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|---|----|----|-----|
|   |    |    |     |
| Gender pay gap(in %)  | 37 | 40 | 40  |
| Difference in the distribution of individual increases (in %points)       | 20 | 20 | 20  |
| Promotion gaps (in %points)   | 15 | 15 | 15  |
| Percentage of employees increased upon return from maternity leave (%)    | 15 | 15 | 15  |
| Number of employees of the underrepresented sex among the 10 highest paid | 0  | 10 | 10  |
| Total of calculabledicators   | 87 |    | 100 |

INDEX (pn

|  |      |
|--|------|
| Percentage of me among senior executives                       | 83 % |
| <b>Gap in representation among members of governing bodies</b> |      |
| Percentage of women among members of governing bodies          | 42 % |
| Percentage of men among members of governing bodies            |      |