

Press Release

Gender equality index

Friday 9th of February 2024

With respect to the law « Avenir professionnel » dated 5th of September 2018, ALD SA has determined its gender equality index, aimed at closing the gender gaps in compensation levels between men and women. The score of this analysis is 84 out of a maximum of 100 points (same level as last year), knowing that the minimum level required is 75.

Ayven's policy is aimed at eliminating compensation discrepancies based on the principle of equal pay for equal work, as well as ensuring equal access to strategic positions.

Compensation at Ayvens is driven by different objective criteria, making no difference based on gender.

About Ayvens

Ayvens is the leading global sustainable mobility player committed to making life flow better. We've been improving mobility for decades, providing full-service leasing, flexible subscription services, fleet management and multi-mobility solutions to large international corporates, SMEs, professionals and private individuals.

With 15,700 employees across 43 countries, 3.4 million vehicles and the **world's largest multi-brand EV fleet**, **we're leveraging our unique position** to lead the way to net zero and spearhead the digital transformation of the mobility sector. (The company is listed on Compartment A of Euronext Paris (ISIN: FR0013258662; Ticker: ALD). Societe Generale Group is Ayvens majority shareholder.).

Find out more at [ayvens.com](https://www.ayvens.com)

Press Contacts

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