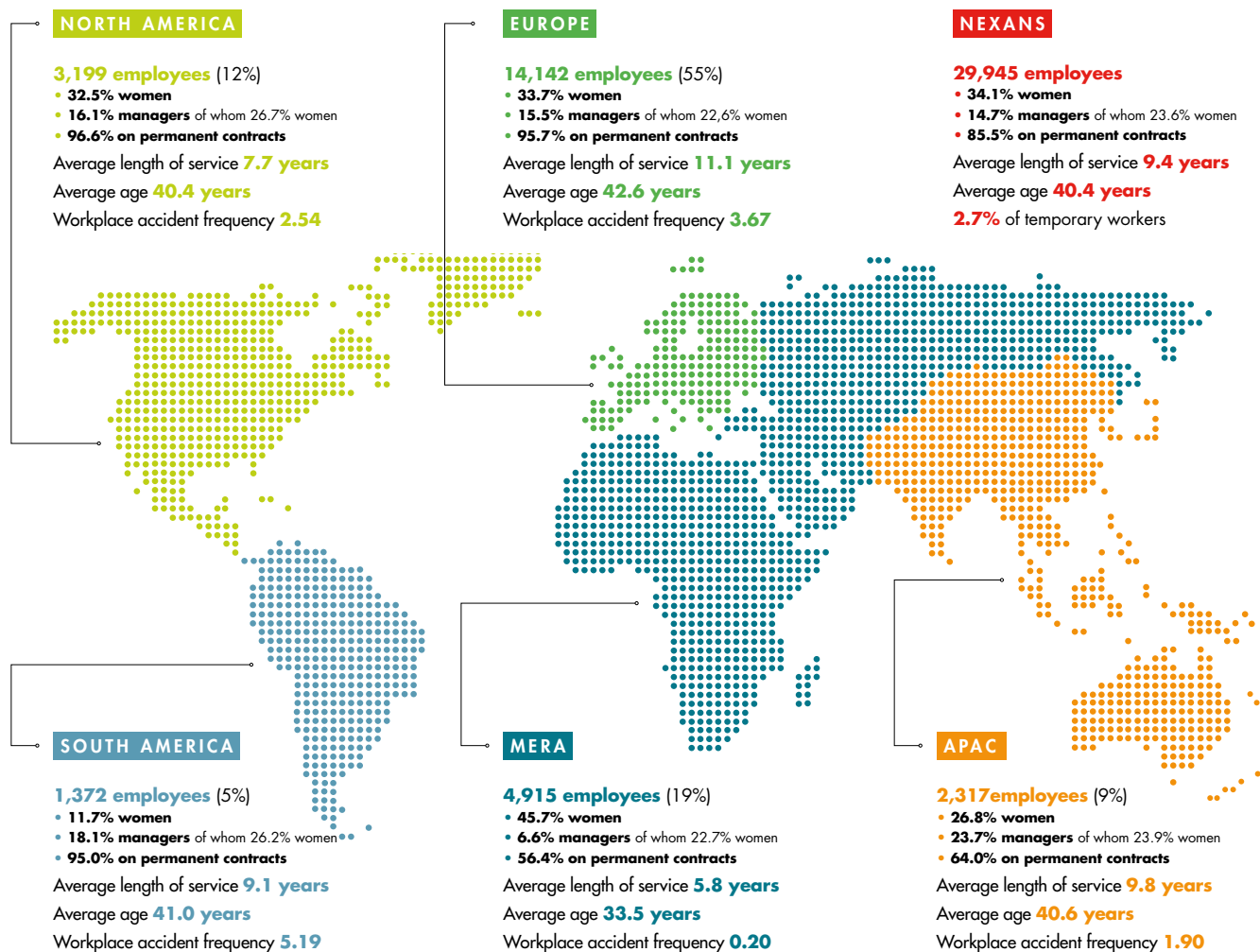


The number of executives, engineers and managers has increased by 3 points, representing 15% of the workforce, 22% of whom are women.



Definition of the workplace accident frequency rate: see section 4.1.1.1.

In 2019, the Group's 5,787 hires by age group were as follows: 60% were under 30, 26% were between 31 and 40, 11% were between 41 and 50, and 3% were over 50.

Average length of service for the Group's employees was 9.4 years, for an average age of 40 years.

Monitoring absenteeism is a key element of management. In 2019, the Group's absenteeism rate stood at 5.5%. It stabilized at 5% for Cables and 6.2% for the Harness business.

In 2019, 14.5% of the Group's total headcount were on fixed-term contracts.

7.3% of temporary workers increased the total headcount in 2019.

Overtime accounted for 5.5% of total hours worked.