

# Calculation of the gender equality index

|  | calculable<br>indicator<br>(1=yes, 0= no) | indicator value | points obtained | maximum numbre of<br>points of the indicator | maximum number of<br>points for calculable<br>indicators |
|--|---|-----------------|-----------------|--|--|
| 1- compensation gap (in %)   | 1   | 6,3             | 33              | 40   | 40   |
| 2- Différence in individual increases (in % points)                                    | 1   | 1,1             | 20              | 20   | 20   |
| 3- promotion différences (in % points)   | 1   | 2               | 15              | 15   | 15   |
| 4- percentage of employees with a raise after returning from maternity leave (%)       | 1   | 100             | 15              | 15   | 15   |
| 5- number of employees of the under-represented gender on the 10 highest compensations | 1   | 2               | 5               | 10   | 10   |
| Total calculable indicators  |   |                 | 88              |  | 100  |
| INDEX (out of 100 points)  |   |                 | 88              |  | 100  |

## 1 - compensation gap indicator

| Socio-professional category (SPC) | age range          | average gross annual compensation (full-time equivalent) |        | average pay gap | difference after application of the relevance threshold | number of employees |     | validity of the group (1=yes, 0=no) | valid staff | weighted variance |
|-----------------------------------|--------------------|--|--------|-----------------|---|---------------------|-----|-------------------------------------|-------------|-------------------|
|                                   |                    | women  | men    |                 |   | women               | men |                                     |             |                   |
| workers                           | under 30 years old |  |        |                 |   | 1                   | 0   | 0                                   | 0           | 0,00%             |
|                                   | 30 to 39 years old | 23 318   | 24 319 | 4,1%            | 0,0%  | 12                  | 10  | 1                                   | 22          | 0,00%             |
|                                   | 40 to 49 years old |  |        |                 |   | 27                  | 2   | 0                                   | 0           | 0,00%             |
|                                   | 50 years and older |  |        |                 |   | 38                  | 2   | 0                                   | 0           | 0,00%             |
| employees & technicians           | under 30 years old |  |        |                 |   | 3                   | 1   | 0                                   | 0           | 0,00%             |
|                                   | 30 to 39 years old | 28 857   | 29 404 | 1,9%            | 0,0%  | 13                  | 5   | 1                                   | 18          | 0,00%             |
|                                   | 40 to 49 years old | 28 693   | 28 978 | 1,0%            | 0,0%  | 5                   | 6   | 1                                   | 11          | 0,00%             |
|                                   | 50 years and older | 29 113   | 32 555 | 10,6%           | 5,6%  | 13                  | 3   | 1                                   | 16          | 0,60%             |
| supervisors                       | under 30 years old |  |        |                 |   | 0                   | 1   | 0                                   | 0           | 0,00%             |
|                                   | 30 to 39 years old |  |        |                 |   | 1                   | 0   | 0                                   | 0           | 0,00%             |
|                                   | 40 to 49 years old |  |        |                 |   | 1                   | 2   | 0                                   | 0           | 0,00%             |
|                                   | 50 years and older |  |        |                 |   | 2                   | 1   | 0                                   | 0           | 0,00%             |
| engineers and managers            | under 30 years old |  |        |                 |   | 2                   | 2   | 0                                   | 0           | 0,00%             |
|                                   | 30 to 39 years old | 39 076   | 43 024 | 9,2%            | 4,2%  | 6                   | 10  | 1                                   | 16          | 0,45%             |
|                                   | 40 to 49 years old | 53 100   | 62 696 | 15,3%           | 10,3%   | 10                  | 34  | 1                                   | 44          | 3,04%             |
|                                   | 50 years and older | 57 913   | 72 437 | 20,1%           | 15,1%   | 5                   | 17  | 1                                   | 22          | 2,22%             |
| all employees                     |                    | 16 057   | 46 407 | 65,4%           |   | 235                 |     |                                     | 149         | 6,31%             |

calculable indicator (1=yes, 0=no) :

1

The valid workforce represents more than 40% of the total workforce.

promotion rate gap indicator (points of %) :

6,3

There is a pay gap in favor of men.

## 2 - individual increase rate differential indicator

| Socio-professional category (SPC) | rate of increase (proportion of employees with an increase) |        | difference in rate of increase | number of employees |     | validity of the group (1=yes, 0=no) | valid staff | weighted variance |
|-----------------------------------|---|--------|--------------------------------|---------------------|-----|-------------------------------------|-------------|-------------------|
|                                   | femmes  | hommes |                                | women               | men |                                     |             |                   |
| workers                           | 78,2%   | 50,0%  | -28,2%                         | 78                  | 14  | 1                                   | 92          | -11,43%           |
| employees & technicians           | 76,5%   | 80,0%  | 3,5%                           | 34                  | 15  | 1                                   | 49          | 0,76%             |
| supervisors                       |   |        | 0,0%                           | 4                   | 4   | 0                                   | 0           | 0,00%             |
| engineers and managers            | 47,8%   | 73,0%  | 25,2%                          | 23                  | 63  | 1                                   | 86          | 9,54%             |
| all employees                     | 70,5%   | 67,7%  | -2,8%                          | 235                 |     |                                     | 227         | -1,13%            |

\* Only individual increases in base salary are to be taken into account, when they do not correspond to promotions.

calculable indicator (1=yes, 0=no) :

1

There were no increases in the company.

promotion rate gap indicator (points of %) :

1,1

Un écart d'augmentations est constaté en faveur des femmes.

score obtained out of 20 :

20

L'écart d'augmentations réduit l'écart de rémunération. Tous les points sont accordés.

### 3- promotion rate gap indicator

| Socio-professional category (SPC) | promotion rate (proportion of employees promoted) |        | promotion rate gap | number of employees |     | validity of the group (1=yes, 0=no) | valid staff | weighted variance |
|-----------------------------------|---|--------|--------------------|---------------------|-----|-------------------------------------|-------------|-------------------|
|                                   | femmes  | hommes |                    | women               | men |                                     |             |                   |
| workers                           | 21,8%   | 50,0%  | 28,2%              | 78                  | 14  | 1                                   | 92          | 11,43%            |
| employees & technicians           | 20,6%   | 20,0%  | -0,6%              | 34                  | 15  | 1                                   | 49          | -0,13%            |
| supervisors                       |   |        | 0,0%               | 4                   | 4   | 0                                   | 0           | 0,00%             |
| engineers and managers            | 43,5%   | 19,0%  | -24,4%             | 23                  | 63  | 1                                   | 86          | -9,26%            |
| all employees                     | 24,5%   | 22,9%  | -1,5%              | 235                 |     |                                     | 227         | 2,05%             |

calculable indicator (1=yes, 0=no) :

promotion rate gap indicator (points of %) :

score obtained out of 15 :

1

There have been promotions and the valid workforce represents over 40% of the total workforce.

2,0

There is a promotion gap in favor of women.

15

The promotion gap reduces the pay gap. All points are awarded.

#### 4- percentage of employees who received a raise in the year following their return from maternity leave

|               | number of employees returning from maternity/adoption leave*. |                       | percentage of employees with raises |
|---------------|---|-----------------------|-------------------------------------|
|               | total   | employees with raises |                                     |
| all employees | 2   | 2                     | 100%                                |

calculable indicator (1=yes, 0=no) :

1

There was at least one return from maternity leave with an increase during that leave.

indicator of percentage of employees who received a raise in the year following their return from maternity leave (%)

100

15

All employees returning from maternity or adoption leave, during which increases occurred, were increased. All points are awarded.

score obtained out of 15

5- number of the undeer- represented gender in th 10 highest compensations

|               | Number of employees among the 10 highest erners |        |          | number of employees of the under-represented gender |
|---------------|---|--------|----------|---|
|               | femmes  | hommes | ensemble |   |
| all employees | 2   | 8      | 10       | 2   |

in the 10 highest earnersIndicator of the number of employees of the under-represented gender score obtained out of 10

|   |
|---|
| 2 |
| 5 |

Women are under-represented among the highest paid employees