

## Gender Equality Index 2022

	Calculable indicator (1=yes, 0=no)	Value of the indicator	Points obtained	Maximum number of points for the indicator	Maximum number of points for the calculable indicators
1- Pay gap (in %)	1	0,9	39	40	40
2- individual raise differences (in % points)	1	8,4	5	20	20
3- promotion differences (in % points)	1	6,2	15	15	15
4- percentage of employees increased upon return from maternity leave (%)	1	100	15	15	15
5- number of employees of the under-represented sex among the 10 highest paid employees	1	2	5	10	10
<b>Total calculable indicators</b>			<b>79</b>		<b>100</b>
<b>INDEX (out of 100 points)</b>			<b>79</b>		<b>100</b>

## GOALS FOR PROGRESS

### **Target Compensation gap indicator**

In accordance with its company agreement of 17/11/22, the company undertakes to ensure equal pay for men and women, on the basis of the principle that with equivalent qualification, function, competence and experience, women and men are hired at the same pay, position...

### **Target Individual increment rate differential indicator**

In accordance with its company agreement of 17/11/22, the company is committed to ensuring equal pay on a permanent basis and to ensuring that absences for maternity leave adoption, parental leave and caregiving do not have an impact on career development.

### **Objective Indicator ten highest earnings**

The company is committed to ensuring identical access to management functions and internal promotion in order to achieve gender diversity in all the company's activities, in particular strategic and management activities.

### **Date of publication of objectives**

24/02/2023