



SUSTAINABLE DEVELOPMENT COMMITTEE'S RULES OF PROCEDURE

(as amended on February 4, 2020)

To perform its duties, the Supervisory Board has created specialized Committees. Within its scope of competence, each specialized Committee makes proposals, recommendations and opinions, as the case may be, and reports to the Supervisory Board.

On 4 April 2008, the Supervisory Board created the Sustainable Development Committee (the “**Committee**”).

ARTICLE 1 – DUTIES

The duties and responsibilities assigned to this Committee are:

- To examine the Corporate Social Responsibility (CSR) policy of the Group: setting of the objectives and monitoring of their achievement;
- To review the environmental and societal risks in liaison, if need be, with the Audit Committee;
- To examine the preparation of extra-financial information, and in general, of any information required by the legislation in force with regard to CSR;
- To examine a summary of the extra-financial ratings of the Group;
- To review to what extent the operational initiatives presented to it (in terms of marketing, digital, maintenance, leasing, safety and security...) take into account the societal, environmental and technological evolutions impacting the activities of the Group.



ARTICLE 2 – HEARINGS - INFORMATION

For the performance of its duties, the Committee may request that the Executive Board arrange for any necessary hearings and provide any necessary information.

ARTICLE 3 – COMPOSITION

The Committee is composed of a minimum of two members, selected by the Supervisory Board among its members.

The term of office of Committee members runs concurrently with their term of office as member of the Supervisory Board. The members' term may be renewed at the same time as their term as Supervisory Board member.

The Committee appoints its Chairman.

The Committee appoints its secretary, who may be but is not required to be a member.



ARTICLE 4 – MEETINGS

The Committee meets at least twice a year. The timetable of its meetings is determined by the Supervisory Board. However, the Committee may meet anytime:

- At the request of the Chairman of the Supervisory Board,
- At the request of the Chairman of the Committee; or
- At the request of at least two of its members (or at the request of one member if the Committee is composed of two members).

When the Committee is composed of two members, meetings are duly held if the two members attend. Otherwise, meetings are duly held only if there is a quorum of half of the members in attendance.

Members of the Committee may participate in the Committee's deliberations by video conference, telephone conference or any other telecommunication means providing for their identification and guaranteeing their effective participation.

A Committee member may not be represented by another party.

The following persons may attend Committee meetings:

- the Chairman of the Executive Board,
- the members of the Executive Board, and
- any person whom the Committee wishes to interview.

Meetings of the Committee are held in English and/or in French, with simultaneous interpretation in French and in English provided by a translator/interpreter at the request of any member of the Committee.

The decisions shall be made upon majority of the members. In case of a tie vote, the Chairman shall have casting vote.



ARTICLE 5 – REPORTS AND MINUTES

The Chairman of the Committee or a member of the Committee designated for this purpose makes an oral or a written report to the Supervisory Board on the Committee's work.

In addition, minutes of Committee meetings may be drawn up. In this case, they are drawn up in French and/or in English and sent to the members of the Committee.