

France Professional Equality Index

In accordance with the provisions of Article D.1142-5 of the French Labour Code, our company has forwarded to the services of the Ministry of Labour the results of its professional gender equality index for our Paris base for the year 2025, calculated on the basis of 2024 data.

We are proud to announce an overall score of **99/100**, demonstrating our strong commitment to professional equality.

Details of the indicators:

- **Pay gap:** 39/40
- **Promotion gap:** 35/35
- **Return from maternity leave:** 15/15
- **Parity among the highest earners:** 10/10

Gender equality is a key value of our corporate culture, and we are continuing our efforts to ensure lasting fairness at all levels.

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