



## French gender equality index

Year 2023

Complying with the Avenir law (September 5, 2018), CARMAT (France) S.A. publishes its gender equality index. This law aims to eliminate all gender pay disparities in France.

Scoring on a total of 100 points, this index allows companies to assess compensation equality between men and women. It is calculated on the basis of 5 criteria.

CARMAT (France) S.A. scores a total of 93 points for year of reference (January 1, 2022, to December 31, 2022). THE RESULT OF A PROACTIVE POLICY TO FIGHT FOR PROFESSIONAL EQUALITY.

### About CARMAT:

CARMAT is a French MedTech that designs, manufactures and markets the Aeson® artificial heart. The Company's ambition is to make Aeson® the first alternative to a heart transplant, and thus provide a therapeutic solution to people suffering from end-stage biventricular heart failure, who are facing a well-known shortfall in available human grafts. The world's first physiological artificial heart that is highly hemocompatible, pulsatile and self-regulated, Aeson® could save, every year, the lives of thousands of patients waiting for a heart transplant. The device offers patients quality of life and mobility thanks to its ergonomic and portable external power supply system that is continuously connected to the implanted prosthesis. Aeson® is commercially available as a bridge to transplant in the European Union and other countries that recognize CE marking. Aeson® is also currently being assessed within the framework of an Early Feasibility Study (EFS) in the United States. Founded in 2008, CARMAT is based in the Paris region, with its head offices located in Vélizy-Villacoublay and its production site in Bois-d'Arcy. The Company can rely on the talent and expertise of a multidisciplinary team of more than 200 highly specialized people. CARMAT is listed on the Euronext Growth market in Paris (Ticker: ALCAR / ISIN code: FR0010907956).

For more information, please go to [www.carmatsa.com](http://www.carmatsa.com) and follow us on LinkedIn.