

# Ega-pro Index 2022

In 2022, our Gender Equality Index score in France was 80 out of 100. Given our strong commitment to gender equality, we have taken various steps to foster an even more inclusive environment in 2023.

## **1. Indicator of the pay gap 2022: 35/40**

For 2023, we have implemented salary grids for each division that include a minimum wage based on level of responsibility and seniority. Moving forward, we will reinforce the use of these grids and ensure that they are applied appropriately in all key salary decision-making stages, including during hiring and promotions. We will closely monitor individual salary increase campaigns to address any potential disparities. Additionally, we will provide training on cognitive biases and their influence on salary increase decisions to our managers and employees.

## **2. Indicator of the gap in individual increase rates 2022: 10/20**

Our goal in 2023 is to ensure the implementation of a fair performance evaluation approach. We will also strengthen the guidelines shared with managers as part of our individual increase and promotion campaigns and ensure that the rate of salary increases applied to women is equivalent to that applied to men.

## **3. Indicator of the gap in promotion rates 2022: 15/15**

We have a 8% favorable gap for women. We will keep on promoting our employees in 2023 based on three main criteria: performance, readiness and business need. We will closely monitor the promotion rate for women at every level in the organization.

## **4. Indicator related to the % of female employees who received a salary increase in the year following their return from maternity leave 2022: 15/15**

100% of women received a salary increase upon their return from maternity leave in 2022. We will keep on ensuring that every woman on maternity leave is taken into account in the salary increase process.

**5. Indicator related to the number of employees of underrepresented gender among the 10 employees who received the highest salaries 2022: 5/10**

We are working on improving this representation. At the end of 2022, we have hired women at Director + roles that will increase the number of women who receive a high salary. In parallel we are working on women advancement at Malt through the creation of an employee resource group focusing on women and a leadership development program.