

BEYOND TOGETHER MANIFESTO

In a constantly changing world, where societal and environmental challenges demand collective responses, the Pierre & Vacances – Center Parcs Group reaffirms its strong commitment to gender balance, diversity, and inclusion. These values lie at the heart of **our vision of a people-centered, responsible company, resolutely focused on the future.**

We are convinced that the **diversity of talents, backgrounds, genders, and experiences is an essential asset for innovation, better understanding our customers, and strengthening our positive impact on society**. Gender balance cannot simply be decreed: it is built over time through concrete actions, strong managerial commitment, and an inclusive corporate culture that values every employee.

Equality between women and men is essential to providing equal opportunities for everyone.

01 **Promoting gender balance at all levels of the organization**

Developing an inclusive culture that supports well-being and performance 02

03 **Ensuring professional equality and fairness**

Diversity & Inclusion (D&I) topics are part of our “Beyond Together” programme.

To turn our convictions into concrete actions, the Group is implementing, within the **Beyond Together #genderbalance** programme, an action plan structured around three pillars:

→ Developing female talent
→ Evolving our managerial and cultural practices
→ Embedding our commitments into our HR practices and employer brand

Our Measurable Commitments

- 50% women in leadership bodies (Comex, Business Line Codirs, Sites) by 2030
- 50% female talent in succession plans
- 50% female recruitment for senior executive positions
- 3 years to eliminate pay gaps at equal skills and responsibilities
- 100 % of managers trained in inclusive management
- 100 % of employees made aware of gender balance issues
- 170 top managers (Reinvention Leader Community) engaged in the transformation

Our Collective Responsibility

The success of this ambition relies on the commitment of everyone: executive management, managers, and employees.

By placing gender balance and inclusion at the heart of our governance and culture, we affirm our ambition:

to build a fair, high-standards, and high-performing professional environment, where everyone has the same opportunities to grow, lead, and contribute fully to the success of the Group.