

AS A MISSION-DRIVEN COMPANY, LA POSTE GROUPE RENEWS ITS MISSION COMMITTEE AND APPOINTS MARTIN HIRSCH AS ITS CHAIR

- **On 1 June 2026, Marie-Ange Debon, Chairwoman and Chief Executive Officer of La Poste Groupe, appointed a new Mission Committee, the body responsible for monitoring the delivery and impact of the group's commitments as a mission-driven company.**
- **On this occasion, Martin Hirsch, President of the Institute for Engagement, was appointed Chair of the Committee by its members.**
- **In a demanding environment for the group, this renewal is accompanied by an evolution in both the Committee's composition and its priorities. It marks a new milestone, five years after the adoption of this pioneering status, and aims to strengthen the governance and visibility of the group's impact.**

A renewed and streamlined Mission Committee

At the recommendation of Marie-Ange Debon, Chairwoman and Chief Executive Officer of La Poste Groupe, the Mission Committee has been renewed to support the company's strategic ambition of combining long-term profitability with responsibility.

Martin Hirsch will assume the chairmanship. President of the Institute for Engagement, he has played a prominent role in social public policy, notably serving as High Commissioner for Active Solidarities and Youth, initiating the creation of the Active Solidarity Income (RSA), fostering the development of civic service, and leading the Assistance Publique – Hôpitaux de Paris for nearly a decade. **As of June 1st, Martin Hirsch will serve as chair of the Mission Committee, the body responsible for informing, strengthening and overseeing the group's commitments as a mission-driven company.**

La Poste Groupe Mission Committee retains its distinctive structure, bringing together **independent external experts and members of the Board of Directors**, including the Chairwoman and Chief Executive Officer, ensuring a strong link between the Committee and the group's operational activities, combining independent oversight with alignment to corporate strategy.

For this new phase, the Committee's composition has been reviewed: the number of members has been reduced from 17 to 13 (8 women, 5 men), and the Committee has been partially renewed, to bring additional expertise (54% are new members).

Priorities focused on impact

The Mission Committee is mandated to assess the group's impact, act as a forward-looking body, and position the mission as a driver of cohesion and trust with all of the group's stakeholders, particularly its employees, both in France and internationally. In line with its purpose, "To be the first European platform for links and exchanges, human and digital, green and civic, at the service of our customers in their projects and of the society as a whole



in its changes.” the Committee members highlighted La Poste Groupe’s capacity to contribute to the resilience of our societies in addressing environmental, social, and broader societal challenges.

Its work will focus in particular on:

- The group’s contribution to **strengthening solidarity** and fostering **citizenship**
- **Measuring the group’s societal footprint** and impacts through the development of leading methodologies and the review of the mission-driven company commitments.
- **Social mobility and employee engagement**, as a driver of performance, service quality, attractiveness and transformation.
- **Digital and artificial intelligence-related challenges**, and their implications for the group’s commitments from social, environmental and ethical perspectives.

La Poste Groupe therefore reaffirms its ambition to align performance with impact, strengthen stakeholder trust, support employee engagement, and anticipate societal transformations.

On this occasion, **Marie-Ange Debon, Chairwoman and CEO of La Poste Groupe**, stated, *“I would like to warmly thank Natalie Rastoin and all members of the Mission Committee for the work carried out since its creation, which has firmly embedded this body within the group’s governance and structured the monitoring of our commitments. The investments made in recent years in CSR are tangible and give us a competitive edge. We must maintain this momentum with ambition to create value and differentiate ourselves. We are evolving the Committee and its priorities. I would like to thank Martin Hirsch and all members for supporting us in this new phase.”*

Martin Hirsch, following his appointment as **Chair of the Mission Committee**, has commented, *“I thank Marie-Ange Debon and the members of the Mission Committee for their trust and commitment, and I am pleased to lead a group of both internal and external experts with the ambition of helping La Poste, this major French and international company, maximize its impact on social cohesion, territorial cohesion and the environment, while reconciling economic performance with a vision serving the common good and general interest. The first chapters were written under the leadership of Natalie Rastoin, and we will strive to contribute to the next ones, guided by the strong values that define the postal community and its determination to address new challenges, including the rise of artificial intelligence.”*

Reminder: La Poste Groupe, a Mission-Driven Company Since 2021

In 2021, La Poste Groupe amended its articles of association to adopt the status of a mission-driven company, thereby strengthening its commitments to society and formalizing its intention to contribute to its stakeholder well-being. At the time, it became the first public company to adopt this status.

This voluntary framework, introduced by the 2019 PACTE law and open to all French companies, involves defining a corporate purpose and mission commitments embedded



in the company's statutes and monitored by a Mission Committee. By 2025, 2,411 companies had adopted this status, including 4.7% of large French companies.

As a mission-driven company, La Poste Groupe has defined its purpose: **“To be the first European platform for links and exchanges, human and digital, green and civic, at the service of our customers in their projects and of the society as a whole in its changes.”**

It has also set four core commitments:

- contributing to territorial development and cohesion
- support social inclusion
- promoting ethical, inclusive and resource-efficient digital services
- accelerating the ecological transition for all

La Banque Postale, a subsidiary of La Poste Groupe, has also been a mission-driven company since 2022. His committee is chaired by Antoine Pellion, Deputy Chief Executive Officer of IDEX.

For more information: [Being a company with purpose](#)

Appendix: Composition of the Committee and Biography of Martin Hirsch

NEW COMPOSITION OF LA POSTE GROUPE'S MISSION COMMITTEE

Chair: Martin HIRSCH, President of the Institute for Engagement

Members from the Board of Directors of La Poste SA

- Marie-Ange DEBON, Chairwoman and Chief Executive Officer of La Poste Groupe
- Catherine MAYENOBE, Deputy Chief Executive Officer of Caisse des Dépôts Group
- Jack AZOULAY, Board Member of La Poste Groupe, Chair of the Public Service Missions Committee; Managing Partner at Argos Fund
- Marielle MURET-BAUDOIN, Mayor of Noyal-sur-Vilaine, President of the Association of Mayors of Ille-et-Vilaine
- Guylaine BROHAN, Chair of the Board of Directors of Familles Rurales
- Stéphane CHEVET, Executive within the Maine-Val de Loire Network Division, sponsored by CFDT

Independent Qualified Members

- Laetitia PUYFAUCHER, Energy and Ecological Transition Advisor to the Île-de-France Regional Executive
- Victor DELAGE, Founder of Institut Terram
- Nadia BELLAOUI, President of the Civic Service Agency
- Pierre-Yves POULIQUEN, Director of Multi-Dimensional Performance and Sustainable Development at Veolia
- Emilie DE LOMBARÈS, Chair of ONET
- Anne LANGE, Senior Advisor and Board Member of start-ups and publicly listed companies

Biography of the Chair of La Poste Group Mission Committee:



Martin Hirsch, born in 1963, is a member of the French Council of State (Conseil d'État), has pursued a public service career alongside significant responsibilities within the non-profit sector.

His professional career has notably led him to head two major public institutions. Between 1999 and 2005, he served as the first Chief Executive Officer of the French Food Safety Agency, which was created in response to major food safety crises, (such as BSE “mad cow disease” and listeria outbreaks), that had undermined consumer confidence in the food system. Between 2013 and 2022, he led the Assistance publique – Hôpitaux de Paris, Europe’s largest university hospital centre, where he notably oversaw the healthcare response to the Paris terrorist attacks and the COVID-19 pandemic.

He served in the French government for three years (from 2007 to 2010) as High Commissioner for Active Solidarity against Poverty and High Commissioner for Youth. In these roles, he was responsible for creating the Active Solidarity Income (RSA), the French Civic Service programme (*Service Civique*), and the Youth Policy Experimentation Fund. He subsequently chose to leave government to implement the Civic Service programme, becoming the first Chair of the Civic Service Agency. Today, around 100,000 young people undertake Civic Service each year.

Within the non-profit sector, he served as Vice-Chair of ARC, helping to restore public trust following a scandal and held leadership responsibilities within the Emmaüs movement for 13 years, including serving as Chair of Emmaüs France from 2002 to 2007. He founded three non-profit organisations: the New Agency for Active Solidarity (ANSA) in 2005; Action Tank in 2010, which develops anti-poverty programmes in partnership with major French companies (including La Banque Postale) and the Institute for Engagement in 2012, where he serves as Founder and Chair.

About the La Poste Groupe:

La Poste Groupe is an international multi-business group operating in more than 60 countries across five continents, with its capital held by Caisse des Dépôts and the French State. In 2025, it generated turnover of €34.4 billion, over 45% of which came from international operations. The group employs more than 227,000 people (including more than 177,000 in France). It is structured around two main business lines, logistics and mail and parcel delivery, and bancassurance, and is expanding into diversified activities, particularly in digital and local



services. La Poste also fulfils four public service missions: universal postal service, regional development, banking accessibility, and press transport and delivery. The parcel business, operated by the group's subsidiaries in France and internationally (Colissimo, Chronopost, DPD, SEUR, BRT, etc.), accounts for nearly 54% of turnover. In 2025, the group delivered 2.7 billion parcels worldwide. La Banque Postale and its subsidiary CNP Assurances are the 12th-largest bancassurance provider in the eurozone. With 18 million customers and as the leading lender to local authorities and hospitals since 2015, La Banque Postale aims to build a European leader in bancassurance and to consolidate its pioneering role in socially responsible finance. In France, La Poste Groupe relies on the largest local network comprising more than 43,400 service points, including over 17,000 contact points (post offices, local postal agencies, and retail postal outlets). As a key player in national digital sovereignty, La Poste, together with its subsidiary Docaposte, is one of the leaders in digital trust services. As a mission-driven company since 2021, committed to the ecological transition, La Poste is pursuing its goal of achieving 'net zero emissions' by 2050, in line with the Paris Agreement. Drawing on its multi-business model, La Poste Groupe aims to be a sustainably profitable and responsible company.

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