



Clichy, France -  
March 4th, 2024

## Gender Equality index 2023

The gender equality index is one of the measures adopted as part of the “Loi Avenir” of September 5th, 2018, a right to choose one’s professional future.

The index is designed as a practical tool to advance gender equality within companies. It enables each company to measure where it stands in terms of professional equality. Composed of five indicators, and scored out of 100, the minimum score required is 75/100.

	BIC Services	BE 2000	BIC Rasoirs	BJ 75	BIC Conté
Pay gap (out of 40 points)	39	38	38	38	39
Difference in the distribution of individual increases	20	25	35	10	35
Promotion spread (out of 15 points)	15	Not calculable	Not calculable	15	Not calculable
Percentage of employees receiving a raise on return from maternity leave (out of 15 points)	15	Not calculable	15	15	Not calculable
Number of employees of the under-represented gender in the 10 highest earners (out of 10 points)	10	5	0	0	0
<b>INDEX (out of 100 points)</b>	<b>99</b>	<b>80</b>	<b>88</b>	<b>78</b>	<b>87</b>

Over the past 5 years, BIC has taken steps to rebalance the pay gap, which has resulted in an improvement in the index year after year. BIC is convinced that diversity is an essential asset for the organization, making it stronger in the face of today’s challenges and better prepared for those of tomorrow. The major challenge now is to balance the number of women and men in the 10 highest-paid positions. Actions are already underway and are included in equality plans and agreements.

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**Agenda 2024**

*All dates are to be confirmed.*

<b>1<sup>st</sup> quarter 2024 results</b>	April 23, 2024 (after market close)
<b>Annual general meeting 2024</b>	May 29, 2024
<b>2<sup>nd</sup> quarter and 1st half 2024 results</b>	July 31, 2024 (after market close)
<b>3rd quarter results and first 9 months 2024</b>	October 23, 2024 (after market close)