

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, 2023.

**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 2023:

	2023	2024
<i>Blanc Aero Industries</i>	88/100	88/100
<i>LISI Aerospace Forged Integrated Solutions</i>	82/100	87/100
<i>Creuzet Aéronautique SAS</i>	86/100	87/100
<i>Blanc Aero Technologies</i>	NC*	NC*
<i>LISI Aerospace SAS</i>	86/100	89/100

*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	1,9	38	40	40
2- individual increases gap (in % points)	1	0,4	20	20	20
3- promotion gap (in % points)	1	1,8	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	2,3	37	40	40
2- individual increases gap (in % points)	1	0,3	20	20	20
3- promotion gap (in % points)	1	1	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			87		100
INDEX (out of 100 points)			87		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	NOT CALCULABLE		40	0
2- individual increases gap (in % points)	1	1,5	35	35	35
3- percentage of employees receiving a raise after maternity leave (%)	1	100	15	15	15
4- number of employees of the under-represented gender among the 10 highest salaries	1	4	10	10	10
Total calculable indicators			60		60
INDEX (out of 100 points)			NOT CALCULABLE		100

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	5,1	34	40	40
2- individual increases gap (in % points)	1	2	35	35	35
3- percentage of employees receiving a raise after maternity leave (%)	1	100	15	15	15
4- number of employees of the under-represented gender among the 10 highest salaries	1	2	5	10	10
Total calculable indicators			89		100
INDEX (out of 100 points)			89		100

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	2,5	37	40	40
2- individual increases gap (in % points)	1	1,8	20	20	20
3- promotion gap (in % points)	1	0,8	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	0	0	10	10
Total calculable indicators			87		100
INDEX (out of 100 points)			87		100