

The law "Freedom to choose one's professional future" of September 5, 2018, and its decree of January 8, 2019, created the obligation for companies to measure an overall index as well as five indicators in terms of gender equality. The objective is, in particular, to eliminate the wage gap between men and women.

Each year, no later than March 1, companies with at least 50 employees must calculate and publish on their website, in a visible and legible manner, the overall score of the gender equality index, as well as the score obtained for each of the indicators that make it up.

The index, out of 100 points, is composed of 4 or 5 indicators depending on whether the company has less than or more than 250 employees*:

- The gender pay gap,
 - The gap in the distribution of individual increases,
 - The distribution gap in promotions (only in companies with more than 250 employees),
 - The number of female employees who received a raise after returning from maternity leave,
 - The parity between the 10 highest salaries.
- ▶ In the case of an index below 85 points, companies must set and publish improvement targets for each of the indicators.
- ▶ If the index is below 75 points, companies must publish their corrective and curative measures.

Aware that its employees are its most precious asset, LISI AEROSPACE has a proactive policy in favor of equal treatment and has set itself the objective of being an exemplary employer for all its employees. This is one of the pillars of its CSR policy.

Despite our efforts, we are still confronted with a lower proportion of women in the fields where we recruit a large part of our workforce.

Convinced nonetheless of the need to fight against the gaps observed and to promote equal treatment between women and men, LISI AEROSPACE's management remains a driving force in the renewal of professional equality and QWL agreements within the Division.

The level of scores obtained since 2019 testifies to our Division's commitment to equal treatment in all areas of professional equality addressed by the Index.

Below is the score out of 100 obtained by each company within the scope of the LISI Group Aerospace Division in France with more than 50 employees as of December 31, 2022.

**When the overall Index score is incalculable, the company is not required to publish this score on its website. However, if certain indicators are calculable, the employer is required to publish them on its website.*

Scores obtained by LISI Aerospace Division's French companies with over 50 employees on 31 December 2022:

	2022	2023
<i>Blanc Aero Industries</i>	87/100	88/100
<i>LISI Aerospace Forged Integrated Solutions</i>	84/100	82/100
<i>Creuzet Aéronautique SAS</i>	77/100	86/100
<i>Blanc Aero Technologies</i>	89/100	NC*
<i>LISI Aerospace SAS</i>	82/100	86/100

*NC = Not calculable

Blanc Aero Industries :

	calculable indicator (1=yes, 0=no)	indicator value	obtained points	maximum number of points of the indicator	maximum number of points for calculable indicators
1- remuneration gap (in %)	1	1,2	38	40	40
2- individual increases gap (in % points)	1	14,3	20	20	20
3- promotion gap (in % points)	1	1,4	15	15	15
4- percentage of employees receiving a raise after maternity leave (%)	1	100	15	15	15
5- number of employees of the under-represented gender among the 10 highest salaries	1	1	0	10	10
Total calculable indicators			88		100
INDEX (out of 100 points)			88		100

Creuzet Aéronautique SAS :

	calculable indicator (1=yes, 0=no)	indicator value	obtained points	maximum number of points of the indicator	maximum number of points for calculable indicators
1- remuneration gap (in %)	1	3,7	36	40	40
2- individual increases gap (in % points)	1	5,9	20	20	20
3- promotion gap (in % points)	1	1,4	15	15	15
4- percentage of employees receiving a raise after maternity leave (%)	1	100	15	15	15
5- number of employees of the under-represented gender among the 10 highest salaries	1	1	0	10	10
Total calculable indicators			86		100
INDEX (out of 100 points)			86		100

Blanc Aero Technologies :

	calculable indicator (1=yes, 0=no)	indicator value	obtained points	maximum number of points of the indicator	maximum number of points for calculable indicators
1- remuneration gap (in %)	0	INCALCULABLE		40	0
2- individual increases gap (in % points)	1	0,5	35	35	35
3- percentage of employees receiving a raise after maternity leave (%)	0	INCALCULABLE		15	0
4- number of employees of the under-represented gender among the 10 highest salaries	1	2	5	10	10
Total calculable indicators			40		45
INDEX (out of 100 points)			INCALCULABLE		100

The index is incalculable because the maximum number of points of the calculable indicators is less than 75.

LISI Aerospace SAS :

	calculable indicator (1=yes, 0=no)	indicator value	obtained points	maximum number of points of the indicator	maximum number of points for calculable indicators
1- remuneration gap (in %)	1	6,3	33	40	40
2- individual increases gap (in % points)	1	0,7	35	35	35
3- percentage of employees receiving a raise after maternity leave (%)	0	INCALCULABLE		15	0
4- number of employees of the under-represented gender among the 10 highest salaries	1	3	5	10	10
Total calculable indicators			73		85
INDEX (out of 100 points)			86		100

The total of the calculable indicators is reduced to 100 points by applying the rule of proportionality.

LISI Aerospace Forged Integrated Solutions:

	calculable indicator (1=yes, 0=no)	indicator value	obtained points	maximum number of points of the indicator	maximum number of points for calculable indicators
1- remuneration gap (in %)	1	3	37	40	40
2- individual increases gap (in % points)	1	8,1	20	20	20
3- promotion gap (in % points)	1	3,5	10	15	15
4- percentage of employees receiving a raise after maternity leave (%)	1	100	15	15	15
5- number of employees of the under-represented gender among the 10 highest salaries	1	0	0	10	10
Total calculable indicators			82		100
INDEX (out of 100 points)			82		100

LISI Aerospace Forged Integrated Solutions' action plan will continue in 2023:

- Encourage the recruitment of women in jobs where they are very poorly represented, given their low representation at national level in technical professions.
- Continue to analyze the salaries of women returning from maternity leave and go beyond the professional equality agreement by continuing to guarantee them an increase at least equal to the increase budget for the year (individual and/or general).
- Continue to reduce the pay gap by examining individual situations. If the salary gap is not justified by objective elements, then the salary will be re-evaluated according to the position, seniority and outfit.
- Promote women in all professional categories. Particular attention will be paid to supporting women executives in positions below plant management, in order to find women in the company's 10 highest paid positions in the future. It should be noted that this action will be carried out over the long term - LISI AEROSPACE has implemented a "female leadership" training program to support women in this area.
- Continuing our actions with the "elles bougent" association and with "industri'elles" in order to attract women and girls to industry in general and LAFIS in particular - LISI AEROSPACE has 17 "elles bougent" mentors.