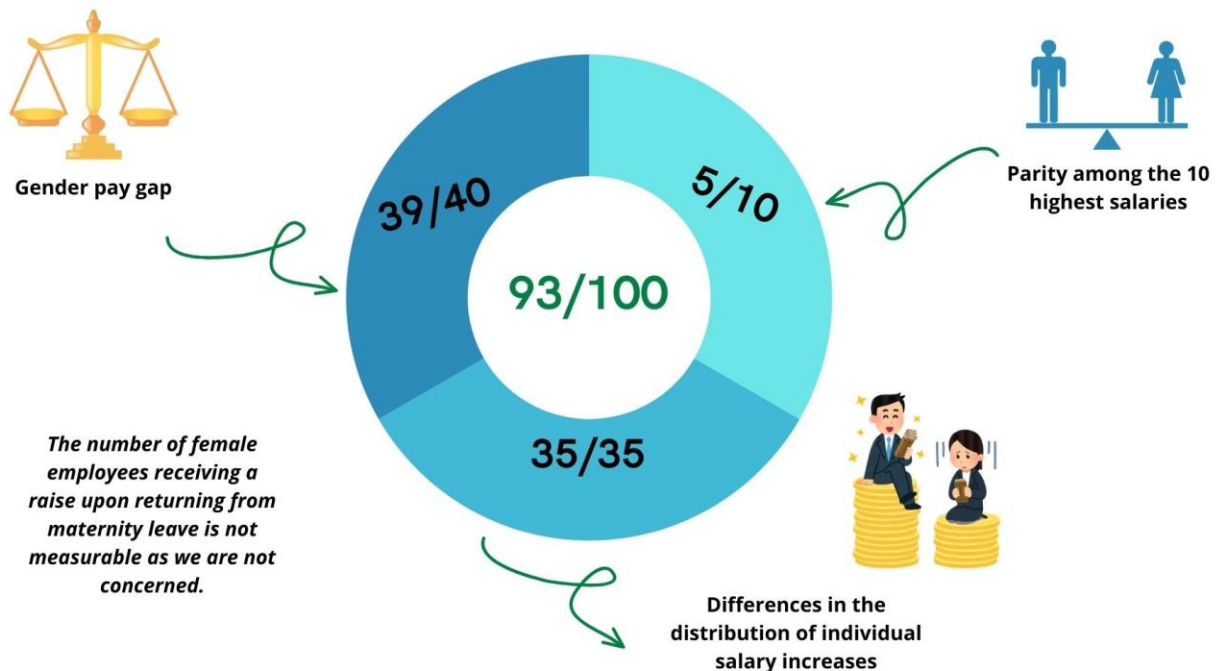


Information Note N°268
PUBLICATION OF THE GENDER EQUALITY INDEX 2024

Sender: E.BINET	Recipients : To all staff
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The Gender Equality Index measures companies' standing in terms of professional equality. Below, you will find the graphical representation of our 2024 index, calculated based on four indicators.

In 2024, out of a total of 100 points, DEFTA ESSOMES achieved a score of 93/100.



For your information, companies that score below 75 points are required to take corrective measures within three years to reduce the gender professional gap.

In accordance with the law of September 5, 2018, for the freedom to choose one's professional future, and its implementing decree of January 8, 2019, aimed at eliminating the gender pay gap.

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