on issues related to human rights in the workplace.

In the event of a human rights violation, the group takes immediate **corrective action**. **Disciplinary measures** may be taken against employees, and **sanctions** may be imposed on business partners.

¹³ The Duty of Care Plan is presented in La Poste Groupe's Universal Registration Document, available at www.groupe.laposte.com/en.

¹⁴ Accessible at <https://www.alerte-ethique.laposte.fr/?lang=en>

¹⁵ Concerns La Poste SA and/or some of its subsidiaries:

- Human rights: Entreprises pour les Droits de l'Homme (EDH)
- Combating discrimination and promoting inclusion: Association Française des Managers de la Diversité (AFMD), Fondation Agir Contre l'Exclusion (FACE), Entreprises pour la Cité, Réseau des Ecoles de la 2ème Chance, Fondation femmes@numérique, Club Landoy, l'Autre Cercle, Pas@pas, Stop Illettrisme, etc.
- Combating domestic violence: One In Three Women and the Fédération Nationale des Centres d'Information sur les Droits des Femmes et des Familles (FNCIDFF).

WELL-BEING AT WORK, WORKING CONDITIONS AND OCCUPATIONAL HEALTH AND SAFETY POLICIES

“THE POST OFFICE IS CONCERNED ABOUT HEALTH, SAFETY AND WORKING CONDITIONS”

BACKGROUND

La Poste's strength lies in its employees' day-to-day commitment to providing its services. It is implementing a proactive policy to improve their quality of life and working conditions, with the **PROTECTION OF THEIR SAFETY AND HEALTH** as the absolute priority

To ensure they feel at ease at work, La Poste is committed to ensuring that employees benefit from good working conditions and a safe working environment.

AMBITION AND VALUES

The policies and actions implemented in the area of Quality of Life and Working Conditions are both a source of well-being at work and a significant improvement in the company's profitable and responsible performance. "We are also convinced that we only have one health: this "holistic health" approach leads us, beyond our primary requirement for health at work, to also contribute, through selected public health initiatives, to improving the health of our employees who participate in them."

La Poste implements measures to improve well-being at work and working conditions, keeping pace with employees' changing expectations.

This policy is implemented throughout the company by line managers, human resources managers, the Occupational Health and Safety Department, prevention officers, ergonomists, occupational psychologists and social workers, in close collaboration with employee representatives.

Policies and practices are shared within the Group's monthly QVCT Committee.

A process for developing a common Occupational Health and Safety Management System (OHSMS) is being studied through ISO 45001 certification of pilot sites and the sharing of experience with Group subsidiaries that are already certified.

The La Poste Groupe measures progress based on accident frequency and severity rates, absenteeism rates and responses to the annual engagement survey. Among the responses to this survey, **THE QUALITY OF LIFE AT WORK INDEX IMPROVED IN 2023, THEN IN 2024, AND CONSOLIDATED IN 2025.**

POLICY AND ACTIONS

Protecting employees' occupational health and safety

1

LA POSTE MAKES THE PROTECTION OF EMPLOYEES' HEALTH A PREREQUISITE FOR ALL ITS ACTIVITIES

It implements systems adapted to the diversity of its businesses so that it can ensure good working conditions and reduce the causes of accidents, occupational illnesses and absenteeism. Its prevention policies focus on primary prevention, which is the most effective because it aims to reduce risk factors.

- **THE PREVENTION OF PHYSICAL RISKS** covers the ergonomics and safety of equipment and modes of transport, work organisation and the working environment, as well as training in good work practices in order to prevent injury.
- **THE PREVENTION OF MUSCULOSKELETAL DISORDERS** (MSD) is being rolled out, including for employees in service-sector workstations. Innovative preventive equipment is being tested.
- La Poste ensures **THE QUALITY OF THE WORKING ENVIRONMENT** by providing equipment and fittings for its premises and ensuring health and safety conditions.
- When appropriate, **IMPACT ASSESSMENTS** can be used to identify the benefits and risks of proposed changes and to take the necessary measures to preserve and improve working conditions.
- **A PROBLEM SOLUTION** (root cause analysis and associated action plan) is carried out **FOR EACH WORKPLACE ACCIDENT**, and **OCCUPATIONAL ILLNESSES ARE ANALYSED**.

2

A LONG-TERM APPROACH TO WELL-BEING AT WORK

- **ONE OF THE WAYS THE GROUP HELPS TO PREVENT PSYCHOSOCIAL RISKS IS THROUGH THE USE OF ITS "WELL-BEING AT WORK ESSENTIALS" SYSTEM**, which was designed in conjunction with France's National Agency for the Improvement of Working Conditions (*Agence nationale pour l'amélioration des conditions de travail* – ANACT) and identifies situations that could cause people to feel tension or stress in their workplace. It is overseen by the group's various Management Committees with input from all line managers, specialist HR staff and employees.
- Onboarding of new hires and employees changing jobs within the group is key to their engagement and to team performance. **THE "WELCOME TO LA POSTE" APPROACH**, including a digital onboarding programme, is available to introduce people to the company and **HELP THEM FIND THEIR FEET**.
- To give meaning to work and develop autonomy within teams, **WORK DISCUSSION SPACES** provide employees with a forum to improve their day-to-day work.
- **PARTICULAR ATTENTION IS PAID TO COMBATING RUDE CUSTOMER BEHAVIOUR** faced by employees in contact with customers. La Poste provides training for employees and their managers on how to deal with tense situations, offers legal assistance and support, and takes legal action in the event of an assault. **A POST-ASSAULT ANALYSIS** is carried out for the most serious cases.

3

PROMOTING A GOOD WORK-LIFE BALANCE

Finding the right balance between professional and personal life is a key component of well-being at work. La Poste has put in place a number of measures to help its people achieve that balance, including:

- The **RIGHT TO DISCONNECT** for everyone, including managers.
- The possibility of **REMOTE WORKING** for employees whose jobs are compatible with this form of working arrangement.
- **MEASURES TO SUPPORT PARENTHOOD**, covering all family situations.
- **VOLUNTARY PART-TIME HOURS** for employees who wish to work part time for personal reasons, even when this is not family-related.

4

LA POSTE IS ACTIVELY WORKING TO MAINTAIN EMPLOYMENT

- It anticipates issues and responds in a structured manner when a situation arises.
- **THE SUSTAINABILITY OF ACTIVITIES** is indeed an ongoing concern, supported by the health and safety prevention measures mentioned in point 1, which protect employees at all times. It facilitates **ACTIVE AGEING** among employees.
 - Job retention is also an essential factor in supporting **DIVERSITY/INCLUSION**.
 - The **APALA (BEFORE, DURING, AFTER ABSENCE)** approach is offered to employees who have been absent for 30 days or more, to maintain contact and ensure a successful return to work.
 - The mid-career "**CAREER AND HEALTH**" medical examination makes it possible to anticipate health problems and any need for professional development.
 - Managers, HR and health and safety officers oversee the **WORKPLACE ADJUSTMENTS** recommended by occupational physicians.
 - **REASSIGNMENT AND EMPLOYMENT RETENTION COMMITTEES** intervene at the first signs of professional disengagement and in situations of incapacity for work.

GOOD TO KNOW

LA POSTE OFFERS SPECIFIC WELFARE SERVICES TO EMPLOYEES WHO ARE ENCOUNTERING PARTICULAR DIFFICULTIES IN THEIR WORKING LIVES.

A PSYCHOLOGICAL SUPPORT AND HELPLINE SERVICE is available to employees facing difficult situations in their professional or personal lives. This takes the form of a telephone **HELPLINE** and a **PSYCHOLOGICAL SUPPORT PORTAL** where you can make an appointment and communicate with a psychologist in the manner of your choice, either directly or by appointment (by telephone, email or chat).

RESULTS:

The group's performance indicators enable the effectiveness of policies to be measured:

- 12% The accident frequency rate has fallen by 12% since 2021

1-point decrease in absenteeism rate since 2022, stability between 2024 and 2025

-1 point decrease in absenteeism rate since 2022, stability between 2024 and 2025

6.8/10: the Quality of Life at Work index rose from 6.6 to 6.8 between 2022 and 2025 (score out of 10 measured in the group engagement barometer)

DIVERSITY AND INCLUSION POLICY

“HELPING TO BUILD A MORE INCLUSIVE SOCIETY”

BACKGROUND

The La Poste Groupe reflects the diversity of society and supports societal changes, including the development of a **more inclusive society** that adapts to the specific characteristics of each individual (disability, gender, sexual orientation, origin, etc.); the strengthening of measures to **promote professional equality between women and men**; the freedom to speak out against sexist and sexual behaviour; a **greater expectation of work-life balance**; an **ageing population** that affects everyone's lives (longer working lives, increase in caregiving situations).

This translates into a strong commitment based on **constructive dialogue** with employee representatives, which has resulted in the signing of several agreements on diversity and inclusion (professional equality between women and men, improving the work-life balance of employees providing care, integrating disability in the workplace, experienced employees) and an agreement dedicated to Quality of Life and Working Conditions (QVCT).

Diversity and inclusion are issues that affect employee health and safety, the ability to attract and retain talent, **the company's ability to adapt quickly to change, and overall competitiveness.**

AMBITION AND VALUES

The La Poste Groupe works with its internal and external stakeholders to ensure that everyone is included, in particular by promoting fair behaviours and initiatives to combat stereotypes, treating each person as a unique individual.

La Poste enables every employee to find their place within the company and to be a driver of innovation and performance, a source of commitment and profitable, responsible performance.

DIVERSITY AND INCLUSION POLICY

POLICY AND ACTIONS

La Poste's commitment to being a responsible and inclusive employer for all of its people is underpinned by the following principles:

1 THE LA POSTE GROUPE PLACES THE FIGHT AGAINST DISCRIMINATION AND STEREOTYPES AT THE HEART OF ITS EFFORTS TO PROMOTE INCLUSION.

It implements measures that guarantee respect for everyone's identity:

- **MEASURES TO PREVENT ALL FORMS OF DISCRIMINATION**, including training for employees to understand the different types of discrimination, review stereotypes and provide more specific support to recruiters and managers to promote diversity inclusion in organisations.
- **REGULAR COMMUNICATION CAMPAIGNS** to highlight La Poste's commitment to inclusion and diversity, and regular speeches at key events: Women's Rights Day, European Disability Employment Week, Caregivers' Day, etc.
- **ALERT PROCEDURES AT ALL LEVELS** to enable the reporting of potentially discriminatory situations, efficient handling (impartiality, speed, confidentiality) and support for any victims.

2 THE GROUP'S APPROACH IS BASED ON EQUAL OPPORTUNITIES.

The La Poste Groupe respects the specific characteristics of each employee and creates conditions that enable everyone to benefit from career paths and opportunities based on their skills. It implements specific measures through high-quality social dialogue to ensure equal opportunities.

- **A STRONG COMMITMENT TO ENSURING PROFESSIONAL EQUALITY BETWEEN WOMEN AND MEN** with a target of 40% female senior managers by the end of 2025, zero tolerance for sexism or harassment, promotion of gender diversity in all professions, support for women who are victims of domestic violence, measures to support employees who are parents, and improvements in work-life balance (right to disconnect, teleworking, etc.).
- **SUPPORT MEASURES FOR EMPLOYEES WITH DISABILITIES** that enable them to compensate for their disability and benefit from measures to better manage life with a disability at work, workplace adjustments, the introduction of days off to attend medical appointments, training for managers and the workforce, recognition of the severity of the disability or the use of public employment retention schemes, etc.
- **RECOGNITION OF THE STATUS OF CARER** so that, with their manager's agreement, they can enjoy greater flexibility in their work arrangements (working hours, teleworking, etc.), days off to accompany their loved one to appointments, easier geographical mobility, access to solidarity fund days, etc.

3 THE LA POSTE GROUPE PROMOTES AN INCLUSIVE WORK ENVIRONMENT

The La Poste Groupe is creating an inclusive environment in which every employee can contribute their talents and skills, while respecting their differences, to enhance collective performance.

DIVERSITY AND INCLUSION POLICY

- **INCLUSIVE MANAGEMENT** that creates the conditions necessary for all employees to express themselves, recognises each individual's talents, values them and helps them progress. Managers are made aware of and trained in diversity and non-discrimination issues.
- **AN INCLUSIVE CULTURE** where every employee, regardless of age, disability, gender or differences, is valued and respected. The group runs diversity awareness workshops and informs all employees about existing measures relating to parenthood, disability, caregiving, religion, preventing and combating sexism, domestic violence, etc.
- **POLICIES DESIGNED FOR AND WITH EMPLOYEES** through regular internal surveys (disability, women, parents, LGBT+, carers, etc.) and focus groups.

4

LA POSTE GROUPE CONTRIBUTES TO THE DEVELOPMENT OF AN EVER MORE INCLUSIVE SOCIETY

As a positive impact company, La Poste Groupe aims to encourage society as a whole to become increasingly inclusive by welcoming people who are furthest from the job market, developing products and services that are accessible to as many people as possible, and combating discrimination, sexism, harassment and domestic violence.

- **MEASURES TO PROMOTE SOCIAL INCLUSION** by recruiting people with disabilities, seniors and young people from all backgrounds every year, across all regions, including rural areas and sensitive urban areas, and by engaging with adapted and protected sectors.
- **AFFORDABLE AND TAILORED SERVICES that** help build social connections, promote healthy living and enable people to age well together.
- **PROMOTING INCLUSIVE DESIGN IN THE DEVELOPMENT OF PRODUCTS AND SERVICES** by using employees with disabilities as testers to improve usability.
- **THE FIGHT AGAINST SEXISM, HARASSMENT AND DOMESTIC VIOLENCE** by supporting employees who are victims of domestic violence and by promoting national prevention campaigns both internally and externally.

GOOD TO KNOW

INCLUSIVE INNOVATION PROJECTS

In April 2024, AGEFIPH's innovation unit approved a partnership with La Poste aimed at better understanding the introduction of exoskeletons in the workplace.

La Poste is providing AGEFIPH with the expertise it has acquired over five years of real-world experimentation. Work is underway to make the most effective use of this equipment in the context of access to and retention in employment, particularly for people with disabilities.

DIVERSITY AND INCLUSION POLICY

RESULTS 2025

Figures that illustrate our commitment to diversity and equal opportunities:

LEADING EMPLOYER IN FRANCE:

- OF PEOPLE WITH DISABILITIES: nearly **11,300** in France and **13,800** worldwide
- OF IDENTIFIED AND SUPPORTED FAMILY CARERS: **5 900**
- **99/100** ON THE GENDER EQUALITY INDEX (La Poste SA), La Banque Postale: **92/100**, CNP Assurances SA: **99/100**, CNP IARD: **100/100**, Geopost SA: **93/100**, Chronopost: **88/100**, DPD France: **94/100**
- **40%** WOMEN IN MANAGEMENT POSITIONS (achievement of the target set in the strategic plan)
- **710** AMBASSADORS FOR THE UN PARITY NETWORK

RECRUITMENT, MOBILITY AND CAREER DEVELOPMENT POLICY

“EXPERT TEAMS WITH A LONG-TERM COMMITMENT TO CUSTOMERS, SERVING LA POSTE’S DEVELOPMENT ACROSS FRANCE”

BACKGROUND

La Poste Groupe's recruitment, mobility and career development policy is a cornerstone of its overall strategy, driving the transformation of its businesses, its long-term performance and the growth of new business areas.

In today's unsettled environment, shaped by major digital, environmental, and demographic transitions and changes in regional frameworks, building the agility and mobility of the group's employees is a key component of its HR development policy.

La Poste Groupe gives all employees the possibility of mapping their own career paths and creates the conditions for them to achieve success, providing personalised support for their mobility projects and individual career plans.

AMBITION AND VALUES

“In line with its aim of positively impacting its people, La Poste’s goal is to enable every employee to define and succeed in their career path, aligned with the group’s needs, and to develop skills that guarantee performance and employability in an inclusive, engaging work environment that fosters independence, teamwork and recognition.”

Equal opportunity and diversity are cornerstones of the group's HR policy. These principles guide the actions of managers and HR teams who contribute to the recruitment, mobility and development of employees.

RECRUITMENT, MOBILITY AND CAREER DEVELOPMENT POLICY

POLICY AND ACTIONS

In order for the group to meet emerging challenges, it is essential for it to have effective recruitment, onboarding and training measures that encourage employee engagement and talent retention. La Poste Groupe is taking practical steps to:

1 ENSURE IT HAS A GOOD UNDERSTANDING OF THE JOB MARKET AND CHANGES IN THIS MARKET IN EACH OF ITS REGIONS AND BUSINESSES

To anticipate future recruitment and skills needs, the impact of changes in the group's activities is assessed throughout the year.

The Jobs, Skills and Qualifications Observatory provides an overview of developments in the internal and external job market and informs employee representatives, offering insight into job trends within the group.

La Poste Groupe is developing its employer brand and talent onboarding strategy in line with its inclusion and equal opportunity values. Partnerships with regional employment agencies, schools, and universities enable the group to leverage local connections and enhance its visibility to support its recruitment strategy.

2 IDENTIFY THE SKILLS AND CAREER ASPIRATIONS OF ITS EMPLOYEES

Knowing employees' skills, mobility and career aspirations in detail enables the group to match business needs with employees' objectives. Managers are responsible for gathering information on employees' career development objectives during professional reviews and performance reviews.

Every year, **99%** of the group's employees participate in an annual performance review, during which they discuss their skills and performance with their manager in order to determine their individual development plan. 98% of the group's employees take part in professional reviews to determine their career plans with their manager.

Local managers actively contribute to employees' professional and personal development by promoting lifelong learning and encouraging them to play an active role in their own development, as well as sharing their know-how and expertise within the company.

RECRUITMENT, MOBILITY AND CAREER DEVELOPMENT POLICY

3 ALIGN ITS PEOPLE'S SKILLS WITH THE GROUP'S NEEDS

To keep pace with the transformations in its environment, La Poste Groupe promotes the development of skills and experience that will enable each employee to receive professional training, and cope with changes in the working environment for the benefit of all customers.

The group's **TRAINING INSTITUTE** provides a common skills base for all employees, covering a range of subjects including management culture, interpersonal skills required to ensure employees' employability, customer culture, digital skills and learning techniques. In 2025, more than 200,000 employees took part in training courses.

THE BANKING AND NETWORK SCHOOL and **THE SERVICES-MAIL-PARCELS UNIVERSITY** provide training in business-specific expertise and operational tools.

La Poste rolls out major training programmes in line with the company's strategic challenges.

- **HEALTH AND SAFETY AT WORK:** making health and safety at work everyone's business by developing an OHS culture in all professions
- **DIGITAL TRANSFORMATION:** accelerate digital transformation, develop digital trust services and contribute to digital inclusion,
- **MANAGEMENT CULTURE:** support and develop the management culture fostered by every manager in the company based on seven strategic priorities (meaning, customer culture, cooperation, empowerment, innovation, development and recognition),
- **CUSTOMER CULTURE:** promote and embody the customer culture, and spread it among teams and employees,
- A shared **FINANCIAL AND NON-FINANCIAL CULTURE** to improve the sustainable performance of business lines
- **ACCOUNTABILITY FOR RISKS, QUALITY & COMPLIANCE**

Over €200 million is invested every year in training programmes at the three training organisations to develop skills.

In 2025, 95,5% of employees had completed the *Cap Compétences Numériques* digital skills programme, and all senior executives had undergone a 360° assessment to evaluate their collaborative management approach.

Digital tools and technologies are used to respond rapidly to employees' needs, enabling them to benefit from in-person or remote training where appropriate, reducing travel time and carbon emissions while improving well-being at work.

A DIVERSIFIED TRAINING OFFER aligned with the current and projected needs of La Poste Groupe enables each employee to progress at every stage of skills development.

- **MEETING JOB REQUIREMENTS:** ensuring that each employee has the necessary know-how and interpersonal skills to fully embrace their role from the outset.
- **DEVELOPING JOB SKILLS:** ensuring employees can respond effectively to the demands and situations associated with their position and to changes in the tasks assigned to them.
- **DEVELOPING SKILLS BEYOND THE JOB ROLE:** enabling each employee to develop broader knowledge and skills not directly related to their position to gain agility and prepare for future job mobility.
- **FULFILLING POTENTIAL WITHIN THE GROUP:** enabling employees to fulfil their potential and share their skills with others within the group.

RECRUITMENT, MOBILITY AND CAREER DEVELOPMENT POLICY

Innovation is paramount when it comes to training. New solutions are being explored to meet the group's needs.

A **DATA AND AI SCHOOL** enables group employees to train for strategic jobs in high demand on the market. Since its inception, 125 employees have benefited from these qualifying training courses to access careers as data product owners, data analysts, data engineers or data scientists. Ultimately, 250 people from all walks of life (employees, job seekers and young people on work-study programmes) will be able to join this school, which is resolutely committed to supporting women.

New learning methods, such as microlearning on smartphones and virtual reality, are being trialed in vocational training courses. Innovations that promote learning are actively monitored and implemented. For example, in 2023, La Poste introduced the use of the metaverse.

4 PROMOTE INTERNAL MOBILITY

PRIORITY IS GIVEN TO INTERNAL MOBILITY WHEN IT COMES TO RECRUITMENT.

Employees are encouraged to browse job advertisements and apply for roles independently via the Job Exchange. Employees have easy digital access to all the information they need to help them shape their career plans.

VIRTUAL JOB FAIRS and workshops held to present professions, support career planning, coach employees for job interviews and provide workplace immersions provide comprehensive support to employees.

Over **23,000 INDIVIDUAL COACHING SESSIONS** were conducted by career development advisers in 2025.

La Poste is developing a **talent policy** to identify and support employees who can transition into roles where there is a shortage of candidates, enabling it to respond rapidly to the needs of the business units. These roles include Account Manager, Customer Advisor, Human Resources Manager and Area Manager. In-demand jobs are easily accessible to employees who wish to apply. Each year, **2,500 employees** are identified and supported in this way, with **18,600** having benefited from internal mobility.

Innovative, secure career paths known as **“SIGNPOSTED PATHWAYS”** and **“PIONEER PATHS”** enable employees to access jobs that require them to acquire new skills. These schemes ensure employees' professional development and the operational implementation of professional mobility, particularly towards in-demand jobs. “Signposted pathways” are designed to alternate between training and workplace immersion. “Pioneer paths” lead to certification and can enable employees to become designer-developers, for example.

Over **4,000 EMPLOYEES HAVE BENEFITED FROM THESE PROGRAMMES**, gaining access to positions such as operations and customer service manager, buyer, sales manager, account manager, HR manager and IT technician.

WORK-STUDY PROGRAMMES form an integral part of La Poste's historical youth integration policy. The development of apprenticeships through three in-house training centres, based in the Paris region, Marseille and Bordeaux, enables La Poste Groupe to train its future talent and fill priority positions.

By 2025, **more than 3,500 work-study students will have completed their apprenticeships within the Group.**

RECRUITMENT, MOBILITY AND CAREER DEVELOPMENT POLICY

RESULTS

Performance indicators are used to measure the effectiveness of the action plans put in place:

97% training access rate in 2025 for LPSA and **84.3%** across the group.

Nearly **25,000** young people under the age of 30 are welcomed each year (permanent contracts, fixed-term contracts, work-study programmes, interns.)

More than 20,000 employees benefited from career development in 2025.

That is **13%** of all employees in 2025.

LA POSTE LISTENS TO ITS TEAMS

For the past seven years, La Poste Group has had its own engagement barometer. It is sent to 100% of the group's employees and measures the commitment to the strategy, their perception of change, their confidence in the future, their relationship with their manager, and their quality of life at work. It also enables the implementation of action plans to improve these indicators as part of a continuous improvement process.

FURTHER INFORMATION/OUTLOOK

La Poste Groupe leverages its resources to improve performance. ProbaYes, the subsidiary responsible for developing artificial intelligence solutions, collaborates with HR departments to create tools that facilitate skills and professional mobility management.

Artificial intelligence ("MaCarrière" programme) will make it possible to identify potential candidates for job vacancies and proactively offer them to employees.

Thanks to personalised training offered by artificial intelligence, which takes into account both employees' skills development needs and the company's expectations, employees will benefit from an optimal experience that aligns with their aspirations.

Using the latest technological innovations in training and professional mobility support will provide a modern, engaging employee experience.

THE LA POSTE GROUP IS FIRMLY COMMITTED TO DEVELOPING THE EMPLOYABILITY OF ITS EMPLOYEES, WITH A TRAINING ACCESS RATE OF OVER 85%, SUPPORT FOR INTERNAL MOBILITY AND THE AMBITION TO TRAIN 100% OF EMPLOYEES IN NEW TECHNOLOGIES.

COMPENSATION POLICY

"A COMPENSATION AND BENEFITS POLICY BASED ON LA POSTE'S VALUES"

BACKGROUND

In its transformation, La Poste strives to apply a fair and high-quality compensation policy conceived in a long-term approach and reflecting the performance, level of responsibility and professional environment of each employee.

The compensation policy fits into a broader career support and professional development approach. It is a driver of engagement and motivation for each employee, and a source of recognition for their work.

AMBITION AND VALUES

In line with its values and aim of positively impacting its people, La Poste Groupe's compensation policy is based on five key principles:

FAIRNESS

La Poste ensures that employees receive fair pay in keeping with their career paths and expertise. La Poste regularly conducts market research to compare compensation with that of people in similar roles in other companies.

RECOGNISING PERFORMANCE AND CONTRIBUTION

La Poste adjusts items of compensation according to each individual's contribution, performance and skills development.

GENDER EQUALITY AND NON-DISCRIMINATION

With a longstanding commitment to professional equality between women and men, La Poste renewed its professional equality agreement in 2025 for the period 2025-2027. Its main aims are to give women and men the same career opportunities, to promote the recruitment of the under-represented gender with equal skills and qualifications, and to correct any pay gaps that may exist between women and men at equivalent levels of responsibility. Each year, LPSA and La Poste's main subsidiaries allocate a sum of money to correct the pay gap between women and men. To this end, a special provision is included in the Mandatory Annual Negotiations (NAO).

TRANSPARENCY

It is important for everyone to understand their total compensation. The management principles and rules are documented, easily accessible and communicated with employees. La Poste is gradually rolling out an individual social bulletin (ISB) for each employee.

EMPLOYABILITY AND APPEAL

La Poste assesses each employee's compensation in view of internal and external practices and ensures that changes in compensation match the group's economic position, and opportunities for mobility and career development.

COMPENSATION POLICY

POLICY AND ACTIONS

1 A HIGH-QUALITY COMPENSATION BASE

La Poste offers its employees a high-quality compensation package that includes fixed and variable compensation, extensive social security protection and a profit-sharing and employee savings scheme.

The compensation package is rounded out by employee benefits such as employer contributions towards certain expenses (e.g., commuting and remote working allowances) and special access to services (e.g., housing assistance, interest-bearing bank accounts, bank cards and loans).

2 A FAIR AND BALANCED COMPENSATION SYSTEM

Compensation consists of a fixed portion, which recognises the employee's level of proficiency in the role, and a variable portion, which rewards **individual and collective performance** based on annual financial and non-financial sales and operational performance targets.

La Poste also co-finances a number of collective protection schemes for employees.

Supplementary health coverage is provided in addition to the benefits provided by compulsory health insurance schemes for civil servants and employees. A single personal protection insurance scheme covers employees for loss of earnings due to sick leave, disability and death.

La Poste has introduced measures to support individuals in challenging situations, such as providing homework assistance for children and helping to offset the cost of living in expensive areas (introduction of a mobility incentive payment in 2022).

As a company with a nationwide presence, La Poste also facilitates relocation and provides support to help families settle in.

Though this compensation policy and its commitment to quality employment, La Poste offers each employee **further career opportunities within the company**. In this context, the role of managers and local HR managers is particularly important in supporting all employees.

GOOD TO KNOW

EMPLOYEE SAVINGS SCHEMES

The group offers two employee savings schemes: the group savings plan (*Plan d'Epargne Groupe*) and the collective retirement savings plan (*Plan d'Epargne Retraite Collectif*), which include an employer contribution. 166,000 employees have subscribed to a company savings plan, with total assets amounting to €1.3 billion.

IN THIS WAY, LA POSTE CONTRIBUTES TO EMPLOYEES' SAVINGS AND GUARANTEES 100% SRI-LABELLED INVESTMENTS.

COMPENSATION POLICY

3 RECENTLY-INTRODUCED SCHEMES IN RESPONSE TO THE CURRENT ECONOMIC CLIMATE

To address **RIISING COSTS AND INFLATION** and to respond to the **INCREASE IN REMOTE WORKING**, La Poste has introduced new compensation tools:

- **PERSONAL VEHICLE USE ALLOWANCES** for employees who live a long way from their place of work
- **REMOTE WORKING ALLOWANCES**
- **LOYALTY BONUSES IN AREAS WITH LABOUR SHORTAGES**
- One-off financial assistance **IN THE EVENT OF PERSONAL DIFFICULTIES LINKED TO ACCIDENTS**.

A FEW RESULTS

Decent wage: **100%** of basic salaries above the minimum social wage in the countries where the group operates

2 social protection agreements; **3** wage agreements (2022, 2023 and 2024); **2** profit-sharing agreements signed since 2020 and **1** PEG/PERCOL amendment signed in January 2026.

La Poste SA achieved pay equality in 2023, and this result was confirmed in 2025.

An individual social bulletin is distributed to all employees (BSI).

ONGOING INFORMATION TO SHARE MEANINGFUL CONTENT: GUIDE ON REMUNERATION AND EMPLOYEE SAVINGS, REGULAR COMMUNICATIONS TO ALL EMPLOYEES (PODCASTS, ETC.), A DEDICATED INTRANET, ETC.

EMPLOYEE HOUSING POLICY

“PROMOTING ACCESS TO HOUSING TO BETTER SERVE CUSTOMERS”

BACKGROUND AND OBJECTIVES

The employee housing policy is an important historical element of La Poste Groupe’s employment policy, helping to preserve purchasing power and support employees to find appropriate housing suited to the constraints of their jobs.

La Poste's local services are essential to fulfilling its public service obligations and are a priority for customer satisfaction. Postal carriers, parcel operators, and customer service representatives in post offices are among the roles that are essential to day-to-day life in France, as recognised during the Covid crisis.

To do their job in satisfactory conditions, postal employees need accommodation close to their place of work. Local management lines are also confronted with the issue of affordable housing, especially in areas where market prices are high.

That is why La Poste is extending its housing offering to include intermediate housing and home ownership, with associated services (guarantees, financing and assistance for renovation work).

AMBITION AND VALUES

“ 12,000 employees from La Poste Groupe were housed between 2022 and 2025. With tensions in the property market (shortages, credit costs, environmental standards, etc.), La Poste Groupe wishes to accelerate the provision of housing for employees..”

This approach demonstrates La Poste's role as a committed employer and extends the list of solutions offered to employees, adapted to each stage of their residential, professional or personal life.

EMPLOYEE HOUSING POLICY

La Poste offers a wide range of housing solutions, prioritising access to rental housing:

1

La Poste is **FRANCE'S MAIN CONTRIBUTOR TO THE PEEC SCHEME**: employer contribution to the construction effort (*Participation de l'employeur à l'effort de construction*), with €26 million paid into the scheme in 2024.

To reinforce this commitment, La Poste has signed agreements with major social

2

housing associations to **DIRECTLY RESERVE HOUSING FOR EMPLOYEES**.

3

In addition to the compulsory payment to the PEEC scheme, La Poste also makes **VOLUNTARY INVESTMENTS** through housing agreements with trade unions. A fifth employee agreement was signed in 2020 between La Poste and the representative trade unions, **EXPANDING THE RANGE OF SERVICES OFFERED**, particularly in terms of support to make homes more energy-efficient and adapting them for people with reduced mobility).

4

OPERATIONAL LEVERS FOR ACTION:

- La Poste relies on two housing subsidiaries: Toit & Joie, a social housing organisation based in Paris and the Paris region, as well as other regions, and La Poste Immobilier, a real estate company and property manager.
- A dedicated team is in charge of promoting the group's actions to its partners and adapting and enriching its offering. The team has a local presence to capture local real estate opportunities and best meet the needs of employees.

La Poste intends to strengthen its actions based on its local values. Its local roots and the ongoing dialogue it maintains with local councillors on this subject are crucial to ensuring that the people responsible for providing customer service across France have access to local, quality housing.

A UNIQUE MODEL TO OPTIMISE THE HOUSING OFFER

As the recipient of the entire PEEC contribution, Action Logement is La Poste's main partner.

Since its creation in 2017, its diversified offerings have established it as a key player in supporting employees' access to housing, from renting in the public or private sector to home ownership and even the renovation of existing accommodation.

However, to offer employees a wider range of housing opportunities, La Poste is developing its partnerships with new players, strengthening existing social housing schemes and developing innovative solutions to meet employees' evolving needs.

EMPLOYEE HOUSING POLICY

STRENGTHENING HISTORICAL COMMITMENTS

- La Poste Immobilier and social housing association Toit & Joie have recognised housing sector expertise that is an asset when it comes to designing, implementing, and managing relationships with partners. Both La Poste Groupe subsidiaries prioritise employees in their strategy, in terms of both allocating housing and their regulatory and operational monitoring.
- In line with employees' changing needs, La Poste is developing a policy of reserving housing directly with social housing associations, prioritising areas where housing is difficult to find.
- La Poste has formed a partnership with CDC Habitat to widen housing opportunities for employees and give La Poste access to a substantial housing portfolio.

DEVELOPING INTERMEDIATE HOUSING AND ACCESS TO PRIVATE RENTAL HOUSING

- La Poste wishes to develop a range of intermediate housing to enable employees who are not eligible for social housing to find quality accommodation at affordable rents.
- La Poste has already established working relationships with intermediary housing operators and is building on the complementary nature of their portfolios. Private rental housing offers an abundant supply of housing solutions.

FURTHER INFORMATION/OUTLOOK

DEVELOPING SOCIAL ACCESS TO HOME OWNERSHIP

- The majority of French people believe that home ownership is essential to their personal and family well-being. La Poste Groupe wants to make home ownership possible for as many employees as possible who wish to become homeowners.
- To support home ownership projects, La Poste wishes to develop tools to assist with social home ownership: identifying properties to purchase, assistance with financing the purchase, etc.

KEY FIGURES

EVERY YEAR, MORE THAN 11,500 POSTAL WORKERS BENEFIT FROM LA POSTE'S HOUSING SOLUTIONS (ASSISTANCE WITH HOME OWNERSHIP, RENOVATIONS, GUARANTEES AND SUPPORT FOR EMPLOYEES IN SOCIAL AND FINANCIAL DIFFICULTY, ETC.). 3,400 EMPLOYEES AND THEIR FAMILIES WERE HOUSED BY LA POSTE IN 2024 AND 4,000 IN 2025.