

Carquefou, July 30th, 2026

Subject: Artificial Intelligence Charter

Artificial intelligence is a useful tool for the Group, provided it is used within a common framework. This charter sets out 5 principles to enable the use of AI while protecting company information and allowing each entity to experiment within a controlled environment.

1. Company data must remain protected

Our information (customers, HR, finance, technical, pricing, contracts...) is our wealth. It only flows through tools approved by the Group, which guarantee its confidentiality.

No company data, information or documents may be entered into any AI tool that has not been approved.

Example: to analyze a sales table, I use the approved tool rather than a free AI found on the internet.

2. Professional use must rely on approved tools

Any professional use of AI must be carried out through a professional account and an approved tool.

Personal, free or non-approved accounts must not be used to process company information.

The Group selects and approves the AI tools to be used, use case by use case. This list lives in a dedicated document, updated regularly, and each entity can propose new tools suited to its needs or local constraints.

The Group does not impose a single AI tool.

Entities may use different approved tools depending on their business needs, functions and local constraints, as long as the common rules are respected.

Example: to transcribe a meeting, I check the list of approved tools and use the one designated for that purpose, with my professional account.

3. Humans remain accountable

AI supports decision-making, but does not replace it.

AI suggests, humans decide. Everyone reviews, checks and validates what AI produces, and remains the author of their own work.

Each employee remains fully responsible for any content, analysis, decision or deliverable produced with the assistance of AI. All outputs must be reviewed, checked and validated before use.

Example: AI drafts a customer letter for me; I review it, correct it and take ownership of it before sending.

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4. AI use is encouraged within a clear framework

The Group encourages experimentation and productivity gains, provided the security framework is respected. If there is any doubt, employees should ask for guidance rather than bypass the rules or use an uncontrolled tool.

Example: I discover a promising new tool; I ask to my Business Unit Manager for approval before using it with company data.

5. Good practices must be shared and governance will evolve

Useful use cases, feedback and needs should be shared across entities in order to improve the Group's practices.

In order to ease this best practices sharing as well as governance adjustments, a quarterly AI committee will be set up with the objective to share field feedback, update tool recommendations and support new use cases.

Example: I found an effective prompt to prepare my meetings; I share it at the quarterly AI meeting.