

Gender Equality Index - 2020

| | 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 | 2 | 38 | 40 | 40 |
| 2- individual raise differences (in % points) | 1 | 2 | 20 | 20 | 20 |
| 3- promotion differences (in % points) | 1 | 6,3 | 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 | 1 | 0 | 10 | 10 |
| Total calculable indicators | | | 88 | | 100 |
| INDEX (out of 100 points) | | | 88 | | 100 |