Members of the Management Committee and 2 of the 9 Process Pillars are women. These occupations are reflected in our Management Committee’s workforce, where 2 of the 9 employees are women, while 72% of those enrolled in engineering education are men. In order to achieve gender equality within our engineering departments, the recruitment of female employees represents a crucial issue within our engineering departments, which is demonstrated in our company’s employee numbers, which proportionately represent women’s employment within the company. To achieve gender equality, a range of measures have been put in place, including recruitment, better work-life balance, and the development of a common methodology and objective criteria for calculating the gender equality index. The law also addresses the importance of ensuring women’s representation at all levels of the company, particularly in sectors in which they are under-represented, closing the gender pay gap. By promoting women’s representation in the executive board, companies are encouraged to achieve gender equality in terms of professional rights, through the introduction of gender equality targets, and by choosing (2006/54/EC) Freedom to choose one's professional future, national regulations must reinforce the action plan to achieve professional equality.

1. Preambule

2023-2025

GENDER EQUALITY POLICY

The European Commission has strengthened its commitment towards gender equality, as expressed in the Gender Equality Strategy 2020-2025 (COM(2020) 152 final).
Commitment n°1: Neutrality in the reduction and publication of job and internship opportunities. The company is committed to the reduction of recruitment intrusiveness offered by the company to everyone, regardless of gender and offers neutrality in the reduction and publication of job and internship opportunities, in the reduction and publication of job and internship opportunities.

Gender Equality in Recruitment and Promotion of Diversity in So-called Gender Professions

3.1 Gender equality in recruitment and promotion of diversity in so-called gender professions

3. Company commitments to gender equality

Awareness of gender issues

- Combating direct and indirect gender-based violence and raising awareness
- Gender equality in work-life balance
- Gender equality in the salary trajectory and upskilling professionals
- Gender equality in recruitment and promotion of diversity in so-called gender professions

Our main lines of work for the coming years are the following:

2. Key areas of the Gender Equality policy

Women and men within our company. and develop the action plan that will allow us to ensure professional equality between women and men within our company. Based on this observation, this policy is implemented in order to define the areas of work
Gender Ratio in the application process by the HR department.

- Total number of job and internship offers.
- Number of job and internship offers formulated in a neutral manner of the destination.

Monitoring Indicators:

- At least represented gender in this job.
- Students are offered to a person from ImageOptic, preference will be given to volunteers if an opportunity to make a job presentation to middle school, high school, university.
- Profession in middle school, high school, university.
- Necessary to make, during her working hours, a presentation of the ImageOptic program to grant each female engineer, at least once a year, the time she requires.

Commitment n°3: Promotion of the female engineering profession among female students candidates.

The selection process will thus be based solely on the skills and experience of the candidate, without gender discrimination.

Recruitment

Commitment n°2: Raising team awareness of gender non-discrimination in recruitment.

Advertisements as to the gender used, or the use of both feminine and masculine for job titles.
Monotoring Indicators:

- Graph representing by gender, the average percentage increase per year

Commitment n°2: Equal access to training by gender

Guide a differentiated effort in the event of a discrepancy.

This monitoring will be studied before each collective increase decision, and may possibly provide a different rationale to monitor the evolution of salary increases by gender.

Commitment n°4: Equal access to salary increases by gender

Men as well as women to internal and external training.

The company is committed to monitoring the salary inequality between women and men. The gender of the employee must not hinder the evolution of this decision within the company.

3.2 Gender equality in the salary trajectory and upskilling

Monotoring Indicators:

- Number of job presentations to middle schools, high schools or universities by gender
- Gender ratio in recruitment made
- Gender ratio in the interviews carried out
- Gender ratio in applications submitted to managers
behaviors as well as acts of harassment, aggression or sexism cannot be tolerated.

The company must be a place of respect and benevolence between colleagues.

3.4.4 Employee awareness of gender issues

Combating direct and indirect gender-based violence and raising awareness

- Rate of take-up of parental leave for employees becoming fathers
- Rate of take-up of parental leave among employees becoming mothers

Monitoring indicators:

- Of an information note relating to this leave for mothers and fathers.
- Leave among employees announcing the upcoming birth or adoption of a child, by means the company undertakes to promote, individually and collectively, the parental education.

Commitment n°7: Promotion of parental leave

And end of the day, but also at lunchtime, and thus without distinction of gender.

Every one of the participants in the meetings are respected, in particular at the beginning

Imaginé Opic undertakes to promote the fact that the schedules of each and

Commitment n°6: Raising compliance with working hours in organizing meetings

Of potential personal constraints outside working hours and during the lunch break.

Their personal life, in particular, it must be taken into account equally for women and men.

The organization of work must not lead the professional life of employees to encroach on

3.3 Gender equity in work-life balance
Number of disciplinary sanctions applied for sexist or sexual behaviors
•
Number of complaints received on sexist or sexual grounds
•

Monitoring indicators:

Access in the form of a shared library in an area accessible to all employees.
Providing employees with resources (books) on the theme of gender and sexism, with free
In order to raise employees' awareness on gender issues, Informe Optic is committed to

Commitment n°10: Free access to resources on gender and sexism

monitoring this supply.

Commitment n°9: Provision of an emergency stock of periodic protection

Internal display
for harassment and sexist and sexual acts at work. This person is identified through
In addition, the company appoints, within the Social and Economic Committee, a referent
referring to sexist and sexual harassment and sexist acts.
The company displays on its premises the articles of the Labor Code and the Penal Code
speeches, including training to disciplinary sanctions listed in the internal regulations.
The company undertakes to strongly condemn the aforementioned behaviors and

Commitment n°8: Prohibition of harassment, aggression or sexist acts

and of harassment, aggression or sexist acts

Commitment n°7: Promotion of a working environment that is healthy, safe and

Furthermore, it is important to create a working environment that is healthy, safe and
4. Action plan and resources

The company undertakes to monitor these different indicators from 2022-01-01 at last.

<table>
<thead>
<tr>
<th>Commitment</th>
<th>Action</th>
<th>Due date</th>
</tr>
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<tbody>
<tr>
<td>4.1</td>
<td></td>
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<tr>
<td>4.2</td>
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**Resource dedicated and monitoring:**

An annual reporting on the actions and results will be proposed to the Management Committee.

At least once per year, a review of the indicators with the Social and Economic Committee will be conducted. This review can lead to defining new actions to fulfill these commitments.

The Gender Equity Policy will be implemented by Imagine Optic HR Manager Florian Bacq.

<table>
<thead>
<tr>
<th>Stock of periodic protection</th>
<th>Committee</th>
<th>2023-02-28</th>
</tr>
</thead>
<tbody>
<tr>
<td>Create a gender-themed library</td>
<td></td>
<td>2023-03-08</td>
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</table>

| Appoint a "referent for harassment and sexist and sexual acts at work" within the Social & Economic Committee |
| 2023-02-28 |
| Release a note about parental leave for mothers and fathers |
| 2023-12-31 |
| Create a recruiters guide including a non-discrimination section |
| 2023-09-30 |
| Provide internal training on gender discrimination to the recruitment teams |
| 2023-06-30 |

| Communication about work hours awareness in premises |
| 2023-03-01 |
| Display laws on sexual and moral harassment in the workplace |
| 2023-02-28 |
5. Approval of the Gender Equality Policy

CEO Image Optic
Samuel Bucourt
Signature

Disclosure to the whole organization and publication on Image Optic's website.

The Gender Equality Policy over the period 2022-2025 was approved by Image Optic.