



PROFESSIONAL GENDER EQUALITY

Year 2023

Where does **ALEDIA** stand on gender equality?

Since January 2019, all companies with at least 50 employees are required to calculate and publish their professional gender equality index every year.

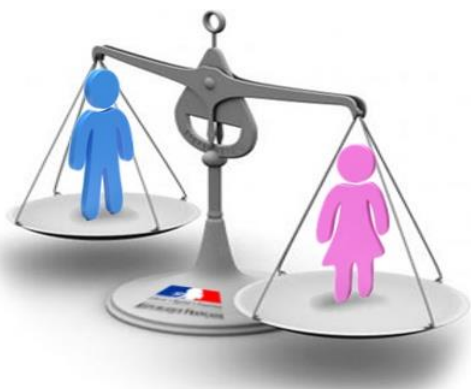
This barometer measures pay gaps based on at least 4 indicators (out of 100 points):

- The pay gap between women and men (40 points)
- The gap in the distribution of individual increases between women and men (35 points)
- The percentage of female employees who received a raise in the year following their return from maternity leave (15 points)
- The number of women among the 10 highest salaries (10 points)

A score of 75 out of 100 must be achieved, and if not, the company must implement corrective actions.

ALEDIA obtained **85 out of 100 points** in the report on the pay gap between Women and Men in 2023.

- Pay gap between Women and Men (out of 40 points):
⇒ **35** points - ALEDIA
- Gap in the distribution of individual increases (out of 35 points):
⇒ **35** points - ALEDIA
- Number of female employees increased upon their return from maternity leave (out of 15 points):
⇒ **15** points - ALEDIA
- Parity among the 10 highest salaries (out of 10 points):
⇒ **0** point - ALEDIA



ALEDIA's Index value:

(from January 1, 2023, to December 31, 2023)

85/100