

Gender Equity Index 2020 for Industeel France

(as per French laws)

Index category	Industeel France 2020 equity index	Maximum equity index value
1- M/F salary equity	39	40
2- M/F salary increase equity	20	20
3- M/F promotions equity	15	15
4- Salary evolution post maternity leave	0	15
5- Nr of minority gender in the top 10 remunerations	0	10
GENDER EQUITY INDEX	89	100