

## SAINT-GOBAIN CERTIFIED "TOP EMPLOYER GLOBAL" FOR THE 11<sup>TH</sup> CONSECUTIVE YEAR



For the eleventh consecutive year, Saint-Gobain has been awarded the "Top Employer Global" certification, recognizing the excellence of its human resources policies and practices across 40 countries\*.

Saint-Gobain is part of a very select group of just 17 companies worldwide to receive this certification.

**Claire Pedini**, Senior Vice-President, Human Resources and Corporate Social Responsibility at Saint-Gobain, welcomed this new certification: *"This recognition highlights the consistency and depth of our social commitments across the world. It reflects our ambition to be an employer of reference, able to offer everyone a working environment built on ethics, trust, skills development and equal opportunities. We therefore continue to support our employees in their professional development, strengthen our culture of continuous learning and reaffirm our purpose: MAKING THE WORLD A BETTER HOME. These fundamentals enable us to attract, develop and retain talent, while contributing positively to society and to the sustainable transition."*

### Which criteria are highlighted?

The assessment carried out by the **Top Employers Institute** highlights several areas of excellence that underpin the Group's HR strategy:

- "Ethics and Integrity": **100%** of criteria met, fully aligned with the Group's Principles of Conduct and Action, formalized in a reference [document](#) and shared by all employees;
- "Purpose and Values": **99.85%** of criteria met, driven by our purpose **MAKING THE WORLD A BETTER HOME**;
- "Learning": **97.32%** of criteria met, illustrating the importance placed on skills development and employability throughout employees' careers (+4.07% vs last year);
- "Sustainability": **91.97%** of criteria met, reflecting the growing integration of environmental and social challenges into HR and management practices (+1.51%);
- "Employer Branding": **91.9%** of criteria met, reflecting the Group's attractiveness and the recognition of its commitments by both internal and external talent (+1.44%).

Through these results, Saint-Gobain confirms its ability to combine **economic performance, social responsibility and long-term positive impact**, by offering its employees a stimulating, inclusive and meaningful working environment.

\*Countries certified "Top Employer" 2026: 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

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## About Saint-Gobain

Worldwide leader in light and sustainable construction, Saint-Gobain designs, manufactures and distributes materials and services adapted to the residential, non-residential and infrastructure markets. Its integrated and innovative solutions provide sustainability and performance for its customers. The Group is guided by its purpose, "MAKING THE WORLD A BETTER HOME".

**€46.6 billion in sales in 2024**

**161,000 employees, locations in 80 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

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