

Paris November, 2020

MONTIMAGE's commitment to follow a Gender Equality Plan (GEP)

MONTIMAGE is committed to follow the defined Gender Equality Plan that consist of:

- Dedicated efforts for implementing gender equality in the company's human resources and development activities. This is done by top management consisting of CEO, Research Director, and CTO.
- Monitoring of gender personnel data to measure the respect of gender equality in the company, including number of personnel and salaries. Salaries of personnel are strictly dependant on the years of experience and not on gender. The recruitment process is oriented to establish and maintain a balance between men and women. MONTIMAGE equally promotes the career development of both female and male staff.
- Top management will always include women that participate in all decision-making of the company.
- Top management ensures the awareness of all the personnel related to gender equality, and makes sure that there is no unconscious gender biases or harassment.

Signed by CEO of
MONTIMAGE