

Ega-pro Index 2023

In 2023, our Gender Equality Index score in France is 71 out of 100. Given our strong commitment to gender equality, we have taken various steps to foster an even more inclusive environment in 2024.

1. Indicator of the pay gap 2023: 36/40

In 2024, we will implement 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 2023: 0/20

Our goal in 2024 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 2023: 15/15

We have a 3% favorable gap for women. We will keep on promoting our employees in 2024 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 2023: 15/15

100% of women received a salary increase upon their return from maternity leave in 2023. We will keep on ensuring that every woman on maternity leave is considered 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 2023: 5/10

We are working on improving this representation. At the end of 2023 and in 2024, we have hired and promoted women at VP roles, that will increase the number of women who receive a high salary.

Moving forward, we will be extra vigilant to have 50% female eligible for a higher job level