

## SAINT-GOBAIN RECEIVES "TOP EMPLOYER GLOBAL" CERTIFICATION FOR THE 10<sup>TH</sup> CONSECUTIVE YEAR



Saint-Gobain has been certified as a "Top Employer Global" for the tenth year in a row, joining the select group of 17 companies worldwide to earn this distinction in 2025.

Saint-Gobain is certified in 40 countries this year\*.

Claire Pedini, Senior Vice-President, Human Resources and Corporate Social Responsibility at Saint-Gobain, celebrates this achievement: *"Receiving this certification for the tenth consecutive year is a powerful acknowledgment of our commitment to our 160,000 employees worldwide. Our ambition is to build a motivating work environment where all our employees find meaning in their daily actions, in an environment that is increasingly inclusive and equitable. We place particular emphasis on increasing the representation of women in our professions and, more broadly, on diversity in all its dimensions, which is essential for ensuring long-term innovation and growth. This 'Top Employer Global' certification reflects the continuous attention we pay to the professional development of our teams. Working at Saint-Gobain means contributing to a mission that matters: building a more sustainable and responsible future."*

Among the 20 criteria analyzed by the **Top Employers Institute**, Saint-Gobain has made notable progress in 11. Highlights include improvements in sustainability (+2.2%), employee well-being (+1.76%), rewards and recognition (+1.03%), and career opportunities (+0.75%), reflecting the Group's continuous efforts to enhance working conditions and value its teams.

Saint-Gobain also stands out with exemplary results in areas that underpin its long-term strategy:

- "Ethics and Integrity" (100%), aligned with the Group's principles of behavior and action, outlined in a [document](#) shared with every new hire;
- "Purpose and Values" (99.21%), driven by its purpose, *MAKING THE WORLD A BETTER HOME*;
- "Corporate Strategy" (98.25%), reflecting a clear and inspiring vision;
- "Learning" (93.25%), showcasing the Group's ongoing commitment to skill development. Each year, over 100,000 employees benefit from at least one training session through Saint-Gobain University;
- "Sustainability" (90.46%), emphasizing the importance placed on ecological transition and the positive environmental impact of its activities.

To further its inclusive culture, Saint-Gobain launched the **Diversity, Equity, and Inclusion Lab Accelerator** in 2024, a program designed to accelerate progress in these key areas and foster open dialogue within the Group.

To define action plans and monitor them closely on the ground, Saint-Gobain annually measures employee sentiment through a global internal survey. In 2024, 89% of employees expressed pride in working for Saint-Gobain, 92% have sufficient autonomy to carry out their work, strong results that motivate the Group to continue creating a fulfilling work environment for all.

# PRESS RELEASE

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*\* Countries certified "Top Employer" 2025: Argentina, Australia, Austria, Belgium, Brazil, Canada, Chile, China, Colombia, Czech Republic, Denmark, Egypt, Estonia, Finland, France, Germany, Netherlands, Peru, Poland, Portugal, Romania, Saudi Arabia, Singapore, South Africa, India, Indonesia, Ireland, Italy, Japan, South Korea, Malaysia, Mexico, Spain, Sweden, Thailand, Turkey, United Arab Emirates, United Kingdom, United States, Vietnam*

## About Saint-Gobain

Worldwide leader in light and sustainable construction, Saint-Gobain designs, manufactures and distributes materials and services for the construction and industrial markets. Its integrated solutions for the renovation of public and private buildings, light construction and the decarbonization of construction and industry are developed through a continuous innovation process and provide sustainability and performance. The Group's commitment is guided by its purpose, "MAKING THE WORLD A BETTER HOME".

**€47.9 billion in sales in 2023**

**160,000 employees, locations in 78 countries**

**Committed to achieving net zero carbon emissions by 2050**

For more information about Saint-Gobain, visit [www.saint-gobain.com](http://www.saint-gobain.com) and follow us on X [@saintgobain](https://twitter.com/saintgobain)

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