

GENDER EQUALITY INDEX (WOMEN – MEN)

The law of September 2018 requires companies to monitor a gender equality index and, where necessary, to implement corrective actions to promote professional equality between women and men.

This index is based on five criteria:

- The pay gap between women and men by job classification;
- The gap in individual salary increases between women and men by category;
- The promotion gap between women and men;
- The percentage of women receiving a salary increase upon return from maternity leave or parental leave, based on defined criteria;
- The percentage of the underrepresented gender among the ten highest-paid employees.

The minimum required score is 75 points out of 100. Failure to reach this threshold may result in the implementation of a corrective action plan and potential sanctions.

These results are achieved despite the fact that our business activities in metrology, plastics processing, mechanics, and electronics suffer from a lack of female candidates, which creates additional challenges in terms of gender representation within our company.

Scores achieved since 2018 :

Year	Pay gap	Increase gap	Promotion gap	Return from maternity or parental leave	Top 10 highest salaries	Total score
2025	39/40	20/20	NC	15/15	0/10	87
2024	39/40	20/20	14/15	15/15	5/10	93
2023	31/40	20/20	15/15	15/15	5/10	87
2022	36/40	20/20	15/15	15/15	5/10	91
2021	31/40	20/20	15/15	15/15	5/10	86
2020	36/40	20/20	15/15	15/15	0/10	86
2019	33/40	20/20	10/15	15/15	0/10	86
2018	33/40	20/20	10/15	15/15	0/10	78

Our recruitment, internal promotion, individual salary increase, and training access policies are based solely on skills and the evaluation of the service provided, independently of any other criteria. We nevertheless encourage schools and universities to diversify their recruitment efforts in order to avoid the need for positive discrimination measures and to move as close as possible to achieving the full 100-point score.