

Declared a "national worthy cause" by France's President for his five-year term, gender equality is a key priority for the French government. With that in mind, by decree no. 2019-15 of 8 January 2019, a new initiative was launched, the Gender Equality Index, under which French companies with over 50 employees are assessed each year on their success in achieving gender equality in the workplace.

Built around five indicators calculated out of a total of 100 points, the Index measures different gender equality data for each legal entity, including wage gaps, differences in the proportion of men and women receiving raises and promotions, systematic raises for women the year they take maternity leave, and the number of women among the company's top 10 highest-paid employees.

Any company receiving fewer than 75 out of 100 points must define and implement corrective measures within three years.

Below are the scores (out of 100) obtained by all of the Lisi Aerospace's French companies with over 50 employees on 31 December 2019.([1])

Tackling the root cause of gender inequality, the number of women is still far lower than that of men.

However, based on its belief that we need to put longstanding measures in place to counter any eventual gaps and encourage equal treatment for men and women. Aerospace Division of Lisi encourages the renewal of agreement on gender equality and well-being at work.

These scores reflect therefore Lisi AEROSPACE's commitment to achieving greater gender equality at every level of its organization.

Scores obtained by Lisi Aerospace Division's French companies with over 50 employees on 31 December 2019:

| | 2019 | 2020 |
|---|-----------------------|---------------|
| <i>Blanc Aero Industries</i> | <i>79/100</i> | <i>93/100</i> |
| <i>Lisi Aerospace Forged Integrated Solutions</i> | <i>87/100</i> | <i>82/100</i> |
| <i>Creuzet Aeronautique SAS</i> | <i>78/100</i> | <i>87/100</i> |
| <i>Blanc Aero Technologies</i> | <i>Not applicable</i> | <i>93/100</i> |
| <i>Lisi Aerosace SAS</i> | <i>Not applicable</i> | <i>82/100</i> |

([1]) Companies with fewer than 50 employees still fall outside the scope of the Index.