

Calculation of the gender equality index 2024

	Calculable indicator (1=yes, 0=no)	Indicator value	Obtained points	Maximum number of indicator points	Maximum number of calculable indicators points
1- Remuneration gap (in %)	1	2,1	37	40	40
2- Individual increase gaps (in % points)	1	5,8	20	20	20
3- Promotions gaps (in % points)	1	2,3	10	15	15
4- Percentage of employees increased on return from maternity leave(%)	1	100	15	15	15
5- Number of employees of the under-represented sex among the 10 highest earners	1	2	5	10	10
Total of calculables indicators			87		100
INDEX (out of 100 points)			87		100