



Management Charter

Each and every Maya employee must be able to count on his or her manager to demonstrate our company's values.

The manager's role is to set the example for his or her team. Therefore, any time a new manager or supervisor is recruited, the management team reads the commitments in this charter out loud and asks the new manager or supervisor to approve by signing the document.

COMMITMENT 1: Straightforwardness and honesty

From the very beginning of the recruitment process, I use clear, straightforward, and direct language with the applicants I meet.

I am straightforward and honest in all of my communication with Maya employees, customers, and any other persons with whom I communicate as part of my job at Maya Technologies.

COMMITMENT 2: General interest

Every day I do everything within my power to place the satisfaction of my team, and more generally of all Maya employees, before my own personal interests.

COMMITMENT 3: Individual needs

When I need to make specific comments to one of my subordinates, I make sure to consider his or her emotional state at that moment. I never make these comments in front of other employees.

COMMITMENT 4: Courtesy

When I need to reprimand an employee, it is acceptable to be harsh with the facts, but never with the person. I remain courteous at all times.

COMMITMENT 5: Mutual respect

I apply the same principles to myself that I would like to see applied to others.

COMMITMENT 6: Visibility and keeping my word

I say what I do, and I do what I say.

I am aware of and I accept the fact that if I do not keep these commitments, I may risk disciplinary action.

"The Maya Technologies Management team places special importance on adhering to the fundamental management principles that are the cornerstones of the company. These fundamental principles are our values, and all employees must adhere to them, regardless of their level of responsibility in the company."

Philippe Mattia
President, Maya Technologies

Signed in Grenoble, on

Name:
Position:
Signature