



## press release

Mauves, February 28, 2022 – 6 pm

# Professional equality: a pillar of the Altheora Group's CSR strategy

Today, Altheora publishes the gender equality index of its subsidiary, Mecelec Composites, the only company in the Group entering the scope of the index, with more than 50 employees. The 86/100 score confirms the strength of Altheora's CSR strategy and its daily impact on Mecelec Composites' 152 employees and, more broadly, on the Group's 210 employees in France.

This score, initiated by the Ministry of Labor, allows companies with more than 50 employees to evaluate themselves in terms of professional equality, and is calculated on the basis of 4 indicators:

- the gender pay gap,
- the gender pay gap in the distribution of individual raises,
- the number of female employees who received a raise after returning from maternity leave,
- the number of people of the under-represented gender among the 10 highest earners.

"Equality in the workplace has always been an important part of our CSR strategy. Historically, industry has been a predominantly male sector (28% women\* and 15% of women managers\* in 2020). With 30% of employees being women, 37.5% of COMEX members being women, and 37.5% of Board members being women, the Altheora Group is committed to gender equality at the highest levels of its organization. And to prepare for the future, we have 36% of young women on work-study programs that we support in their training and who will be the driving force behind the industry of the future!" says Bénédicte Durand, the Group's CEO and ambassador for professional equality in the Auvergne Rhône-Alpes region.

\* INSEE 2020



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**ALTHEORA**

Société anonyme au capital de 7.795.348 euros  
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**ALTHEORA** is a European leader in the transformation of composite materials. Known since 1934 for its development of specific tools for the construction industry (electricity, gas, telecom, water, etc.), the Group has also developed expertise and cutting-edge technologies for sectors as varied and demanding as the railway industry, aeronautics, the automobile industry, the medical sector, leisure activities and urban furniture, etc. It also integrates an innovation laboratory to co-develop new products with its customers that respond to future issues such as new mobility or smart cities.

ALTHEORA offers 100% integrated solutions, from R&D to production. The Group is backed by the know-how of its employees spread over 4 sites in the Auvergne-Rhône-Alpes region and one site in Romania. It currently supports more than 500 customers worldwide, and in 2020 received the JEC Innovation Awards prize for best innovation in the Design and Furniture category.

*The company is listed on Euronext Growth Paris - ISIN:FR0000061244 – ALORA*



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