

« AI opens up a new field of possibilities, provided that the use of this technology is in line with our ethical values.

*"In today's rapidly evolving technological landscape, Artificial Intelligence (AI) is revolutionizing how businesses operate and grow. Air Liquide - which has made innovation the driving force of its strategy since its beginning - has taken full advantage of this technology. The adoption of AI across our operations offers transformative opportunities, but it also brings significant responsibilities towards all our stakeholders.*

*This AI Charter serves as a cornerstone of our commitment to deploying AI technologies in a manner that aligns with our core values of integrity, transparency, and respect for human rights. It establishes clear principles to guide the responsible use of AI, ensuring that our systems enhance safety, fairness and sustainability, while safeguarding the trust of our employees, customers, and partners in an increasingly digital world. Our ethical approach to AI can guide innovation towards responsible and beneficial outcomes, as we strive for long-term innovation that benefits society as a whole.*

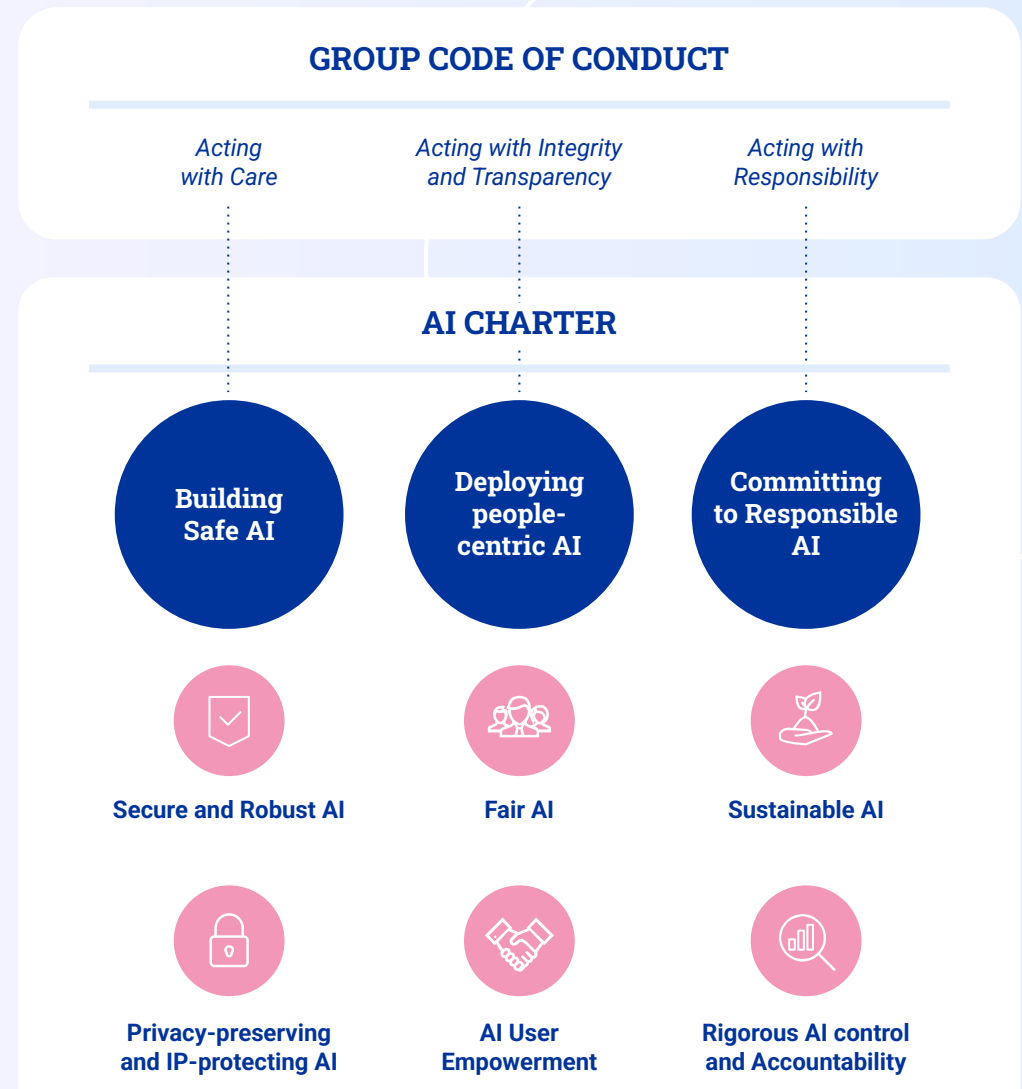
*With this in mind, we pledge to harness the transformative power of AI and data, fostering a culture of ethical innovation and accountability across all levels of our organization."*

**François Abrial**  
Senior Vice-President,  
Group General Secretary



# Air Liquide **AI Charter** for an ethical and trustworthy AI

Air Liquide's commitment to its stakeholders is based on three pillars, which set the framework for the ethical principles governing the development, deployment and use of AI systems within the Group.



# Practical implementation of the **AI Charter**

## Building Safe AI



### Secure and Robust AI

- **Assessing and controlling the potential risks associated with AI systems.**  
e.g. Rapid handling of AI incidents by using relevant incident reporting and analysis tools.
- **Ensuring the reliability and resilience of AI systems.**  
e.g. Identify the critical data quality dimensions (unicity, completeness, accuracy, etc.) for each AI use case before deployment.



### Privacy-preserving and IP-protecting AI

- **Safeguarding stakeholder's personal data.**  
e.g. Identify and mitigate AI system cybersecurity risks to ensure a full compliance with the personal data regulation (availability, integrity, confidentiality...).
- **Respecting applicable intellectual property rights.**  
e.g. Respect the intellectual property rights of Air Liquide and its partners. Secure the intellectual property rights associated with the content generated by AI.

## Deploying people-centric AI



### Fair AI

- **Fostering equity, diversity and inclusion in the development of AI systems.**  
e.g. Train global AI products with data from various geographies and activities, as well as diverse cultural information and languages.
- **Combating bias and discrimination.**  
e.g. Ensure the proper preparation of data before its use in AI systems to identify potential data quality issues, bias or inadequacy, requiring a specific data collection phase.



### AI User Empowerment

- **Raising awareness and training employees in AI.**  
e.g. Provide employees with the information and training necessary to properly use AI systems, understand their functioning and limits, trust them and take adequate decisions based on their outputs.
- **Promoting a healthy working experience and conditions for employees.**  
e.g. Provide dedicated resources to enable employees to have healthy use and collaboration around AI-based tools.

## Committing to Responsible AI



### Sustainable AI

- **Deploying sustainable AI systems.**  
e.g. Identify the environmental impacts of AI systems and prioritize low training resources models.
- **Promoting the ethical use of AI internationally.**  
e.g. Participate in international exchanges related to AI standardization, regulation and industry best practices.



### Rigorous AI control and Accountability

- **Facilitating the development of explainable and transparent AI systems.**  
e.g. Select AI systems whose interface allows users to clearly understand the outputs, their sources, and their limitations.
- **Ensuring accountability and human supervision of AI systems.**  
e.g. Define, ensure and monitor effective human oversight over critical AI systems. Review regularly the human oversight activity to adjust it according to context changes.