

Indicators taken from the 2023 CSR Report Group

Good SOCIAL Performance

Social indicators	2023 results and comments
GENDER EQUALITY	<p>Parity (Group and France): Gender Equality has now been achieved at managerial level; at executive level, it will increase significantly by 2023.</p> <ul style="list-style-type: none"> Share of women among managers: Rate: 51.5% (2022, 50.9%) of which France: 51.9% (of which 2022, 51.4%) Share of women in senior management: Rate: 28.5% (2022 26.2%) of which France: 27.1% (2022 24.1%)
INCLUSION	<p>The number of permanent hires is up again (from around 2,600 to 3,070 in France) - the proportion of seniors in the workforce is up slightly (31.6% in France) Figures for France, at 31/12/2023 : <u>Work-linked training</u>: 1,046 work-linked trainees (1,054 in 2022) and more than 20% of work-linked trainees are recruited. In 2023, the rate of conversion of work-study students to fixed-term or open-ended contracts will be 20.8% (21.7% in 2022). <u>Disability</u>: 1,229 disabled employees (98% on permanent contracts); they represent 5.1% of the total permanent workforce, rising to 4.9% by 2022. Direct employment rate > 6% (>6% since 21, 23 will be known in June 24)</p>
EMPLOYABILITY AND TRAINING	<p>Number of employees trained continues to rise (100% taking into account staff turnover), Number of employees trained in France: +8.8%; training hours: +14% (over 1 million hours); expenditure: +18%/2022 (over €51 million); e-learning share: 13%.</p>
GROUP ABSENTEEISM	<p>Group absenteeism rate (France + international): 7.5% (8.1% in 2022) The rate will fall after the end of the last major waves of Covid in 2021-2022. In France, taking into account only sick leave and accidents, the rate is 4.95%, 1 point lower than in 2022.</p>
COMMITMENT RATE	<p>Social Barometer 2023: commitment rate: 78%, -3 points/2021 (the rate remains solid, while remaining higher than the pre-pandemic rate in 2018), i.e. +4 points above the Private Companies France 2022 benchmark, and +1 point above the Europe Insurance 2022 benchmark, the latter being the benchmark to exceed for our HR indicator in the Sustainability strategy.</p>
GROUP ATTRACTIVENESS	<ul style="list-style-type: none"> 7 Group companies awarded Top Employer status in early 24 Groupama featured in the Universum 2023 ranking of the most attractive companies in the Top 5 of companies best perceived for their respect for employees and the 3rd most attractive insurer in the market